PADUCAH INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF EDUCATION
Paducah Innovation Hub
500 S. 25th Street, Paducah, KY 42003
5:00 PM CT/6:00 PM ET – Monday, November 16, 2026

OUR VISION
To know each and every student by name and need.

OUR MISSION
To inspire all students to achieve excellence, explore opportunities, and realize their full potential with the goal of preparing each and every student to be college or career ready upon graduation.

BOARD TEAM COMMITMENTS
To improve our effectiveness, the members of the Paducah Board of Education commit to:

- *Provide high quality education for all our students*
- *Get on with the task; make the best decision, most favorable to our diverse student population*
- *Approach all issues with an open mind*
- *Keep each other informed (no surprises!)*
- *Treat others and their ideas with respect even though we may disagree*
- *Participate in continuous education*
- *Retain quality management/leadership*
- *Respectfully remind each other of these commitments*

1.0 CALL TO ORDER
- 1.1. Roll Call
- 1.2. Establish Quorum
- 1.3. Approval of Agenda
- 1.4. Pledge of Allegiance

2.0 RECOGNITIONS AND REPORTS
- 2.1. Paducah Middle School Art Students – Dr. Anthony Woodruff
- 2.2. Head Start – Kristy Lewis
- 2.3. Minority Report – Will Black
- 2.4. Attendance Report – Troy Brock

3.0 HEARING OF INDIVIDUALS AND GROUPS

If you wish to speak, please sign in prior to the start of the meeting. The Chair will recognize members of the audience who wish to make comments to the Board regarding any topics related to School District business. The Board will take all comments under advisement without discussion, which means the Board will not respond tonight. If a member of the public raises an issue or concern that requires follow-up, the Board Chair or the Superintendent will do so in a timely manner. The Chair may rule on the relevance of the topic to the Board's agenda. The Chair may also establish time limits for speakers <u>not to exceed 2 minutes</u> as may be required to maintain order and to ensure the expedient conduct of the Board's business. All individuals are to conduct themselves with respect and civility towards others as outlined in Board policy 10.21 – Civility and Courtesy.

- 3.1. Oral communications from the audience regarding items on the agenda
- 3.2. Oral communications from the audience regarding items not on the agenda

4.0 CONSENT AGENDA

- 4.1. NOTIFICATION OF PERSONNEL ACTIONS - The superintendent recommends that the Paducah Board of Education receive the personnel actions that have occurred since October 19, 2026.
- 4.2. LEAVE REQUESTS – The superintendent recommends that the Paducah Board of Education approve the following leave of absence requests: Erin Shively - 8/4/26 to 11/3/26; Sherry Bertram 9/9/26 to Intermittent; Jessica Duncan 8/4/26 to 8/31/26.
- 4.3. MINUTES OF PAST MEETINGS - The superintendent recommends that the Paducah Board of Education approve the minutes of the regular meeting held October 19, 2026, and special meeting held November 2, 2026.
- 4.4. FINANCIAL REPORT - The superintendent recommends that the Paducah Board of Education receive the Financial Report for the period ending October 31, 2026. Under separate cover.
- 4.5. STUDENT TRIPS - The superintendent recommends that the Paducah Board of Education approve the following student trip: PTHS NJROTC, University of Memphis, November 16, 2026.

4.6. DISTRICT CALENDAR COMMITTEE 2027-2028 - The superintendent recommends that the Paducah Board of Education approve the following members be appointed to the 2027-2028 District Calendar Committee:

Felix Akojie, Board Member	Whitney Denson, Chamber of Commerce Member
Alyssa Phares, Paducah CV Bureau	Troy Brock, Central Office
Kelly Workman, Principal	Kennetha Reed, Elementary Teacher
Chelsea Saladino, MS/HS Teacher	Elisha Walker, Classified Staff
Stephani Watson, Parent	Toni Bumphus, Parent
Abigail Nguyen, Classified Staff	

4.7. GRANT APPLICATION – The superintendent recommends that the Paducah Board of Education approve the application for the USTA 2026 Tennis Venue Services Grant.

4.8. REVISION TO ADMINISTRATIVE PROCEDURE 05.31 AP.21 – The superintendent recommends that the Paducah Board of Education approve the revision to Administrative Procedure 05.31 AP.21 to remove the option to rent the Paducah Head Start facilities. Head Start Performance Standards specifically restrict renting, leasing, or allowing outside organizations to use Head Start property when that property is subject to a federal interest. The most important regulation specific to the facility not being used by outside entities is 45 CFR § 1303.48(b).

4.9. BOARD MEETING DATES 2026 – The superintendent recommends that the Paducah Board of Education approve the following as its regular meeting dates for 2027 with the meetings to begin at 5 p.m. in the Central Office Board Room in the Paducah Innovation Hub, 500 S. 25th Street, Paducah, Kentucky, unless announced otherwise.

January 25, 2027	July 19, 2027
February 15, 2027	August 16, 2027
March 15, 2027	September 20, 2027
April 19, 2027	October 18, 2027
May 17, 2027	November 15, 2027
June 21, 2027	December 13, 2027

5.0 ACTION ITEMS

5.1. REVISION TO BOARD POLICIES, FIRST READING – The superintendent recommends that the Paducah Board of Education accept the revisions to Board Policies 03.1236, 03.2236, 03.1232 and 03.2232 to include "stepparent" under Immediate Family Defined for first reading.

5.2. CHANGE ORDER, DISTRICT (BG 25-195) – The superintendent recommends that the Paducah Board of Education approve the owner requested change order for the District Security System Upgrades project in the amount of $2,875.00. This change order will add additional security camera coverage and some minor modifications to the Choices Educational Center facility.

5.3. NEW SUPPLEMENTAL POSITION - SCHOLARSHIP GRANTING ORGANIZATION CHIEF FINANCIAL OFFICER - The superintendent recommends that the Paducah Board of Education approve the Scholarship Granting Organization (SGO) Chief Financial Officer job description and establish a $7,500.00 supplement for the management of the financial and business operations of the board-approved SGO and its 501(c)(3) charitable organization.

5.4. NEW SUPPLEMENTAL POSITION - SCHOLARSHIP GRANTING ORGANIZATION SECRETARY - The superintendent recommends that the Paducah Board of Education approve the Scholarship Granting Organization (SGO) Secretary job description and establish a $3,000.00 supplement for the board-approved SGO and its 501(c)(3) charitable organization.

5.5. PAYMENT TO CONTRACTORS / FOREST HILLS SOLAR PROJECT (BG 5-284) - The superintendent recommends that the Paducah Board of Education approve the payment to contractors for the Forest Hills Solar Project: Pay App #7: $10,000.00.

5.6. BG – 5 CLOSEOUT DOCUMENT / FOREST HILLS SOLAR PROJECT (BG 5-284) – The superintendent recommends that the Paducah Board of Education approve the BG-5 closeout document for the Forest Hills Solar Project.

5.7. PAYMENTS TO CONTRACTORS / FIELD HOUSE RENOVATION - The superintendent recommends that the Paducah Board of Education approve payments to contractors on the Paducah Tilghman Field House project (BG 22-067): Pay Application #15 to Evrard Construction: $38,006.41.

5.8. MOU AND GENERAL AGREEMENT WITH THE UNIVERSITY OF LOUISVILLE - The superintendent recommends that the Board approve the Memorandum of Understanding (MOU) and General Agreement proposal from the University of Louisville College of Business to conduct an Economic Impact Analysis of

the Paducah Innovation Hub. The analysis will be led by Dr. Thomas Lambert and will gather all necessary data and prepare a report on the economic impact of the Paducah Innovation Hub on the community and region, including an analysis of the impact of the Paducah Innovation Hub on the community and regional workforce and workforce development.

5.9. RESOLUTION – The Paducah Board of Education supports the City of Paducah's PILOT IRB proposal for Project Dune. As part of the Project, the County agrees to abate 50% of its property tax for a twenty-year period for Project Dune. The Board of Education will participate in the execution of any necessary bond documents and the members of the Board of Education and other District officials are hereby authorized to execute any documents or instruments necessary to effectuate the abatement and related payments in lieu of taxes.

6.0 EXECUTIVE SESSION – personnel, property, potential litigation

7.0 RECONVENE TO OPEN SESSION

8.0 OPEN DISCUSSION

9.0 ADJOURN

AGENDA ITEMS REVIEW: The Paducah Independent Board of Education reviews agenda materials and resolutions well in advance of all regularly scheduled Board meetings. The timely receipt of information and other materials regarding actions taken by the Board allows Board members to fully review and study all issues before they are presented for Board vote.

NOTICE: Copies of non-confidential materials associated with this agenda are available for inspection at the office of the superintendent. The Board of Education will not hear complaints against pupils or personnel unless such complaints have been heard by the superintendent through proper channels. After remedies have been exhausted at lower levels, such complaints shall only be heard in executive session and in accordance with Kentucky statutes.

Members of the Paducah Board of Education:
Felix Akojie, Mary Hunter Hancock, Janice Howard, Carl LeBuhn (Chair), Amina Watkins (Vice-Chair)
Student Board Members: TaLajha Cork and Elliott Bidwell
Superintendent: Dr. Donald Shively
Board Secretary: Lisa Chappell
Contact: BoardofEd@paducah.kyschools.us

Paducah Independent Schools

2026-2027

Month 03

Membership & ADA*

Beginning September 30, 2026 and Ending November 3, 2026 (19 Instructional Days)

Grades	K	1	2	3	4	5	6	7	8	9	10	11	12	14	Total	Total Non-Adj ADA	ADM	Total % Att	Aggregate Days for Month
McNabb	**38**	**59**	**46**	**37**	**36**	**63**									**279**	**268.29**	**280.07**	**95.85**	**4,563.50**
Prev. Yr.	61	54	43	44	65	52									319	304.70	318.73	95.60	5,789.50
Morgan	**48**	**67**	**56**	**67**	**58**	**75**									**371**	**353.95**	**367.96**	**96.25**	**6,020.50**
Prev. Yr.	72	63	68	57	79	47									386	368.26	385.35	95.57	6,996.50
Clark	**94**	**71**	**100**	**90**	**103**	**97**									**555**	**544.13**	**560.07**	**97.21**	**9,255.00**
Prev. Yr.	70	105	98	114	101	100									588	568.57	589.11	96.51	10,802.50
PMS							**193**	**166**	**229**						**588**	**554.24**	**581.59**	**95.37**	**9,429.00**
Prev. Yr.							171	217	201						589	564.59	593.10	95.21	10,729.00
PTHS										**205**	**208**	**241**	**163**	**0**	**817**	**783.65**	**835.46**	**93.98**	**13,331.50**
Prev. Yr.										220	236	168	193	0	817	746.49	822.15	91.04	14,186.00
Choices	**0**	**0**			**0**			**1**	**1**	**6**	**14**	**7**	**10**		**39**	**11.27**	**32.83**	**82.19**	**191.50**
Prev. Yr.	1	2			2			9	5	9	16	6	7		57	26.37	52.27	88.83	501.00
Total	**180**	**197**	**202**	**194**	**197**	**235**	**193**	**167**	**230**	**211**	**222**	**248**	**173**	**0**	**2,649**	**2,515.53**	**2,657.98**	**95.42**	**42,791.00**
Previous Year	204	224	209	215	247	199	171	226	206	229	252	174	200	0	2,756	2,578.98	2,760.71	94.26	49,004.500

Report Date: 11/16/2026

ADA K12	2,515.53
Minus Non-Contract Student ADA	5.89
ADA K-12 Adjusted (Month)	2,509.64
Previous Year Adj. ADA K12	2,576.17
ADA K12 (Cumulative)	2,497.41
Minus Non-Contract Student ADA (Cumulative)	5.94
ADA K-12 Adjusted (Cumulative)	2,491.47
Previous Year Adj. ADA K12 (Cumulative)	2,584.30
Percent Attendance (Cumulative)	95.26%

94.78 Previous Year (Cumulative)

4.1

MEMO TO BOARD MEMBERS

FROM: Donald Shively, Superintendent

DATE: November 2026

RE: Information to the Board

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

1.	Beckwith, Savannah	Resignation accepted: Instructional Assistant I, Morgan Elementary School.	11/11/26
2.	Beckwith, Savannah	Resignation accepted: Instructional Assistant I, Morgan Elementary School, changed effective date from November 11, 2026 to October 30, 2026.	10/30/26
3.	Beeny, Debora	Termination: Other: Instructional Assistant I, Clark Elementary School, deceased October 30, 2026.	10/30/26
4.	Duncan, Vincent	Resignation accepted: Volleyball Coach, Paducah Middle School.	10/02/26
5.	Horice, Astarry	Resignation accepted: Staff Support Secretary, Paducah Middle School.	12/04/26
6.	Lanier, Christopher	Resignation accepted: Instructional Assistant I, Paducah Middle School.	11/27/26
7.	Pruitt, Joyce	Resignation accepted: Instructional Assistant I, Clark Elementary School.	10/30/26

