



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Regular Business Meeting of August 29, 2023

Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Stewart Auditorium, Louisville, Kentucky, on Tuesday, August 29, 2023.

BOARD MEMBERS PRESENT:

Vice-Chair Corrie Shull	Mr. James Craig
Mrs. Linda Duncan	Dr. Chris Kolb
Mr. Joseph Marshall	Ms. Sarah McIntosh

BOARD MEMBERS ABSENT:

Chairwoman Diane Porter

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.
Tom Aberli, Executive Administrator Budget
Kevin Brown, General Counsel
BJ Bunton, Executive Administrator of Diversity, Equity, and Poverty
Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement
Aimee Green-Webb, Chief of Human Resources
Dr. Terra Greenwell, Chief Academic Officer
Cordelia Hardin, Chief Financial Officer
Monica Hunter, Principal
Dr. John Marshall, Chief Equity Officer
Heather Moss, Principal
May Porter, Director of Internal Audit

This meeting was conducted via videoconference pursuant to KRS 61.823 and KRS 61.826. The primary location for this meeting and where all members could be seen and heard by the public was the VanHoose Education Center. Members of the Board were permitted to attend in-person or via video-teleconference pursuant to KRS 61.826. Members of the public were permitted to attend in person or watch the live-stream of the meeting.

SPECIAL MEETING

I. Call to Order

Vice-Chair Shull called the meeting to order at 5:29 p.m. and made the following statement:

“The Board will now conduct a closed session for discussions regarding pending litigation pursuant to KRS 61.810(1)(c). Public discussion of this matter and identification of the specific matter would disclose litigation strategy and have an adverse impact on the legal and financial interests of the District.”

II. Enter Closed Executive Session for Discussions Regarding Pending Litigation Pursuant to KRS 61.810(1)(c)

Order #2023-139 - Motion Passed: A motion that the Board of Education enter closed session for discussions regarding pending litigation pursuant to KRS 61.810(1)(c) passed with a motion by Mrs. Linda Duncan and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

III. Adjourn from Executive Session

The Board adjourned closed session at 5:40 p.m.

Order #2023-140 - Motion Passed: A motion to adjourn closed session and return to open session passed with a motion by Mrs. Linda Duncan and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

IV. Possible Consideration of a Motion on Pending Litigation

Vice-Chair Shull made the following announcement:

“The Board of Education met in Executive Session for discussions regarding pending litigation pursuant to KRS 61.810(1)(c.). Public discussion of this matter and identification of the specific matter would disclose litigation strategy and have an adverse impact upon the legal and financial interests of the District. No action was taken while in closed session”

Order #2023-141 - Motion Passed: A motion to authorize Board counsel to effectuate a settlement in the matters identified in closed session and pursuant to the terms discussed in closed session passed with a motion by Ms. Sarah McIntosh and a second by Mrs. Linda Duncan.

Mr. James Craig	Abstain
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

V. Adjournment

The special meeting adjourned at 5:59 p.m.

Order #2023-142 - Motion Passed: A motion to adjourn the special meeting passed with a motion by Mr. Joseph Marshall and a second by Mr. James Craig.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

REGULAR BUSINESS MEETING

Vice-Chair Shull called the August 29, 2023, Business Meeting of the Board of Education to order at 6:00 p.m. This was followed by a traditional moment of silence and the Pledge of Allegiance. Board Member Joe Marshall read the District Vision Statement.

III. Recognitions and Resolutions

A. Recognition of Atherton Students, Eisa Nasim, Addi Lawson, Julianna Hayes, Bailey Cole, and Austin Wilburn for Winning the State Student Technology Leadership Program Technical Award and Representing Kentucky at the International Society for Technology Education Conference

Order #2023-143 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education recognize JCPS students Eisa Nasim, Addi Lawson, Julianna Hayes, Bailey Cole, and Austin Wilburn for winning the State Student Technology Leadership Program Technical Award. The recommendation passed with a motion by Mr. Joseph Marshall and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

IV. Recommendation for Approval of Meeting Agenda

Order #2023-144 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for August 29, 2023. The recommendation passed with a motion by Mrs. Linda Duncan and a second by Mr. James Craig.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

V. Recommendation for Approval of Minutes of Previous Meeting

Order #2023-145 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the August 15, 2023, meeting. The recommendation passed with a motion by Mr. James Craig and a second by Mr. Joseph Marshall.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

VI. Superintendent's Report

Dr. Pollio gave a brief update on District transportation amid the bus driver shortage, describing this as some of the most challenging days in his leadership career. He thanked employees who have stepped up and pitched in for JCPS students.

VII. Student Outcomes-Focused Governance Update

Mr. Marshall gave a brief update followed by a short video.

VIII. Persons Requesting to Address the Board on Action Items or Consent Calendar Items to be Voted Upon Separately at Board Member Request

There were no speakers at this time.

IX. Action Items

A. Recommendation for Approval of Tax Rates for Fiscal Year 2023-24

Dr. Pollio introduced this item and Cordelia Hardin, chief financial officer, presented the recommended tax rates. Each Board member had an opportunity to comment and ask questions.

Mr. Craig asked for more context regarding the \$10 million adjustment.

Ms. McIntosh wanted to confirm that JCPS is getting a decrease in state funding by millions of dollars even though Louisville Metro residents are the largest contributors in the state to the General Fund. She then said, "So we could make an argument that our local residents are funding their schools twice - they're funding the schools throughout the state of Kentucky as well as the schools here in Jefferson County."

Dr. Kolb expressed frustration that the Board is only considering decreasing taxes at this time. He said, “By lowering taxes we leaving ourselves worse equipped to address the staffing crisis than we were. Yes, the SEEK formula is messed up, we all know that Jefferson County gets the short end of the stick when it comes to the SEEK formula but it's probably not going to change. Frankfort has shown no interest in helping us out whatsoever. Yes, they bear responsibility for not fully funding Transportation like they are required to do by their own laws. But all we can do is take action through this board to put ourselves in the best position possible to address things like the staffing crisis so that we don't have the catastrophes like we had on the first day of school. So, it's very frustrating that the Board is not considering raising taxes and it's even more frustrating that we tied our own hands back in May and preemptively decided that we weren't going to do that even before we had the opportunity to look at these numbers, even though we knew what they would be.”

Order #2023-146 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the General Fund Tax Rate of 76.0 cents on real property and 76.8 cents on personal property for Fiscal Year 2023-24. The recommendation passed with a motion by Mrs. Linda Duncan and a second by Mr. James Craig.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

B. Recommendation for Approval of the Internal Audit Charter and the Internal Audit Work Plan for FY 2023-24, and Acceptance of the Report on the Status of the FY 2022-23 Internal Audit Work Plan

Dr. Pollio introduced this item and May Porter, director of Internal Audit, presented the rationale. Each Board member had an opportunity to comment and ask questions.

Mrs. Duncan said, “I wanted to make sure that it's appropriate to look at the things that pose risk for us in our lawsuits that we have to face. I hope that somewhere in the future plans we