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

1.	Allen McEwen, Lasica	Other: Increase supplement. 8th Grade Girls Basketball Coach/Assistant Basketball Coach 6/7th grades, Paducah Middle School, from $3,100.00 to $3,500.00 per year.	08/04/26
2.	Basham, Baylee	Additional Assignment; Leadership Night (Café Worker), McNabb Elementary School, $20.00 per hour.	10/22/26
3.	Basham, Stephenie	Additional Assignment; Leadership Night (Café Worker), McNabb Elementary School, $20.00 per hour.	10/22/26
4.	Burgess, P Ariel	Additional Assignment: ESS Tutor, McNabb Elementary School, $17.50 per hour.	10/12/26
5.	Cooper, Brandon	Other: Increase supplement, Head Baseball Coach, Paducah Middle School from $2,050.00 to $2,500.00 per year.	08/04/26
6.	Duncan, Gwendolyn	Additional Assignment: 7th Grade Girls Basketball Coach, Paducah Middle School, $3,500.00 per year.	12/01/26
7.	Hensley, Monte	Other: Increase STC supplement, McNabb Elementary School, from $800.00 to $1,000.00 per year.	10/06/26
8.	Hensley, Monte	Other: Increase STLP supplement, McNabb Elementary School, from $800.00 to $1,000.00 per year.	10/06/26
9.	Miller, Jennifer	Additional Assignment: ESS Instructional Assistant I, Morgan Elementary School, $17.50 per hour.	10/28/26
10.	Newton, Karlee	Position Change: From Head Start Classroom Classified Substitute to Instructional Assistant I, Paducah Head Start Preschool, $14.56 per hour.	01/01/26
11.	Nguyen, Marie	Additional Assignment: ESS Coordinator, Morgan Elementary School, $17.50 per hour.	11/02/26

12.	Reed, Kennetha	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
13.	Riley, Brittany	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
14.	Stone, Mackenzie	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
15.	Veazey, Rae Ann	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
16.	West, Robyn	Additional Assignment: Lighthouse Team Member, Clark Elementary, $250.00 per year.	08/04/26
17.	Wiersma, Jennifer	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
18.	Willis, Gary	Additional Assignment: STAY Tutor, Paducah Head Start Preschool, Title I, ESS 0002118 0113 310M.	11/10/26

C. Employment

1.	Cole, Trevonte	Employment: Girls Basketball Assistant Coach, Paducah Tilghman High School, $4,083.00 per year.	11/01/26
2.	Hammonds, Madison	Employment: Head Start Classroom Classified Substitute, Paducah Head Start Preschool, $12.50 per hour.	11/01/26
3.	Henry, Logan	Employment: Substitute Bus Monitor, Annex, $12.50 per hour.	10/01/26
4.	Spann, Sharon	Employment: Substitute Instructional Assistant I, Districtwide, $12.50 per hour.	11/01/26
5.	Shreve, Tracy	Employment: School Nutrition Assistant, Paducah Tilghman High School, $14.78 per hour.	11/0926
6.	Tapscott, David	Employment: Assistant Baseball Coach, Paducah Tilghman High School, $2,000.00 per year.	11/01/26
7.	Wyatt, David	Employment: Head Coach-Boys and Girls Track, Paducah Tilghman High School, $12,000.00 per year.	11/01/26

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. TERMINATIONS

1.	Brock, Troy	Resignation accepted to effect retirement: Director Pupil Personnel, Central Office.	06/30/27
2.	Broyles, Nancy	Resignation accepted to effect retirement: Teacher, Paducah Tilghman High School.	06/30/27
3.	Caylor, Madison	Resignation accepted: Yearbook Advisor, Paducah Middle School.	09/14/26
4.	Gentry, Jeffrey	Resignation accepted: Head Coach Academic Team, Paducah Middle School.	08/04/26
5.	Harris, Lynnette	Resignation accepted: Lego Robotics Coach, Paducah Middle School.	09/14/26
6.	Patterson, Terica	Resignation accepted: Future Problem Solving Head Coach, Paducah Middle School.	09/14/26
7.	Stewart, Deborah	Resignation accepted to effect retirement: Teacher, Clark Elementary School.	05/31/27
8.	Trefil, Robert	Resignation accepted: English Teacher, Paducah Tilghman High School.	10/02/26
9.	Wheatley, Andrea	Resignation accepted: Teacher, McNabb Elementary School.	11/24/26
10.	Wyant, Beth	Resignation accepted to effect retirement: Librarian, Paducah Tilghman High School, change of date from 12/31/26 to 6/30/27.	06/30/27

B. EXTRA-DUTY ASSIGNMENTS/CHANGES IN STATUS/TRANSFERS

1.	Benberry, Latoya	Additional Assignment: ESS Coordinator, McNabb Elementary School, $32.50 per hour.	10/12/26
2.	Brooks, Renda	Additional Assignment: ESS Teacher, McNabb Elementary School, $32.50 per hour.	10/12/26
3.	Buchanan, Mackenzie	Other: Increase Academic Team Coach supplement, McNabb Elementary School, from $1,550.00 to $1,750.00 per year.	10/12/26
4.	Ceglinski, Natalie	Additional Assignment: ESS Teacher, Morgan Elementary School, $32.50 per hour.	10/22/26
5.	Ceglinski, Natalie	Additional Assignment: Lighthouse Team Member Morgan Elementary, $250.00 per year.	09/09/26
6.	Conyer, Hannah	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
7.	DeShon, Kimberly	Additional Assignment: Academic Team Coach, McNabb Elementary School, $1,750.00 per year.	10/12/26
8.	Dunnaway, Mallory	Additional Assignment: Lighthouse Team Coordinator, Morgan Elementary, $1,250.00 per year.	09/09/26
9.	Henry, Logan	Additional Assignment: Substitute Teacher, Districtwide, Rank IV, $100.00 day.	10/01/26
10.	Houston Jones, Allene	Other: Salary and Benefits Split, District Instruction	10/01/26

		Specialist, Central Office, Title I Professional Development, 0002053-110-310N (salary and benefits)/0002053-0111-310N (extended days and benefits), Title I Administration, 0002118-0110-310N (salary and benefits)/0002118-0111-310N (extended days and benefits).	
11.	Reed, Kennetha	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
12.	Riley, Brittany	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
13.	Stone, Mackenzie	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
14.	Summers, Leigh Ann	Other: Increase Lego Robotics supplement, McNabb Elementary School, from $600.00 to $750.00 per year.	10/12/26
15.	Thomas, Daniel	Additional Assignment Instrumental Music Assistant, Paducah Middle School, $1,250 per year.	08/04/26
16.	Veatch, Emily	Additional Assignment: ESS Teacher, Morgan Elementary School, $32.50 per hour.	10/20/26
17.	Veazey, Rae Ann	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26
18.	Wheeler, Brandon	Additional Assignment: ESS Teacher, Morgan Elementary School, $32.50 per hour.	10/19/26
19.	Wiersma, Jennifer	Additional Assignment: Lighthouse Team Member, Morgan Elementary, $250.00 per year.	09/09/26

C. EMPLOYMENT

1.	May, Charles	Employment: English Teacher, Paducah Tilghman High School, Rank II, 0 years of experience.	10/19/26
2.	Rhoades, Cassandra	Employment: Substitute Teacher, Districtwide, $110.00 per day.	10/01/26
3.	Walker, Matthew	Employment: Naval Science Instructor, Paducah Tilghman High School, Rank III, 0 years of experience, $74,765.00 per year, includes 53 extended days for a total of 240 days and supplement.	11/02/26

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
October 19, 2026

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, October 19, 2026, at 5:00 p.m.

ROLL CALL
Members Present: Mary Hunter Hancock, Amina Watkins, Felix Akojie, Janice Howard, Carl LeBuhn
Others Present:
Donald Shively, Superintendent
Nicholas Holland, Attorney
Lisa Chappell, Secretary
Student Board Members: TaLajha Cork (Elliott Bidwell was with American Studies Trip)
Will Black, Assistant Superintendent
Troy Brock, DPP
Angela Copeland, Finance
Sarah Anthony, Special Ed
Wayne Walden, Community Relations
Dale Weaver, Technology
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. Ezra Thomas, Clark Elementary student, led the Pledge of Allegiance.

Bobby L. Jones Future School Board Members Program, 25TH anniversary
Bobby Jones' brother Jewel Jones attended the meeting to discuss the importance of the program, and how dear it is to his family. "Thank you for your enduring commitment to honoring my brother Bobby Jones," Jones said. "Seeing his name and his legacy lived on through our annual student leadership program means more to our family than anything. Words cannot fully express how we really feel about that. Bobby cared deeply about this community, and he believed fiercely in the potential of our young people. He knew that when you give a child a chance to participate, to raise their voice, and to be a part of something bigger than themselves, you change the outcome of that child."

Select students spent the morning at the Board office participating in leadership training and discussion of the roles and responsibilities of board members led by McCracken County Extension Office 4-H agents Adair Baysinger and Lyndsay Birdson, our FRYSC directors Robyn West, Katherine Jones, Donta Tyler and Robert Tyler, along with Lisa Chappell, board secretary.

PMS student Jaxon Thomas introduced the students.
The following ten students were selected for their outstanding academic performance and leadership ability:

Talajha Cork, Paducah Tilghman High School
Remi Oats and JaMieria Thomas, McNabb Elementary School
Hope Parker and Julian Martin, Morgan Elementary School
Ezra Thomas and Birdie Bryant, Clark Elementary School
Madeline Rains and Jaxson Thomas, Paducah Middle School

The program is a memorial to former board member Bobby L. Jones. Jones was a 1973 PTHS graduate and former school board member. Mr. Jones had the original idea of having students serve as future board members so they could see the process and learn how to become board members. It was then renamed in his honor upon his death. The students were partnered with a board member and allowed to make motions on their behalf during the meeting.

ORDER NO. 134
APPROVAL OF AGENDA
The agenda was presented. Item 5.12 (Agreement with Paducah Power System) was removed from the agenda. The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent and approve the agenda as amended. The roll was called and all members present voted "yes".

RECOGNITIONS AND REPORTS:

Judge Deanna Henschel attended the meeting to swear in a new school resource officer for the Choices — Austin Guill.
Recognition of Caroline Adkins, PTHS senior, for her Perfect ACT Composite score, with Julie Price, PTHS.
Attendance Report presented by Troy Brock, DPP.

HEARINGS OF INDIVIDUALS AND GROUPS
There were none.

ORDER NO. 135
APPROVAL OF CONSENT AGENDA
The Consent Agenda was presented with a recommendation for each item:

NOTIFICATION OF PERSONNEL ACTIONS - It was recommended that the Paducah Board of Education receive the notification of certified/classified personnel actions that have occurred since September 21, 2026.

DISPOSITION OF MINUTES - It was recommended that the Paducah Board of Education approve the minutes of the tax hearing and special meeting held September 14, regular meeting held September 21, and special meeting held September 30, 2026.

LEAVE REQUESTS – It was recommended that the Paducah Board of Education approve the following leave of absence request: Danielle Stone 09/29/26 to 10/09/26.

NON-CONTRACT DAYS – The superintendent used the following non-contract days: full days October 6, 7, 8; half day October 9, 2026.

FINANCIAL REPORTS - It was recommended that the Paducah Board of Education accept the financial report for the period ending September 30, 2026 be approved.

HEAD START REPORTS – It was recommended that the Paducah Board of Education approve and accept the following: Director's Report, Education Reports, and Family Services Reports, Non-Federal Shares, and Shared Governance Report.

STUDENT TRIPS - It was recommended that the Paducah Board of Education approve the following trips by the PTHS Wrestling Team:
December 5: Gardner Edgerton Invitational - Gardner, KS
December 12: Liberty Invitational - Wentzville, MO
December 28-29: Red Schmitt Holiday Tournament - Granite City, IL
January 15-16: Olentangy Invitational – Columbus, OH

TEEN OUTREACH PROGRAM AGREEMENT – It was recommended that the Paducah Board of Education approve the MOU between the Purchase District Health Department and Paducah Public Schools for the Teen Outreach Program.

LOTUS AGREEMENT – It was recommended that the Paducah Board of Education approve the Memorandum of Understanding between Lotus and Paducah Middle School, to offer prevention education curricula that may be implemented within the school (It's My Space, Teen Safety Matters, and Darkness to Light).

SHORTENED SCHOOL DAY – It was recommended that the Paducah Board of Education approve a shortened school day for one student for the 26-27 school year. Students with disabilities are expected to attend school for the entire school day. However, when circumstances warrant, the Admissions and Release Committee (ARC) may determine it is in the student's best interest to shorten his or her school day.

MINORITY RECRUITMENT REPORT - It was recommended that Paducah Board of Education accept the Minority Recruitment Report for the 2026-27 school year. Will Black will make a formal presentation in November.

DISTRICT IMPROVEMENT COMMITTEE – It was recommended that the Paducah Board of Education approve the District Improvement Planning Committee.
Corrine Clark Tilghman Student
Abigail Clark Tilghman Student
Ashley Adkins Tilghman Assistant Principal
Amy Warmath Tilghman Parent
Leo McKinely Tilghman Teacher

Geco Ross Paducah Middle Principal
Emily Goehman Paducah Middle Teacher
Misty Minter Paducah Middle Parent
Kelly Workman, Clark Principal
Ellen Taylor, Clark Teacher
Leigh Ann Ballegeer, Clark Parent
Teresa Spann, McNabb Principal
Allison Rowe, McNabb Teacher
Laura Glover, McNabb Parent
Tami Snyder, Morgan Principal
Tammy Hopwood, Morgan Teacher
Torey Parker, Morgan Parent
NAACP Representative
Brother Mark Rowe, Local Clergy
Paducah City Commission
Will Black, Assistant Superintendent
Shonda Hollowell, Director of Student Services
Dr. Felix Akojie, Board Member
Amina Watkins, Board Member

NEW ALLOCATION, STAY VAN DRIVER - It was recommended that the Paducah Board of Education approve the new allocation of a STAY Van Driver to be paid according to the transportation salary schedule. This position will be paid with funds from the McKinney-Vento grant and private donations to support the attendance of McKinney-Vento students.

SCHOLARSHIP GRANTING ORGANIZATION (SGO) BOARD OF DIRECTORS – It was recommended that the Paducah Board of Education approve the appointment of Jewel Jones, Susan Ybarzabal, and Jared Sigler to the Board of Directors for the District's Scholarship Granting Organization 501(c)(3).

The motion was made by Mrs. Hancock and seconded by Dr. Akojie that the Board of Education concur with the recommendations for the items on the consent agenda. The roll was called and all members present voted "Yes."

ORDER NO. 136
VEHICLE PURCHASES - It was recommended that the Paducah Board of Education approve the purchase of the following vehicles:
1-2027 Chrysler Pacifica van for the STAY Program, $43,490.00
1-2027 Thomas 72 passenger school bus, $179,252.00

The motion was made by Ms. Watkins and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 137
CAFETERIA FURNITURE BID – It was recommended that the Paducah Board of Education accept the proposal of $139,815 for Paducah Tilghman High School Cafeteria furniture by Commonwealth Food Service Equipment. (Three other bids were received: Dine Company: $161,987.01; Versa: $177,674.71; C&T Design: disqualified for omitting required criteria.) The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 138
1ST OFFER OF ASSISTANCE – It was recommended that the Paducah Board of Education accept the KETS first offer of assistance for FY2027 in the amount of $33,149.00. KETS funding is for purchasing various technology systems and services. The motion was made by Mrs. Hancock and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 139
PAYMENT TO CONTRACTOR, FIELD HOUSE RENOVATION (BG 22-067) - It was recommended that the Paducah Board of Education approve Pay App #14 to Evrard Construction for the Field House Renovation project in the amount of $13,711.91. The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 140
PAYMENT TO CONTRACTORS, TILGHMAN CULINARY LAB PROJECT (BG 26-365) - It was recommended that the Paducah Board of Education approve the payment to contractors for the Tilghman Culinary Lab project: DPO #2: $ 27,743.06. The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 141
BG-5 DOCUMENT, FOREST HILLS DEMO (BG 26-298) – It was recommended that the Paducah Board of Education approve the BG-5 document on the Forest Hills Demo project. The motion was made by Mrs. Hancock and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 142
BG-4 DOCUMENT, FOREST HILLS SOLAR PROJECT (BG 25-284) – It was recommended that the Paducah Board of Education approve the BG-4 document on the Forest Hills Solar project. The motion was made by Dr. Akojie 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.143
PAYMENTS TO CONTRACTOR, FOREST HILLS SOLAR PROJECT (BG 25-284) – It was recommended that the Paducah Board of Education approve payments to contractors for the Forest Hills Solar project, Pay Application #6: $35,224.50. The motion was made by Ms. Watkins and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 144
PAYMENTS TO CONTRACTORS, TILGHMAN SOFTBALL COMPLEX (BG 25-157): It was recommended that the Paducah Board of Education approve payments to contractors on the Tilghman Softball Complex (BG 25-157):
Bacon, Farmer, Workman: soil analysis $460.00
DPO 25-157-03 Commercial Door & Hardware, (2) invoices $1,075.00
DPO 25-157-02 Summit Industries, (1) Invoice $1.00
DPO 25-157-14 Ferguson, (2) Invoices $3,533.18
Pay App #12 $73,000.85
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. 145
CHANGE ORDERS, TILGHMAN SOFTBALL COMPLEX (BG 25-157) - It was recommendedthat the Paducah Board of Education approve the following change orders for the Paducah Tilghman Softball Complex project to zero out the unused DPO balances:
DPO 25-157-16 Lee Building Products/Brick ($0.80)
DPO 25-157-18-CO-02 Litania Sports Group ($2,405.75)
The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO.146 (TABLED)
NEW SUPPLEMENTAL POSITION - SCHOLARSHIP GRANTING ORGANIZATION (SGO) CHIEF FINANCIAL OFFICER - It was recommended that the Paducah Board of Education approve the attached Scholarship Granting Organization (SGO) Chief Financial Officer job description and establish a $7,500 supplement for the management of the financial and business operations of the board approved SGO and its 501(c)(3) charitable organization.
The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. Discussion followed regarding the amount of the supplement and need to review the district supplements. Mrs. Watkins then amended the motion to table this action until next month. The roll was called and all members present voted "Yes."

Dr. LeBuhn and Dr Shively both expressed their appreciation for those in attendance as well as those staff members who organized the student program for the meeting. The students were well prepared and did an excellent job of running the meeting.

ORDER NO. 147
ACTION TO GO INTO EXECUTIVE SESSION
Ms. Watkins announced the need to go into executive session for the discussion of property, potential litigation and personnel. The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the Board go into executive session. The roll was called and all members present voted "Yes." Donald Shively, Janice Howard, Felix Akojie, Amina Watkins, Will Black, Angela Copeland, Lisa Chappell, and Nicholas Holland were present for the executive session.

ORDER NO. 148
ACTION TO RETURN TO OPEN SESSION
The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the Board return to open session. The roll was called and all members present voted "Yes."

ORDER NO. 149
ACTION TO ADJOURN
The motion was made by Ms. Watkins and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:46 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.

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
SPECIAL MEETING
November 2, 2026

A special 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, November 2, 2026, at 3:30 p.m.

ROLL CALL
Members Present: Mary Hunter Hancock, Amina Watkins, Felix Akojie, Janice Howard, Carl LeBuhn
Others Present:
Donald Shively, Superintendent
Lisa Chappell, Secretary
Will Black, Assistant Superintendent
Media

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

ORDER NO. 150 APPROVAL OF AGENDA
The agenda was presented. The motion was made by Ms. Watkins and seconded by Dr. Akojie 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".

ORDER NO. 151 SHORTENED SCHOOL DAY
It was recommended that the Paducah Board of Education approve a shortened school day for one student for the 26-27 school year. Students with disabilities are expected to attend school for the entire school day. However, when circumstances warrant, the Admissions and Release Committee (ARC) may determine it is in the student's best interest to shorten his or her school day. The motion was made by Dr. Akojie 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. 152 AGREEMENT WITH PADUCAH POWER SYSTEM – SOLAR FIELD
It was recommended that the Paducah Board of Education approve the execution and submission of the Customer-Owned Renewable Energy (CORE) Rate Application for Interconnection with Paducah Power System for the Forest Hills Solar Field Project. The motion was made by Mrs. Watkins and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 153 ACTION TO ADJOURN
The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 3:46 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.

4.5

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Paducah Tilghman NJROTC
Date: 10/21/2026
Re: NJROTC Field Trip - 11/16/2026 - University of Memphis

Origin:

- ☐ Topic Presented for Information
- ☐ Action Requested at This Meeting
- ☒ Item on the Consent Agenda For Approval
- ☐ Board Review Required By:
  - ☐ State Law, 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:

DATE: November 16, 2026 (Monday)
LEAVE TIME: 8:00 a.m.
RETURN TIME: 8:00 p.m.
LOCATION/EVENT: University of Memphis NROTC Unit (Memphis, TN)
EXPLANATION OF TRIP: NJROTC Cadets will be learning more about NROTC scholarship opportunities at the University of Memphis - with a possible stop at Dyersburg Army AIrfiedl or the Pyramid. Transportation will be via one district SUV for 1 instructor and 7 cadets.

4.6

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Troy Brock, DPP
Date: 11/16/2026
Re: Paducah Independent Schools 2027-2028 District Calendar Committee

Origin:

- ☐ Topic Presented for Information
- ☒ Action Requested at This Meeting
- ☐ Item on the Consent Agenda For Approval
- ☐ Board Review Required By:
  - ☐ State Law, 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:

The Superintendent recommends that the Paducah Board of Education approve the following members be appointed to the 2027-2028 District Calendar Committee:

Felix Akojie, Board Member
Alyssa Phares, Paducah Travel Bureau
Kelly Workman, Principal
Chelsea Saladino, MS/HS Teacher
Stephani Watson, Parent
Abigail Nguyen, Classified Staff
Whitney Denson, Chamber of Commerce Member
Troy Brock, Central Office
Kennetha Reed, Elementary Teacher
Elisha Walker, Classified Staff
Toni Bumphus, Parent

4.7

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively
Date: November 12, 2026
Re: GRANT APPLICATION

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
___ State Law, Federal Law or Regulation
___ Board of Education Policy
__ Other

Background Information:

The superintendent recommends that the Paducah Board of Education approve the application for the USTA 2026 Tennis Venue Services Grant.

2026 Tennis Venue Services Grant Application

Grant Summary and Eligibility

The United States Tennis Association Incorporated ("USTA") is pleased to offer the 2026 USTA Tennis Venue Services Grant ("Grant"). The Grant is for facilities open to the public.

All Applicants completing the Grant Application ("Application") must have received the electronic application from either facilities@usta.com or their assigned Project Manager.

Grant Categories:

Category I:

- Amenities- Basic improvements designed to enhance the playing experience and appeal of tennis facilities, including the addition of fixed tennis court amenities (i.e. windscreens, backboards, HVAC, defibrillators, etc.) and installing blended 36' and 60' tennis lines on existing tennis courts. **Grants up to 50% of the total project cost ($5,000 max)**
- Tennis Court Tech- Integration of technology on tennis courts to enhance the playing experience and assist with facility management, including SmartAccess gates, video broadcasting and streaming technology, scoreboards, and electric line calling ("ELC") systems that meet ITF Silver accreditation or higher. **Grants up to 50% of the total project cost ($10,000 max)***
- Inclusive Access- Installation of amenities and facility features that enhance tennis court accessibility, including widening gates, installing ramps, and paving pathways to create a more inclusive environment for all players, regardless of mobility. **Grants up to 50% of the total project cost ($10,000 max)***

**Inclusive Access and Tennis Court Tech grants may be combined with a Category 2 Grant.*

Category II:

- Lighting- Installation of new or upgrades to existing tennis court lighting systems and fixtures that falls within class I-III levels per the American Sports Builders Association (ASBA) guidelines. Class IV can be considered for TVS Category I amenity funding.. **(Grants up to 50% of the total project cost (up to $15,000 per court, $60,000 max)**
- Fencing- Installation of new or repairs to existing tennis court fencing. **(Grants up to 50% of the total project cost (up to $12,000 per court, $60,000 max)**
- Resurfacing- In addition to acrylic resurfacing, resurfacing existing tennis courts may include crack repair systems, overlay treatments, patching birdbaths, and leveling high areas to reestablish the court's evenness. **(Grants up to 50% of the total project cost (up to $8,000 per court, $60,000 max)**

Grant Deadlines and Award Announcements

2026 Applications will be offered and reviewed on an ongoing monthly basis. Applicants will receive feedback within 15 business days of submission from their project consultant.

Use this Section as a Resource and Guide when completing the Application

A. Facility Information.

1. Facility Name – Please give the entire name (i.e., City of Smashville: John Racquet Memorial Park Tennis Complex).

2. Facility Address - Please give the physical location of the courts.

3. Facility e-mail/website – The webpage can be facility-specific or a city/gov. webpage that gives information on tennis court hours/times, costs, and program information.

4. Number of Courts at Facility – Please indicate the total number of 78' tennis courts, along with standalone and/or blended 60' & 36' tennis playing lines currently at the facility and the total number of tennis courts that will be at the facility at project completion.

5. Type of Surface – Please give the number of tennis courts with each type of surface specified. Information is easily determined by court surface contractors.

6. USTA Organization Membership Number (required) - This can be a facility membership or sponsoring association membership, but not an individual membership.

7. Please confirm which level of funding you are seeking.

B. Organization / Applicant information.

1. Organization Name – Entity/agency that owns the tennis facility.

2. Applicant Name – If different than the Owner of the tennis facility. Applicant shall have authority from the Owner to bind the Organization to the terms and conditions of this Application. Collectively referred to in this Application as Applicant.

3. Contact Person – Person who may be contacted during the Grant application review process to answer questions on the request.

4. Address – Complete mailing address of the Organization as listed on the IRS Form W-9

5. E-mail address of contact person.

6. Phone number(s) for the contact person, with descriptor (i.e. cell, work, recreation center) and extension(s).

C. Information about Improvements.

1. Description of planned improvements – This must be a concise written description and should briefly identify improvements completed at the facility within the last ten (10) years and a detailed summary of the improvements for which the applicant wishes funding assistance.

2. Detailed timeline from conception to completion. Include dates of fundraisers and award notifications of pending grants.

3. Contractor's latest cost estimates for the purchase and installation of all project components.

4. Clear photos of each tennis court showing their current condition, access gates, parking lot, and sidewalks.

D. Funding Information.

1. Grant amount requested – the amount must not exceed the allowable amount per category.

2. Total estimated cost: This total should reflect only facility upgrades authorized. **The cost of the project cannot include construction work already completed.**

3. Total amount of committed funds available – please indicate the amount of money that is currently committed to the project. The FUNDS column must include committed funds currently available – attach proof of committed funds above $5,000 (i.e. award letters of other grants, letter of committed funds from Park and Recreation Director, or minutes of a budget meeting). The EXPENSES column should give the costs of professional fees, material costs, and administrative fees specifically. **Do not include costs for construction already completed.**

4. An IRS Form W9 will be required if awarded funds. Applicants must provide a signed IRS Form W9 at the time of application submission.

5. Bids and prices should be dated within 3 months of application submission date.

E. Program Plan.

1. Provide details on current and planned programming for the tennis facility to include lessons, tournaments, league play, and cooperative efforts with schools and other tennis organizations, including USTA Sectional Associations. Please include dates, times, and age groups within each current program that you offer. Provide copies of newsletters, brochures, and other literature demonstrating programs and how the Organization promotes tennis in the community. The Program Plan should outline existing tennis programming and the anticipated tennis programming post-renovation.

2. As part of the Application, the Facility shall affirm its 5-Year Programming and Maintenance Commitment, which demonstrates the ability of the owner to maintain the facility and to actively promote programs for a minimum 5-year period.

F. Terms & Conditions.

1. If the Facility Owner and Applicant are two separate organizations, both must sign and date the certification.

APPLICATION

A. Facility Information:

1. Facility Name (include TVS Project No.:) (FSG)26KY33997**Paducah Tilghman High School**
2. Facility Address (street, city, state, and zip**): 2400 Washington Street Paducah, KY 42001**
3. Facility Email Address and/or Website: www.paducah.kyschools.us
4. USTA Section: **Southern**
5. Number of 78' tennis courts at the site: **7**
    1. Number of courts being worked on: **9**
    2. Number of courts with 36' blended tennis lines at completion: 0
    3. Number of courts with 60' blended tennis lines at completion: 0
6. Surface Type:**9** No. of Hard Courts ___ No. of Clay Courts
7. USTA Organizational Membership **#2012012515**

**By providing your email address, you authorize the USTA and any Official Sponsors to contact you via electronic mail.*

Category	Funding Amount	Requested Level of Funding
Category I – Amenities	Grants up to 50% of the total project cost ($5,000 max)	☐
Category I – Tennis Court Tech	Grants up to 50% of the total project cost ($10,000 max)	☐

Category I – Inclusive Access	Grants up to 50% of the total project cost ($10,000 max)	☐
Category II – Lighting, Fencing, or Resurfacing	Lighting: Grants up to 50% of the total project cost (up to $15,000 per court, $60,000 max) Fencing: Grants up to 50% of the total project cost (up to $12,000 per court, $60,000 max) Resurfacing: Grants up to 50% of the total project cost (up to $8,000 per court, $60,000 max)	X

B. Organization / Applicant Information:

1. Organization Name: Paducah Independent School District
2. Applicant Name: Chad Jezik
3. Contact Person: Chad Jezik
4. Address: 500 South 25th Street, Paducah, KY 42001
5. Email Address: Chad.jezik@paducah.kyschools.us
6. Phone Numbers*: Primary: 270 994 3169 (270)444-5600

**By providing your email address and phone number, you authorize the USTA and any Official Sponsors to contact you via electronic mail and/or phone.*

C. Information About Improvements: (Label all attachments with facility name and TPA #)

1. All Applicants must submit the following:
   a. Description of planned improvements

This design build project will impact nine tennis courts at the Paducah Tilghman High School Tennis Complex. Seven full-sized courts will be prepped by pressure washing and filling of existing cracks. Seven full-sized courts will be completely resurfaced and repainted for use at the Paducah Tilghman Tennis Complex. The existing netposts will be removed. Furnish and install new Douglas DTP 37 net posts for seven courts. Furnish and install new tennis nets and center straps for 7 courts. Striping of 2 youth courts. Existing net posts on youth courts will be removed. Furnish and install new Douglas DTP 37 net posts for two youth courts. Furnish and install new tennis nets and center straps for 2 youth-sized courts. The resurfacing system consists of multiple layers of geotextile fabric saturated in a mixture of acrylic resurfacer and court patch

binder. Once the repair has been thoroughly cured it will receive multiple coats of resurfacer so that the repair blends into existing surfaces.

b. A detailed timeline
Court resurfacing and work will begin in May 2027 and be completed by July 2027.

c. Contractor's latest cost estimates; and
d. Clear photos of each tennis court showing their current condition, access gates, parking lot, and sidewalks.

D. Funding Information:

	By checking this box, I verify that completion of this Application does not guarantee funding	X
1.	Grant amount requesting:	$59,837.50
2.	Total estimated cost of project:	$119,675.00
3.	Total amount of committed funds available now:	$59,837.50
4.	Please complete the below (a) Funds and (b) Expenses breakdowns, noting back-up documents must be provided to support the identified Funds and Expenses breakdown:	

a. Committed Funds Breakdown

Funds	Amount
Park and Recreation	
Government Grants	
Foundations	
Corporations	
Fundraising Efforts	
Local Sponsors	
Others (specify)	
District General Fund	$59,837.50
Total Funds	$59,837.50

Note: Letters of commitment from all funding sources **above $5,000** identified in the Funds Breakdown chart must be submitted with this Application.

b. Expenses Breakdown

Expenses	Amount
Professional Fees	$5,000.00
Construction Costs	$99,800
Administrative Fees District Admin Financial & Construction Management	$6,500.00
Nets	$2475 ($275 x 9 courts)
Striping for Youth Courts	$500 ($250 x 2 courts)
Net Posts	$5400 ($600 x 9 courts)
Total Expenses	$119,675.00

Note: Please submit with this Application all professional estimates, bids, and/or actual costs. Estimates, bids, and/or actual costs must match Expense amounts presented above and reflect the improvements identified in the description of planned improvements provided in item C(1)(a) above.

Bids and prices should be dated within 3 months of the application submission date.

Please Note: If your project needs to go out to bid you must go out to bid and submit your bid tabulation. The USTA will not make a funding decision until the bid tabulation is submitted. Should you need clarification as to the documentation required and/or this process, please contact your Project Manager.

If the Total Expenses exceed the Total Funds, please explain in detail and with back-up documentation (if available) how the difference will be covered:

_____

_____

E. Program Plan: (Label all attachments with facility name and TPA #)

1. Provide a detailed tennis programming plan identifying the current tennis programs provided at the facility, and plans for future tennis programming after proposed improvements are completed.

a. Please include dates, times, and age groups within each current program that you offer.
All KHSAA sanctioned events including regularly scheduled matches and post-season tournaments will take place at this facility during the school year. Community youth camps and individual instruction will occur at this facility throughout the year. The Boys and Girls Clubs will also have unlimited access to the use of the facility. Summer camps for children and adults will take place here. The facility is open to public use throughout the year when these aforementioned activities are not taking place. In addition, after the project is completed, this facility will be used for USTA sanctioned tournaments.

b. If your facility has/will have a membership model, provide the percentage of non-members that participate/will participate in programming on an annual basis.
The facility is open to the public for use when the school teams are not practicing or competing. There is no membership model.

A USTA employee or USTA Sectional Association employee may follow up in the future with a progress check on your programs.

The addition of 36' & 60' blended tennis playing lines is mandatory for projects impacting the tennis court surface. Exemptions to this rule can be explored with the USTA for facilities that are a host site for ATP, WTA, higher-level ITF tournaments and Collegiate match play.
The Paducah Tilghman High School Tennis Complex is unique in that it consists of seven full-sized courts and two youth-sized courts. The full-sized courts will be used to host USTA and ATP tournaments once the project is completed.

TVS Grant Application - Terms and Conditions:

1. By signing this Application, Applicant affirms that the information provided and submitted in connection with this Application is true and correct. If Applicant discovers any ambiguity, conflict, discrepancy, omission, or other error in this Application after submission, Applicant shall immediately notify the USTA Tennis Venue Services (via Facilities@usta.com) in writing of such error and request clarification or modification to the document. Verbal notification will not be permitted.

2. The submission of this Application is merely a request by Applicant to USTA to engage in further discussions regarding the potential provision of certain services and/or funding by USTA with respect to facility design, construction, improvements, business development support, advocacy and/or other mutually agreeable consultative services in support of the Applicant and Facility Owner of the Facility ("USTA Consultative Services"). USTA's receipt or acceptance of this Application shall not be considered

any agreement or acknowledgement by USTA to provide any USTA Consultative Services, funding grants or any other support to Applicant or the Facility, all of which are decisions exclusively reserved by USTA in its absolute sole discretion.

3. By signing and submitting this Application to USTA, Applicant and Facility Owner each understand and agree that USTA's application review process for grant consideration may result in the USTA's agreement to provide certain preliminary guidance, services or support in response thereto, including support that may be provided by USTA to Applicant prior to or without the issuance of a Grant for the Project. Applicant acknowledges and agrees that any and all support services provided by USTA arising out of this Application process, including but not limited to USTA Consultative Services, shall be considered by Applicant and Facility Owner only as recommendations by USTA. Applicant and Facility Owner shall be solely responsible for all decisions and approvals for servicing the Facility, including but not limited to all decisions on design, construction, oversight, and completion of any improvements to its Facility. Applicant and Facility Owner each agrees to indemnify, defend and hold harmless the USTA, its directors, officers, employees, agents, contractors, consultants, volunteers, and assigns (collectively, the "*USTA Released Parties*") from any and all claims, liabilities or damages arising from the project decisions and implementation of any and all improvements or construction with respect to the Facility, regardless of any information, recommendations or other USTA Consulting Services provided by USTA in support thereof.

4. The USTA makes no representation or warranty, express or implied, as to the accuracy or completeness of any information provided to Applicant in response to this Application or otherwise provided to any respondent by or on behalf of the USTA. The USTA shall have no liability relating to or arising from any such information or the use thereof. Applicant and Facility Owner are encouraged to conduct their own investigation and analysis of any and all information included through any USTA Consultative Services or otherwise provided by or on behalf of USTA.

5. By signing this Application, Applicant affirms, verifies, and agrees to the following:

a. The Facility shall disclose or provide information regarding all usage fees prior to Grant assistance;
b. The Facility shall utilize its best efforts to comply with all applicable American with Disabilities Act (A.D.A.) requirements and remain open to the public;
c. The Facility shall provide a safe, properly constructed and functional facility, including other amenities (i.e. shade areas, water fountains, backboards, lighting, etc.) to make the game of tennis more enjoyable and to encourage the growth of tennis;
d. The Facility provide photos and documentation of publicity of opening after renovations, and are subject to the terms herein;

e. The Facility will be constructed as documented in the Application and approved by the USTA's Tennis Venue Services Team;
f. The Facility agrees to develop new tennis players by providing clinics, beginner or retention programs. These programs must be identified in detail within the Application;
g. Incomplete Applications will result in the Application being returned without consideration for funding;
h. Applicant understands and agrees that if this Application is approved for grant funding by USTA, the amount awarded will be distributed on a draw basis as accountability forms are submitted to and approved by the USTA.
i. Changes to the project scope of work after a funding award is announced must be reviewed by and approved by the USTA. Any changes can affect the total amount of the funding award, at the USTA's sole discretion.

6. By signing this Application, Applicant affirms, verifies, and commits its Facility and other entity or agent CTA (when applicable) to maintain the Facility and to actively promote programs at this Facility for a period of five (5) years from the completion date of the funded project. Furthermore, Applicant understands that painting other sport lines on tennis courts may violate the rules of tennis and render the Facility ineligible to hold sanctioned USTA events, leagues and/or tournaments. Grant funding through the Tennis Venue Services Grant program is intended to preserve and promote growth of the game of tennis. Painting or permanently lining Facility's tennis courts with other sport lines impedes the intended purpose of this Program, and may make this Facility ineligible to hold sanctioned USTA events, leagues and/or tournaments. Therefore, Applicant for the Facility pledges it will not paint or permanently line its tennis court/s with playing lines for pickleball, volleyball, basketball or any sport other than tennis during this five (5) year commitment.

7. By signing this Application, Applicant agrees that any photographs, brochures, or materials submitted in connection with this Application are considered the property of the USTA and will not be returned. Further, by submitting this Application, Applicant grants to the USTA and its assignees the right to use Facility's name, history, description, photographs, rendering, or any other materials submitted in connection with this Application or otherwise provided to USTA in furtherance of the project such to the Grant (e.g. photographs of the completed project, marketing materials promoting the completed project, etc.) for any and all promotional purposes. Applicant and Facility shall not be entitled to receive any compensation whatsoever in connection with the USTA's exercise of its use and materials rights.

8. If any statements made or information provided by the Applicant in this Application or otherwise are found to be untrue, the USTA has the right to terminate any and all further discussions, engagements or participation in the provision of USTA

Consultative Services and/or nullify any prior contract, agreement or grant award, if any, without any further USTA obligation.

9. Applicant and Facility Owner shall not publish or use any advertising, sales or promotional materials or issue any press releases, or publicity materials, wherein the names or trademarks including logos of the USTA are used without prior written approval of USTA. In addition, Applicant and Facility Owner shall not publish or use any advertising, sales or promotional materials or issue any press releases, or publicity materials, or employee solicitations that employ language from which someone could make, infer or imply a connection between the Facility and USTA, without the prior written approval of USTA.

10. By signing this Application, and in consideration for being provided the Grant, the Applicant and Facility Owner each hereby releases, waives, discharges and covenants not to sue the USTA Released Parties from any and all liability to the undersigned, his/her personal representatives, assigns, heirs and next of kin for any and all loss or damage, and any claim or demands therefore on account of injury to the person or property or resulting in death of the undersigned arising out of or related to the event as connected with this Application. Further, Applicant and Facility Owner each hereby agree to indemnity, defend, save, and hold harmless the USTA Released Parties from any loss, liability, damage, or cost they may incur arising out of the related events in connection with this Application and any funding provided, whether caused by the negligence of the USTA or otherwise.

11. Applicant and Facility Owner each understand and agree that its employees and those persons it contracts for services and volunteer opportunities who will have regular contact or authority over minor athletes at the Facility are in, and shall maintain, compliance with the requirements of the USTA Safe Play Program, as provided for at www.usta.com/safeplay. Applicant further acknowledges and understands that it is also subject to the USTA Safe Play Policy and that any violation will be handled to the fullest extent of the law and pursuant to the U.S. Center for SafeSport Code.

    Please remember that any violations (or a suspicion of a violation) of the USTA Safe Play Policy or the Proactive Policies must be reported to the USTA immediately. These reports and any other suspicions you believe the USTA should be made aware of can be made by visiting www.usta.com/safeplay/report or emailing safeplay@usta.com. Any suspicions of child abuse or child sexual abuse must be reported immediately to the local authorities and to the U.S. Center for SafeSport by visiting www.uscenterforsafesport.org.

I, as an authorized representative of the Applicant and Facility Owner, hereby declare and confirm that the Facility and all

organizations operating thereon are currently in or will be, and will remain in, compliance with the USTA Safe Play Program and Policy(s)

Applicant Initials: _____

Facility Owner Initials: _____

APPLICANT HAS COMPLETED, REVIEWED AND UNDERSTANDS THIS APPLICATION PRIOR TO SUBMISSION TO USTA, AND HEREBY ACCEPTS AND AGREES TO ALL THE TERMS AND CONDITIONS SET FORTH HEREIN.

FURTHERMORE, APPLICANT HEREBY AFFIRMS THAT APPLICANT HAS THE REQUISITE LEGAL AUTHORITY TO AGREE TO AND BIND THE FACILITY OWNER TO THE TERMS AND CONDITIONS HEREIN.

*Note: If Applicant does not have authority to contractually bind the Facility Owner of the Facility subject to this Application, the Facility Owner is also required to sign below.

Applicant Signature: _____

Applicant Name: _____

Application Position/Title: _____

Date:

FACILITY OWNER HAS REVIEWED AND ACCEPTS THE CONTENT OF THIS APPLICATION, AND HEREBY ACCEPTS AND AGREES ALL THE TERMS AND CONDITIONS SET FORTH HEREIN.

Facility Owner Signature: _____

Facility Owner Name: _____

Date: _____



Check list – please include this checklist with the application and retain one copy of each application component for your records.

DID YOU REMEMBER TO INCLUDE THE FOLLOWING? (1 COPY OF EACH)		
	Check Here:	
	Pages 4-11 of the application	
	Information About Improvements **C1**	
	Proof of committed funds **D5**	
	Estimates or bids and/or Price list **D6**	
	Program Plan **E1**	
	Signed IRS Form W-9	

Important Reminders:

- Submit application to your Project Manager via email
- Be sure to label all submitted materials (i.e. application, photos, program plan, letter of support, IRS Form W-9, etc.)
- If you need help, call or e-mail your Project Manager.

4.8

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively
Date: November 12, 2026
Re: REVISION TO ADMINISTRATIVE PROCEDURE 05.31 AP.21

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
___ State Law, Federal Law or Regulation
___ Board of Education Policy
__ Other

Background Information:

The superintendent recommends that the Paducah Board of Education approve the revision to Administrative Procedure 05.31 AP.21 to remove the option to rent the Paducah Head Start facilities. Head Start Performance Standards specifically restrict renting, leasing, or allowing outside organizations to use Head Start property when that property is subject to a federal interest. The most important regulation specific to the facility not being used by outside entities is 45 CFR § 1303.48(b).

Application and Agreement for Use of District Property
(Must be submitted 30 days prior to requested event date)

Instructions: ***Please complete this form and submit to the building Principal. The completed application shall be signed by the designated representative of the using organization and returned to the Principal at the facility being requested***

After the Principal reviews dates and times for usage, he/she will submit this form and a copy of liability insurance (where applicable) to the Central Office – Finance Department for final approval and calculation of total costs. A notification by Central Office will be made to the requesting organization within five (5) business days.

If the application is approved, a copy of the final signed agreement and invoice, where applicable, will be sent to the using organization.

NOTE: All Fees MUST BE PAID prior to the event date.

Requests for additional facility usage must be submitted on separate applications

Name of Organization/Activity _____

Representative's Name _____

Address _____

Email address _____

Telephone _____

Is the organization planning to use District-owned equipment? ☐ YES ☐ NO

If yes, specify equipment _____

Is the organization planning to conduct sales on school premises? ☐ YES ☐ NO

If yes, give a complete description of what is being sold. _____

_____

Date(s) requested From: _____ To: _____ Total Number of days _____

Time(s) Requested From: _____ To: _____

Total Hours: _____

How many people are expected to attend? _____

When using school facilities, this organization agrees to observe the following:

1. **To schedule with the Principal the time(s) District property is to be used**. It is understood that the Superintendent/designee may cancel the use of the room or building at any time such use interferes with regular school activities.
2. **A deposit in the amount equal to 50% of the facility usage fee total is due upon final approval of usage agreement**.
3. **Any outstanding balance for facility usage will be paid in full at least five (5) business days prior to the event**.
4. **To be legally responsible for any and all damage to individuals and school equipment, building(s), grounds, or facilities, resulting from use by the organization.** To this end, the organization will procure sufficient liability insurance to indemnify the Board, school officers and employees for any injuries or property damage which might occur during the organization's use of the facilities. This insurance shall contain limits of $1,000,000 for bodily injury and $10,000 for property damage. A copy of the organization's insurance certificate shall be submitted to the building Principal prior to the date the organization uses the building. The Board shall require the renting organization to assume all liability for injury to individuals by reason of the lease of Board property and that the organization indemnify and save harmless the Board from any loss or damage thereby.

Application and Agreement for Use of District Property

5. **To provide appropriate equipment for the use of District property**. When gymnasiums or athletic fields are used, the organization agrees to permit on the gym floor only those persons wearing shoes that will not mark or damage the gym floor or turf surfaces.
6. **To abide by the requirements of Board policies 05.3 and 05.31 found at https://policy.ksba.org/Chapter.aspx?distid=103**. Disregard of the rules and regulations governing the use of the school buildings, equipment and facilities shall result in the refusal of the Board to grant the offending organization further use.
7. **To acknowledge that approval of this request does not signify District sponsorship, endorsement or approval of your organization or the activity.**

Property Requested	Facility/Usage Fee	Total Cost for Facility Use
Facility Rental Fee: Rental fees shall cover a period not to exceed four (4) hours & shall be between 6:00 a.m. and 11:00 p.m. Note: There will be an additional $100 fee for each hour over (4) four		
Paducah Tilghman • Auditorium $600.00 ☐ • Auxiliary Gym $500.00 ☐ • Café $400.00 ☐ • Classroom $200.00 ☐ • Courtyard $300.00 ☐ • Main Gym $600.00 ☐ • Media Center $300.00 ☐ • Parking Lot $300.00 ☐ • Soccer Fields $600.00 ☐ • Stadium & Track $1,100.00 ☐ (requires Board approval) • Tennis Courts $500.00 ☐ • Wrestling Building $500.00 ☐		
Paducah Middle • Café $400.00 ☐ • Stage (must include Café or Main Gym $100.00 ☐ • Classroom $200.00 ☐ • Main Gym $600.00 ☐ • Media Center $300.00 ☐ • Parking Lot $300.00 ☐ • Stadium $600.00 ☐		

Application and Agreement for Use of District Property

~~**Head Start**~~ • ~~Classroom $200.00~~ ☐ • ~~Indoor Gym $1,000.00~~ ☐ • ~~Media Center $300.00~~ ☐ • ~~Parking Lot $300.00~~ ☐		
Elementary Schools • Café $300.00 ☐ • Classroom $100.00 ☐ • Main Gym $300.00 ☐ • Media Center $200.00 ☐ • Parking Lot $200.00 ☐		
Innovation Hub • Classroom $100.00 ☐ • Parking Lot $200.00 ☐ • Seminar Room $300.00 ☐ • Social Staircase $300.00 ☐		
Choices • Classroom $100.00 ☐ • Parking Lot $200.00 ☐ • Seminar Room $300.00 ☐		

Application and Agreement for Use of District Property

TO BE COMPLETED BY OFFICE / SCHOOL STAFF

DISTRICT STAFF	Staff Name(s)	# of Hours	Hourly Rate	Total
Building Administrator / Building Designee (required)				
Custodian 1 (required)				
Custodian 2				
Food Service Employee 1 (required if cafeteria is to be used for dining)				
Food Service Employee 2				
Tech/Audio/Video Staff				
Security (SRO) 1 (at district discretion or required for event with > 100 attendees)				
Security (SRO) 2				
		TOTAL PERSONNEL CHARGE		

BY SIGNING BELOW, I ACKNOWLEDGE THAT I HAVE READ, UNDERSTAND AND AGREE TO THE CONDITIONS OF BOARD POLICIES 05.3 AND 05.31. POLICIES CAN BE FOUND AT **https://policy.ksba.org/Chapter.aspx?distid=103**

_____ _____

Signature - Representative of Renting Organization ***Date***

_____ _____

Signature - Principal/designee ***Date***

Application and Agreement for Use of District Property

IN THE EVENT SCHOOL IS CLOSED DUE TO WEATHER CONDITIONS, ALL SCHEDULED ACTIVITIES, WITH THE EXCEPTION OF DINNER MEETINGS, WILL BE CANCELED AND OPPORTUNITY TO RESCHEDULE OR REFUND RENTAL FEE(S) WILL BE MADE.

For Office Use Only - To be Completed by Central Office – Finance Department

Cost for use of District property $_____ **Cost for school employee $** _____ **Total cost $** _____

Deposit (50% of total) $ _____

Date Deposit Received _____ **Remaining Balance Due $** _____

Board Action Date, if applicable _____ **Board Order #**_____

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively
Date: November 12, 2026
Re: BOARD MEETINGS FOR 2027

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
- ___ State Law, Federal Law or Regulation
- ___ Board of Education Policy
- __ Other

Background Information:

The superintendent recommends that the Paducah Board of Education approve the following as its regular meeting dates for 2027 with the meetings to begin at 5 p.m. in the Central Office Board Room in the Paducah Innovation Hub, 500 S. 25th Street, Paducah, Kentucky, unless announced otherwise.

January 25, 2027
February 15, 2027
March 15, 2027
April 19, 2027
May 17, 2027
June 21, 2027
July 19, 2027
August 16, 2027
September 20, 2027
October 18, 2027
November 15, 2027
December 13, 2027

5.1

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively
Date: November 12, 2026
Re: REVISION TO BOARD POLICY 03.1236, 03.2236, 03.1232 and 03.2232

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
__x_ State Law, Federal Law or Regulation
___ Board of Education Policy
__ Other

Background Information:

The superintendent recommends that the Paducah Board of Education accept for first reading the revisions to Board Policy 03.1236, 03.2236, 03.1232 and 03.2232 to include "stepparent" under Immediate Family Defined.

-CERTIFIED PERSONNEL-

Bereavement Leave

NUMBER OF DAYS

Certified employees shall be entitled to five (5) days of bereavement leave with pay each school year.

Persons employed for less than a full year contract shall receive a prorata part of the authorized bereavement leave days calculated to the nearest 1/2 day.

Persons employed on a full year contract but scheduled for less than a full work day shall receive the authorized bereavement leave days equivalent to their normal working day.

If the bereavement leave as defined herein is inadequate to attend to the business associated with deaths in the family, employees may use their accumulated sick leave as approved by their supervisor.

INTENT

Bereavement leave is intended to provide employees an opportunity to attend to the responsibilities associated with the funeral and to provide them a period of time for mourning.

IMMEDIATE FAMILY DEFINED

Immediate family is defined as spouse, son/daughter/stepchild/foster child parents, stepparent, siblings, brother-in-law, sister-in-law, grandparents, grandchildren, spouse's grandparents, mother-in-law, father-in-law, son-in-law, daughter-in-law, or others who reside in the employee's home. An employee may use up to two (2) sick leave days per year for other relatives or friends.

REQUEST FOR LEAVE

Bereavement leave must be requested through the Superintendent or designee who will determine if the leave requested meets the Board's criteria.

ACCUMULATION

Bereavement leave days not taken during the school year shall not accumulate.

REFERENCES:

KRS 160.291; KRS 161.152, KRS 161.155
OAG 76-427, OAG 72-348, OAG 74-770

RELATED POLICY:

03.1232

- CLASSIFIED PERSONNEL -

Bereavement Leave

NUMBER OF DAYS

Classified employees shall be entitled to five (5) days of bereavement leave with pay each school year.

Persons employed for less than a full year contract shall receive a prorata part of the authorized bereavement leave days calculated to the nearest 1/2 day.

Persons employed on a full year contract but scheduled for less than a full work day shall receive the authorized bereavement leave days equivalent to their normal working day.

If the bereavement leave as defined herein is inadequate to attend to the business associated with deaths in the family, employees may use their accumulated sick leave as approved by their supervisor.

INTENT

Bereavement leave is intended to provide employees an opportunity to attend to the responsibilities associated with the funeral and to provide them a period of time for mourning.

IMMEDIATE FAMILY DEFINED

Immediate family is defined as spouse, son/daughter/stepchild/foster child parents, stepparent, siblings, brother-in-law, sister-in-law, grandparents, grandchildren, spouse's grandparents, mother-in-law, father-in-law, son-in-law, daughter-in-law, or others who reside in the employee's home. An employee may use up to two (2) sick leave days per year for other relatives or friends.

REQUEST FOR LEAVE

Bereavement leave must be requested through the Superintendent or designee who will determine if the leave requested meets the Board's criteria.

ACCUMULATION

Bereavement leave days not taken during the school year shall not accumulate.

REFERENCES:

KRS 160.291
KRS 161.152
KRS 161.155
OAG 76-427
OAG 72-348

RELATED POLICY:

03.2232

- CERTIFIED PERSONNEL -

Sick Leave

NUMBER OF DAYS

Full-time certified employees shall be entitled to ten (10) days of sick leave with pay each school year.

Persons employed for less than a full year contract shall receive a prorata part of the authorized sick leave days calculated to the nearest one-half (1/2) day.

Persons employed on a full year contract but scheduled for less than a full work day shall receive the authorized sick leave days equivalent to their normal working day.

ACCUMULATION

Sick leave days not taken during the school year in which they were granted shall accumulate without limitation to the credit of the certified employee to whom they were granted.

DEFINITION

Sickness shall mean personal illness, including illness or temporary disabilities arising from pregnancy.

FAMILY ILLNESS/MOURNING

Sick leave can also be taken for illness in the immediate family or for the purpose of mourning a member of the employee's immediate family. Immediate family shall mean the employee's spouse, children (including stepchildren and foster children), grandchildren, daughters-in-law and sons-in-law, brothers and sisters, parents, stepparents, spouse's parents, grandparents, and spouse's grandparents, without reference to the location or residence of said relative and any other blood relative who resides in the employee's home.

TRANSFER OF SICK LEAVE

Teachers coming to the District from another Kentucky school district or from the Kentucky Department of Education shall transfer accumulated sick leave to the District.

SICK LEAVE DONATION PROGRAM

Under procedures developed by the Superintendent, certified employees who have accrued more than fifteen (15) days of sick leave may request to transfer sick leave days to another employee who is authorized to receive the donation. The number of days donated shall not reduce the employee's sick leave balance to less than fifteen (15) days.

Certified employees are eligible to receive donated days if they meet the criteria established in statute.

Any sick leave not used shall be returned on a proportionate/pro-rated basis to employees who donated days.

STATEMENT

Upon return to work, a certified employee claiming sick leave must file a personal statement or a certificate of a physician stating that the employee was ill or that the employee was absent for the purpose of attending to a member of the immediate family who was ill.[1]

Sick Leave

REPORTING

For the fiscal year ending June 30, 2025, and each fiscal year thereafter, the District shall annually report to the TRS the sick leave balances for each teacher and employee who is a member of the TRS.

The District shall file with the TRS information regarding their sick leave policies and provisions that are applicable to members of the system.

These reports shall include requirements set forth in KRS 161.155.

REFERENCES:

[1]KRS 161.155; KRS 161.152; OAG 79-148
OAG 93-39
Family & Medical Leave Act of 1993
Young v. Bd. Of Educ. Of Graves County, 661 S.W. 2d 787 (Ky. App., 1983)

RELATED POLICIES:

03.12322; 03.1233; 03.124; 03.175 (Retirement Compensation)

- CLASSIFIED PERSONNEL -

Sick Leave

NUMBER OF DAYS

All full-time classified personnel employed for at least 9 1/4 months per year shall be entitled to ten (10) days of sick leave with pay per year.

Persons employed for less than a full year contract shall receive a prorata part of the authorized sick leave days calculated to the nearest one-half (1/2) day.

Persons employed on a full year contract but scheduled for less than a full work day shall receive the authorized sick leave days equivalent to their normal working day.

ACCUMULATION

Sick leave days not taken during the school year in which they were granted shall accumulate without limitation to the credit of the classified employee to whom they were granted.

DEFINITION

Sickness shall mean personal illness, including illness or temporary disabilities arising from pregnancy.

FAMILY ILLNESS/MOURNING

Sick leave can also be taken for illness in the immediate family or for the purpose of mourning a member of the employee's immediate family. Immediate family shall mean employee's spouse, children (including stepchildren and foster children), grandchildren, daughters-in-law and sons-in-law, brothers and sisters, parents, stepparents, spouse's parents, grandparents, and spouse's grandparents, without reference to the location or residence of said relative and any other blood relative who resides in the employee's home.

TRANSFER OF SICK LEAVE

Classified employees coming to the District from another Kentucky school district or from the Kentucky Department of Education shall transfer accumulated sick leave to the District.

SICK LEAVE DONATION PROGRAM

Under procedures developed by the Superintendent, classified employees who have accrued more than fifteen (15) days of sick leave may request to transfer sick leave days to another employee who is authorized to receive the donation. The number of days donated shall not reduce the employee's sick leave balance to less than fifteen (15) days.

Classified employees are eligible to receive donated days if they meet the criteria established in procedures.

Any sick leave not used shall be returned on a proportionate/pro-rated basis to employees who donated days.

STATEMENT

Upon return to work, an employee claiming sick leave must file a personal statement or a certificate of a physician stating that the employee was ill or that the employee was absent to attend a member of the immediate family who was ill.

Sick Leave

REFERENCES:

KRS 161.155
OAG 79-148; OAG 93-39
Family & Medical Leave Act of 1993
Young v. Bd. Of Educ. Of Graves County, 661 S.W. 2d 787 (Ky. App., 1983)

RELATED POLICIES:

03.22322; 03.2233; 03.273

5.2

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members; Dr. Donald I. Shively, Superintendent
From: Dale Weaver – Director of Technology
Date: 11/11/2026
Re: Change Order Approval – District Security Systems Upgrade Project

Origin:

___ Topic Presented for Information
_X_ Action Requested at This Meeting
___ Item on the Consent Agenda For Approval
_X_ Board Review Required By:
- _X_ State Law, Federal Law or Regulation
- ___ Board of Education Policy
- ___ Other

Previous Review, Discussion, or Action:

_X_ No previous board review, discussion or action
___ Previous review or action
Date:
Action:

Background Information:

It is recommended to approve CHANGE ORDER #X for BG 25-195 District Security Systems Upgrade Project in the amount of $2,875. Change order will add additional security camera coverage and some minor modifications to the Choices Educational Center facility.

PREMIER FIRE & SECURITY
POWERED BY APi GROUP

Quote: 8332 / Date: 11/10/2026

Paducah
1251 N 6th St
Paducah, KY
42001, US
(270) 443-7060

Prepared By:
Chuck Scott

chuck.scott@premierfireandsecurity.us

Project: **Paducah Schools Choices Camera Adds**

Scope of Work

CCTV Cameras: Turn furnish additional Next Vicon Cameras, Cat6 Jacks, Surface Mounted, Cat 6 horizontal cabling, and installation labor to tie into the existing Vicon CCTV Camera System per the project requirements at Choices. This will convert the existing TRIO cameras into a DUO and SOLO cameras at the corridor intersection allowing better visibility into the currently uncovered corridor. (Previously referred to as 'option 2')

Excluded (-)

1. Patching & Painting
2. Active Network Equipment
3. 120vac power for the systems
4. Grounding / Bonding
5. Prevailing Wage Rates
6. Fire Stopping / Proofing
7. Providing or installation of fiber optic cabling
8. Any systems other than shown above

Notes

- Price contingent upon contractor and subcontractor agreeing to mutually acceptable contract terms.
- Due to recently announced tariffs on a broad range of products imported into the United States from various foreign countries the final price of this project may be impacted. We will assess the impact of these tariffs as time continues and may, if necessary, issue an appropriate price adjustment or surcharge.
- All necessary pathways (conduits, risers, and sleeves) and boxes for the installation of the above-described systems shall be provided and installed by Premier Fire & Security.
- All work to be performed during normal business hours, Monday thru Friday, 7am to 4pm.
- Electrical and Surge Protection for the above-described systems shall be provided by others.
- All new equipment and labor to have a 1-Year warranty excluding abuse and acts of nature.
- Price does not include the cost of any COVID testing, vaccination mandates, or other COVID related impacts not outlined in the solicitation/bid documents or mandated as of the date of the proposal.
- Price valid for 30 days from the date of the proposal.
- Add 1% to total price for performance bond.

$2,875

PREMIER FIRE & SECURITY
POWERED BY APi GROUP

Quote: 8332 / Date: 11/10/2026

Paducah
1251 N 6th St
Paducah, KY
42001, US
(270) 443-7060

Prepared By:
Chuck Scott

chuck.scott@premierfireandsecurity.us

Project: **Paducah Schools Choices Camera Adds**

Scope of Work

CCTV Cameras: Turn furnish additional Next Vicon Camera equipment, reworking of existing Cat6 Cable and installation labor to convert the existing SOLO camera into a DUO camera in the existing corridor at Choices. (Previously referred to as 'option 4').

Excluded (-)

1. Patching & Painting
2. Active Network Equipment
3. 120vac power for the systems
4. Grounding / Bonding
5. Prevailing Wage Rates
6. Fire Stopping / Proofing
7. Providing or installation of fiber optic cabling
8. Any systems other than shown above

Notes

- Price contingent upon contractor and subcontractor agreeing to mutually acceptable contract terms.
- Due to recently announced tariffs on a broad range of products imported into the United States from various foreign countries the final price of this project may be impacted. We will assess the impact of these tariffs as time continues and may, if necessary, issue an appropriate price adjustment or surcharge.
- All necessary pathways (conduits, risers, and sleeves) and boxes for the installation of the above-described systems shall be provided and installed by Premier Fire & Security.
- All work to be performed during normal business hours, Monday thru Friday, 7am to 4pm.
- Electrical and Surge Protection for the above-described systems shall be provided by others.
- All new equipment and labor to have a 1-Year warranty excluding abuse and acts of nature.
- Price does not include the cost of any COVID testing, vaccination mandates, or other COVID related impacts not outlined in the solicitation/bid documents or mandated as of the date of the proposal.
- Price valid for 30 days from the date of the proposal.
- Add 1% to total price for performance bond.

$1,025

5.3

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively, EdD
Date: November 16, 2026
Re: Scholarship Granting Organization (SGO) Chief Financial Officer Job Description

Origin:

___ Topic Presented for Information
_X_ Action Requested at This Meeting
___ Item on the Consent Agenda For Approval
___ Board Review Required By:
  _x_ State Law, Federal Law or Regulation
  ___ Board of Education Policy
  ___ Other

Previous Review, Discussion, or Action:

___ No previous board review, discussion or action
_X_ Previous review or action
  Date: October 19, 2026
  Action: Voted to table the motion

Background Information:

The superintendent recommends that the Board approve the attached Scholarship Granting Organization (SGO) Chief Financial Officer job description and establish a $7,500 supplement for the management of the financial and business operations of the board approved SGO and its 501(c)(3) charitable organization.

The position will be responsible for compliance to the federal tax-exempt organization requirements, Internal Revenue Code Section 501(3)(c), and the new reporting requirements for the Scholarship Granting Organizations established under Internal Revenue Code Section 25F.

SCHOLARSHIP GRANTING ORGANIZATION CHIEF FINANCIAL OFFICER

POSITION SUMMARY: Serves as the Chief Financial Officer and provides administrative leadership for the management of the financial and business operations of the Scholarship Granting Organization (SGO) and its 501(c)(3) charitable organization. Oversees the planning, development, implementation, assessment, and improvement of accounting systems, internal controls, contribution records, scholarship fund accounting, financial reporting, budgeting, audits, tax filings, and regulatory compliance. Assists the Superintendent and Board of Directors in promoting fiscal integrity, organizational accountability, and the responsible stewardship of charitable contributions and scholarship funds in support of educational opportunities for students.

QUALIFICATIONS:

1. Bachelor's degree in accounting, finance, business administration, or a related field.
2. Certified Public Accountant (CPA) designation, master's degree, or equivalent senior-level financial experience preferred.
3. Experience in nonprofit accounting, auditing, financial management, restricted fund accounting, charitable contributions, scholarship programs, or other regulated financial operations preferred.
4. Experience and other qualifications as the Board of Education may find appropriate and acceptable.

REPORTS TO: Superintendent and SGO Board of Directors

SUPERVISES: Finance and accounting employees and other personnel as directed by the Superintendent or SGO Board of Directors.

REPRESENTATIVE DUTIES:

- Serves as the senior financial officer and principal financial advisor to the Superintendent and Board of Directors.
- Establishes, monitors, and maintains procedures that enable the organization to operate in a fiscally sound manner while advancing its mission and protecting charitable and scholarship funds.
- Develops, implements, and administers the annual operating budget, financial forecasts, cash-flow projections, reserve plans, and long-range financial plans.
- Provides timely and accurate financial reports to the Superintendent, Board of Directors, and Finance or Audit Committee.
- Maintains the general ledger and oversees accounting systems in accordance with generally accepted accounting principles and applicable nonprofit accounting requirements.
- Establishes and maintains a chart of accounts that appropriately identifies scholarship program activity, administrative expenses, fundraising expenses, restricted funds, unrestricted funds, investment activity, and other organizational activities.
- Establishes appropriate segregation of duties, authorization requirements, approval thresholds, and dual-control procedures for financial transactions.

- Oversees the receipt, deposit, recording, reconciliation, acknowledgement, and reporting of charitable contributions.
- Maintains accurate donor and contribution records that can be reconciled to banking records, accounting records, donor acknowledgements, and required regulatory reports.
- Oversees financial procedures associated with donor identification numbers, contribution acknowledgements, corrections, reversals, refunds, and other required contribution documentation.
- Maintains complete financial accounting for scholarship funds from the receipt of contributions through the final disbursement of scholarship monies.
- Ensures scholarship payments correspond with properly authorized scholarship awards before funds are released.
- Maintains appropriate separation between scholarship eligibility and selection decisions and the financial custody and disbursement of scholarship funds.
- Reconciles scholarship awards, outstanding scholarship obligations, payments issued, payments cleared, returned payments, canceled awards, and remaining scholarship funds.
- Maintains a clear and complete audit trail for each contribution and scholarship transaction.
- Oversees monthly reconciliations of bank, investment, contribution, scholarship, and other financial accounts.
- Establishes controls for electronic banking, automated clearing house transactions, checks, credit cards, purchasing, reimbursements, and transfers of funds.
- Develops and administers procedures designed to prevent and detect fraud, conflicts of interest, misuse of assets, duplicate payments, and unauthorized financial transactions.
- Oversees compliance with Internal Revenue Code Sections 501(c)(3) and 25F and applicable federal and state laws, regulations, guidance, certification requirements, and reporting requirements governing Scholarship Granting Organizations.
- Maintains current knowledge of laws, regulations, administrative guidance, and financial reporting requirements affecting the organization and recommends appropriate revisions to policies, procedures, and internal controls.
- Coordinates financial information required for SGO registration, certification, donor acknowledgements, contribution reporting, scholarship reporting, and other required filings.
- Coordinates preparation and filing of IRS Form 990 and other applicable federal, state, and local tax and informational returns.
- Maintains a compliance calendar for financial reports, tax filings, audits, registrations, certifications, renewals, and other recurring obligations.
- Serves as the primary financial liaison to independent auditors, accountants, tax professionals, legal counsel, financial institutions, investment advisors, and governmental or regulatory agencies.
- Coordinates annual independent audits, financial reviews, regulatory examinations, and corrective actions resulting from audit or compliance findings.
- Maintains financial records and supporting documentation in accordance with applicable record-retention requirements and organizational policy.
- Advises the Superintendent and Board of Directors regarding financial risks, liquidity, reserves, investments, insurance, banking relationships, and financial sustainability.

- Immediately reports suspected fraud, material financial misstatements, misuse or diversion of scholarship funds, significant internal-control deficiencies, or material regulatory noncompliance to appropriate organizational leadership.
- Attends meetings of the Board of Directors and provides financial information and input as requested.
- Evaluates assigned employees and promotes a cooperative, accurate, accountable, and service-oriented work environment.
- Assumes responsibility for professional growth and development and remains current with literature, training, and local, state, and national developments related to performance responsibilities.
- Performs related and other duties as assigned by the Superintendent or Board of Directors.

KNOWLEDGE OF:

- Generally accepted accounting principles and nonprofit accounting practices.
- Budget preparation, financial forecasting, cash-flow management, financial reporting, and internal controls.
- Restricted and unrestricted fund accounting and the stewardship of charitable contributions.
- Federal tax-exempt organization requirements, including Internal Revenue Code Section 501(c)(3).
- Financial and reporting requirements applicable to Scholarship Granting Organizations under Internal Revenue Code Section 25F and related federal and state guidance.
- IRS Form 990 and other applicable tax, information-reporting, registration, certification, and recordkeeping requirements.
- Audit practices, fraud-prevention controls, risk management, and financial record retention.
- Banking, investment, purchasing, accounts payable, payroll, contribution processing, and scholarship disbursement practices.
- Oral and written communication skills.
- Principles and practices of administration, supervision, training, and organizational governance.

ABILITY TO:

- Plan, organize, direct, and evaluate the financial operations of the organization.
- Prepare and interpret financial statements, budgets, forecasts, reconciliations, and administrative reports.
- Communicate complex financial and regulatory information clearly to the Superintendent, Board of Directors, employees, donors, auditors, and other stakeholders.
- Establish and maintain effective internal controls and appropriate segregation of financial duties.
- Maintain accurate, complete, confidential, and retrievable financial records.
- Analyze financial and compliance issues accurately and adopt an effective course of action.
- Work independently, meet schedules and timelines, and manage multiple priorities.

- Maintain current knowledge of applicable federal and state laws, regulations, and guidance.
- Exercise sound judgment, integrity, discretion, and confidentiality.
- Select, supervise, coordinate, and evaluate the work of assigned employees.
- Develop and maintain cooperative working relationships with organizational leadership, employees, Board members, auditors, financial institutions, governmental agencies, schools, families, donors, and community partners.
- Perform related duties as assigned.

EDUCATION AND EXPERIENCE:

- Bachelor's degree in accounting, finance, business administration, or a related field.
- Five (5) years of progressively responsible accounting, auditing, financial management, or nonprofit financial administration experience preferred.
- Previous experience as a Chief Financial Officer, controller, finance director, auditor, or comparable financial leader preferred.
- Certified Public Accountant (CPA) designation or master's degree in accounting, finance, business administration, or a related field preferred.
- Experience with nonprofit audits, IRS Form 990, restricted funds, charitable contributions, grants, scholarships, or regulatory reporting preferred.
- Demonstrated ability to absorb, analyze, organize, and communicate financial and regulatory information.
- Demonstrated leadership ability and commitment to ethical financial stewardship.

TERMS OF EMPLOYMENT: Board approved supplement

EVALUATION: Performance of this job will be evaluated in accordance with the provisions of the organization's personnel evaluation policies. Evaluation will be conducted by the Superintendent.

5.4

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively, EdD
Date: November 16, 2026
Re: Scholarship Granting Organization (SGO) Secretary Job Description

Origin:

___ Topic Presented for Information
_X_ Action Requested at This Meeting
___ Item on the Consent Agenda For Approval
___ Board Review Required By:
  _x_ State Law, Federal Law or Regulation
  ___ Board of Education Policy
  ___ Other

Previous Review, Discussion, or Action:

___ No previous board review, discussion or action
_X_ Previous review or action
  Date: October 19, 2026
  Action: Voted to table the motion

Background Information:

The superintendent recommends that the Paducah Board of Education approve the Scholarship Granting Organization (SGO) Secretary job description and establish a $3,000.00 supplement for the board-approved SGO and its 501(c)(3) charitable organization.

Secretary, Scholarship Granting Organization/501(c)(3) – Supplement Job Description

BASIC FUNCTION:
Perform supplemental administrative and recordkeeping duties for the Scholarship Granting Organization (SGO) and its 501(c)(3) charitable organization in addition to the employee's regular position. Maintain corporate, donor, scholarship and compliance records and assist with documentation required under Internal Revenue Code Sections 501(c)(3) and 25F.

SUPPLEMENTAL RESPONSIBILITIES:
- Maintain official corporate and compliance records, including articles of incorporation, bylaws, policies, resolutions, director and officer records, conflict-of-interest disclosures, registrations and certifications.
- Maintain a calendar of required reports, renewals, audits, tax filings and other regulatory deadlines and provide timely notice to responsible personnel.
- Prepare, compile and organize correspondence, forms, reports and supporting documentation requested by organizational leadership, auditors, accountants, legal counsel and governmental agencies.
- Assist the Chief Financial Officer with administrative documentation related to contributions, donor acknowledgements, scholarship awards, scholarship payments and regulatory reports.
- Maintain assigned donor, scholarship applicant, eligibility, award and payment-support records and verify documentation for completeness before distribution to authorized personnel.
- Protect confidential donors, student, family, financial, tax and organizational information.
- Maintain appropriate separation between administrative recordkeeping, scholarship selection decisions and custody, authorization or disbursement of funds.
- Coordinate communications, schedules and records necessary for the efficient administration of the SGO/501(c)(3).
- Perform related supplemental duties as assigned within the scope of the position.

MINIMUM QUALIFICATIONS:
- Demonstrated ability to maintain accurate records, protect confidential information, meet deadlines and use standard office and document-management applications.
- Administrative, nonprofit, accounting, legal, scholarship-program or regulated-environment experience preferred.
- Notary public commission may be required or preferred based upon organizational needs.

TERMS OF EMPLOYMENT:
Annual supplement amount approved by the Board approved supplement schedule.

EVALUATION:
Performance of this job will be evaluated in accordance with the provisions of the Board's policy.

5.5

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively
Date: November 12, 2026
Re: PAYMENTS TO CONTRACTORS, FOREST HILLS SOLAR PROJECT (BG 25-284)

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
___ State Law, Federal Law or Regulation
___ Board of Education Policy
__ Other

Background Information:

PAYMENT TO CONTRACTORS, FOREST HILLS SOLAR PROJECT (BG 25-284) – The superintendent recommends that the Paducah Board of Education approve payments to contractors for the Forest Hills Solar project:
Pay Application #7: $10,000.00.

APPLICATION AND CERTIFICATE FOR PAYMENT

TO (Owner): Paducah Independent Schools BOE
500 South 25th Street
Paducah, KY 42003
0

Project Description: Forest Hills Solar Project
Project Location: 700 Highland Blvd, Paducah KY
Project Type: 0

APPLICATION NO: 7
APPLICATION DATE: 11/10/26
PERIOD FROM: 10/10/26
TO: 11/092026

FROM (Contractor): Ascendant Facilty Partners, LLC
2301 McCracken Blvd
Paducah, KY 42001

CONTRACT NO: 24020
CONTRACT DATE: 3/16/2026

CONTRACTOR'S APPLICATION FOR PAYMENT

CHANGE ORDER SUMMARY		
Approved Change Orders billed in previous months	ADDITIONS	DEDUCTIONS
TOTAL	$0.00	$0.00
APPROVED THIS MONTH		
NUMBER / DATE APP'D		
See contiunation sheet for details.		
TOTAL THIS MONTH	$0.00	$0.00
BILLED TO DATE TOTALS	$0.00	$0.00
Net change by Change Orders		see continuation sheet

The undersigned contractor certifies to the best of his knowledge, information and belief the work covered by this Application for Payment has been completed in accordance with the Contract Documents and that current payment shown is herein due.

CONTRACTOR:

By: Russ R. Litsinger Date: 11/10/2026

Application is made for payment, as shown, in connection with the Contract Continuation Sheet G703, is attached.
The present status of the account for this Contract is as follows:

ORIGINAL CONTRACT SUM ..... $	$855,000.00
Net change by Change Orders ..... $	$0.00
CONTRACT SUM TO DATE ..... $	$855,000.00
TOTAL COMPLETED & STORED TO DATE ..... $	$855,000.00
RETAINAGE 0 % ..... $	$0.00
TOTAL EARNED LESS RETAINAGE ..... $	$855,000.00
LESS PREVIOUS CERTIFICATES FOR PAYMENT. $	$845,000.00
CURRENT PAYMENT DUE ..... $	$10,000.00

State of: Kentucky County of: McCracken
Subscribed and sworn to me this 10th day of November 2026
Notary Public: Sarah M. Peeler #KYNP15339
My Commission expires: 09/18/2028

Sarah M. Peeler
Notary Public, Commonwealth of Kentucky
Commission # KYNP15339
Expiration date: 9/18/2028

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the owner that the work has progressed to the point indicated; that to the best of his knowledge, information and belief, the quality of work is in accordance with the Contract Documents; and that the Contractor is entitled to payment of amount certified.

AMOUNT CERTIFIED ..... $

ARCHITECT:
By: _____ Date: _____

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

5.6

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO
To: Board of Education Members
From: Chad Jezik
Date: 11/10/2026
Re: BG 26-284 Forest Hills Project BG-5

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
_X_ State Law, Federal Law or Regulation
___ Board of Education Policy
__ Other

Background Information:

The superintendent recommends that the Paducah Board of Education approve the BG-5 closeout document

FACPAC BG5 Project Closeout Form (Ref# 3295)

Form Status: Saved

Tier 4 Project: Forest Hills Solar Project
BG Number: 25-284
Status: Active

District: Paducah Independent (HB678) (476)
Phase: Project Initiation (View Checklist)

Project Completions and Inventory Update

Projected Total Gross Square Footage
Date of Project Substantial Completion
Date of KFICS Inventory Update

Reconciliation of Final Project Cost

	Current BG-1 Costs	Final Project Costs	Difference
Total Construction Cost	$855,000.00		$-855,000.00
Construction Contingency	$0.00		$0.00
Architect / Engineer Fee	$0.00		$0.00
Construction Manager Fee	$0.00		$0.00
Fiscal Agent Fee	$0.00		$0.00
Bond Discount	$0.00		$0.00
Equipment / Furnishings	$0.00		$0.00
Equipment / Computers	$0.00		$0.00
Technology Network System (KETS)	$0.00		$0.00
Site Acquisition/Disposition	$0.00		$0.00
Site Survey	$0.00		$0.00
Geotechnical Investigations	$0.00		$0.00
Special Inspections	$0.00		$0.00
Commissioning	$0.00		$0.00
Advertising	$0.00		$0.00
Printing	$0.00		$0.00

Other Costs

No Data	$0.00		$0.00
No Data	$0.00		$0.00
No Data	$0.00		$0.00
Total Cost	$855,000.00		$-855,000.00

Reconciliation of Final Project Funds

	Current BG-1 Funds Available	Final Fund Source Utilized	Difference

Bond Sale - SFCC	$0.00	$0.00
Bond Requirement - SFCC	$0.00	$0.00
Local FSPK Bond Sale	$0.00	$0.00
Local General Fund Bond Sale	$0.00	$0.00
Cash - SFCC Requirement	$0.00	$0.00
Cash - Building Fund	$0.00	$0.00
Cash - Capital Outlay	$0.00	$0.00
Cash - Investment Earnings	$0.00	$0.00
Cash - General Fund	$0.00	$0.00
City - County - KYTC Reimbursement	$0.00	$0.00
Funds Available KETS	$0.00	$0.00
Federal Funds	$855,000.00	$-855,000.00
Funds Available - External Partner Agreement	$0.00	$0.00
Residual Funds		$0.00

Residual Funds

Fund Source

Other Funds

No Data		$0.00
No Data		$0.00
No Data		$0.00
Total Funds	$855,000.00	$-855,000.00

Remaining Residual Value
Board Order Date

BG5 Signature Page (Online Form Ref# 3295)

The expense totals reflected on this form were incurred as a result of the construction for the above reference project. An accounting of the expenses was presented to the board for review and approval prior to payment.

The Local Board of Education accepts this project as being complete subject to the reveiw of KDE

Local Board of Education Designee Date

Local board order must be on file with district.Submit one complete copy to KDE for each completed project.

5.7

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively
Date: November 11, 2026
Re: PAYMENTS TO CONTRACTORS

Origin:

___ Topic Presented for Information
_x_ Action Requested at This Meeting
__ Item on the Consent Agenda For Approval
_x_ Board Review Required By:
- ___ State Law, Federal Law or Regulation
- ___ Board of Education Policy
- __ Other

Background Information:

The superintendent recommends that the Paducah Board of Education approve payments to contractors on the Paducah Tilghman Field House project (BG 22-067): Pay Application #15 to Evrard Construction: $38,006.41.

APPLICATION AND CERTIFICATE FOR PAYMENT

General Contractor: Evrard - Kentucky DIV
2715 Olivet Church Rd
Paducah, KY 42001

PROJECT: Paducah Tilghman Field House Reno

VIA ARCHITECT: JRA Architects

APPLICATION NO.:	#15
PERIOD FROM:	09/30/26
PERIOD TO:	10/31/26
PROJECT NOS.:	ECI-25-032
CONTRACT DATE:	5/29/2025

Distribution to:	
OWNER	X
ARCHITECT	X
CONTRACTOR	X

CONTRACT FOR: General Construction

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.
Continuation Sheet, AIA Document G703, is attached.

1. ORIGINAL CONTRACT SUM		$ 1,123,500.00
2. Net Change by Change Orders		$ 143,380.11
3. CONTRACT SUM TO DATE (Line 1 + 2)		$ 1,266,880.11
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703)		$ 1,266,880.11
5. RETAINAGE:		
a. 2 % of Completed Work (Columns D + E on G703)	$ 25,337.00	
b. 5% % of Stored Material (Column F on G703)	$ 0.00	
Total Retainage (Line 5a + 5b or Total in Column I of G703)		$ 25,337.00
6. TOTAL EARNED LESS RETAINAGE (Line 4 less Line 5 Total)		$ 1,203,536.10
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)		$ 1,203,536.10
8. CURRENT PAYMENT DUE		$ 38,006.41
9. BALANCE TO FINISH, INCLUDING RETAINAGE (Line 3 less Line 6)		$ 25,337.00

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	$163,280.11	-$19,900.00
Total approved this Month		
TOTALS	$163,280.11	-$19,900.00
NET CHANGES by Change Order		$143,380.11

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.
CONTRACTOR:

By: Blaine Thompson Date: 11/11/2026

Notary Public, State of Illinois
Official Seal
Ethan Thomas Denton
Commission # 1040122
My Commission Expires 10/16/2030

State of: Illinois
County of: Williamson
Subscribed and sworn to before me this 11 day of November 2026

Notary Public:
My Commission Expires: 10/16/2030

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this Application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED ..... $ $38,006.41

(Attach explanation if amount certified differs from the amount applied for. Initial all figures on this Application and on the Continuation Sheet that are changed to conform to the amount certified.)

ARCHITECT:
By: Eric P. Stern Date: 11/11/2026

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

5.8

PADUCAH PUBLIC SCHOOLS

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively, EdD
Date: November 16 2026
Re: MOU and General Agreement with the University of Louisville

Origin:

___ Topic Presented for Information
_X_ Action Requested at This Meeting
___ Item on the Consent Agenda For Approval
_X_ Board Review Required By:
- _X_ State Law, Federal Law or Regulation
- ___ Board of Education Policy
- ___ Other

Previous Review, Discussion, or Action:

_X_ No previous board review, discussion or action
___ Previous review or action
- Date:
- Action:

Background Information:

The superintendent recommends that the Board approve the Memorandum of Understanding (MOU) and General Agreement proposal from the University of Louisville College of Business to conduct an Economic Impact Analysis of the Paducah Innovation Hub.

The analysis will be led by Dr. Thomas Lambert and will gather all necessary data and prepare a report on the economic impact of the Paducah Innovation Hub on the community and region, including an analysis of the impact of the Paducah Innovation Hub on the community and regional workforce and workforce development.

MEMORANDUM OF UNDERSTANDING AND GENERAL AGREEMENT

This Memorandum of Understanding and General Agreement ("Agreement") is entered into by and between the University of Louisville ("University"), on behalf of its College of Business ("COB"), and the Paducah Public Schools ("Paducah Schools") on behalf of the Paducah Innovation Hub ("Innovation Hub")..

Introduction. The parties desire to enter into an agreement by which the COB will conduct an economic impact analysis of the Innovation Hub and its broader impact on the community and regional workforce and the Paducah Schools will compensate the COB for such analysis.

Accordingly, the parties hereby agree as follows:

1. Economic Impact Analysis. The COB, working with the Innovation Hub, will gather the necessary data and prepare a report on the economic impact of the Innovation Hub on the community and region, including an analysis of the impact of the Innovation Hub on the community and regional workforce and workforce development. The principal consultant for the analysis will be Dr. Thomas Lambert. Dr. Lambert may include COB students to assist in the preparation of the analysis and report.

The engagement contemplates approximately twenty hours of work, with compensation at the rate of $0 per hour for a total project cost of $0.

The parties contemplate that the analysis will be conducted within the following timeframe:

Information requested by about _____
Information provided by about _____
Analysis completed and report delivered by about _____

2. Data for the Analysis. Paducah Schools agrees to provide the information necessary to prepare the analysis, as requested by Dr. Lambert. All data and other information provided by Paducah Schools will be aggregated and/or anonymized. Paducah Schools shall not provide any personal or individualized data to COB or SOM.

3. Confidentiality and Non-Disclosure.

a. Confidential Information" is defined as samples, materials, data, information (oral or written), drawings, sketches, and other information of a secret, confidential, or proprietary nature which information, if in tangible form, is marked or otherwise identified as "CONFIDENTIAL" or "PROPRIETARY" by Paducah Schools at the time of disclosure, or if disclosed orally or visually is identified at the time of disclosure as confidential by Paducah Schools.

b. Confidential Information that is disclosed hereunder shall be maintained in trust and confidence by the University and shall not, directly or through others, be disclosed,

patented, copyrighted, or published except as otherwise agreed in writing. The University agrees to use the same degree of care that it uses to protect its own Confidential Information, but no less than reasonable diligence to prevent disclosure of the Confidential Information to any third party (except for employees or agents of the University with a need to know who have agreed in writing to the terms and conditions contained herein prior to obtaining access to the Confidential Information) unless so authorized in writing by Paducah Schools, and to refrain from using Confidential Information for any purpose other than that stated herein. For the purposes of this agreement, it is understood that students of the COB participating in the analysis needing this Confidential Information will be provided access to said Confidential Information. E ach student receiving Confidential Information will sign a confidentiality agreement of equivalent provisions to ensure the confidentiality of said Confidential Information. Paducah Schools acknowledges that providing said Confidential Information to such student(s) is contemplated within the scope of this agreement and is not considered a disclosure to a third party within the meaning of this section.

c. The University shall not have any obligation of confidentiality with respect to any information of Paducah Schools that:

- Was already in the University's possession on a non-confidential basis prior to receipt from Paducah Schools; or
- Is in the public domain by public use, general knowledge or the like, or after disclosure hereunder, becomes general or public knowledge through no fault of the University; or
- Is properly obtained by the University from a third party not under a confidentiality obligation to Paducah Schools; or
- Is explicitly approved for release by written authorization of Paducah Schools; or
- Is independently developed by employees or agents of the University who had no knowledge of or access to the Confidential Information as evidenced by the University's business records; or
- Is required by law, regulation, court order or Kentucky Attorney General opinion, which carries the force of law, to be disclosed.

The University shall notify Paducah Schools promptly of making a determination that any Confidential Information falls within a subcategory of this subsection c. and will cooperate with Paducah Schools's efforts to contest or limit the scope of any disclosure required by the last bullet point of this subsection c.

d. The term of the University's obligations under this Section3 of the Agreement shall be three (3) years from the Effective Date. Upon termination of this Agreement, the University will, upon request of Paducah Schools, promptly return to Paducah Schools all tangible Confidential Information and copies thereof in the University's possession.

e. No license, express or implied, in the Confidential Information is granted to the University other than to use the Confidential Information in the manner and to the extent authorized by this Agreement.

4. Governing Law. This Agreement shall be governed and construed in accordance with the laws of the Commonwealth of Kentucky.

In witness whereof, the parties have executed this Agreement on the dates below.

University of Louisville

By: _____
Katie Cardarelli, Ph.D.
Executive Vice President and
University Provost

Date: _____

Paducah Public Schools

By: _____
Donald Shively, Ed.D
Superintendent

Date: _____

5.9

Paducah Public Schools
P. O. Box 2550
Paducah, KY 42002-2550

Telephone: 270-444-5600
www.paducah.kyschools.us

MEMO

To: Board of Education Members
From: Donald I. Shively, EdD
Date: November 16 2026
Re: Approval of Payment in Lieu of Taxes for Industrial Revenue Bonds

Origin:

___ Topic Presented for Information
___ Action Requested at This Meeting
___ Item on the Consent Agenda For Approval
_X_ Board Review Required By:
  _X_ State Law, Federal Law or Regulation
  ___ Board of Education Policy
  ___ Other

Previous Review, Discussion, or Action:

_X_ No previous board review, discussion or action
___ Previous review or action
  Date:
  Action:

Background Information:

The Paducah Board of Education supports the City of Paducah's PILOT (payment in lieu of taxes) industrial revenue bond (IRB) proposal for Project Dune. As part of the Project, the Board of Education agrees to abate 50% of its property tax for the subject property for a twenty-year period for Project Dune. The Board of Education will participate in the execution of any necessary bond documents and the members of the Board of Education, the Superintendent, and other District officials are hereby authorized to execute any documents or instruments necessary to effectuate the abatement and related payments in lieu of taxes.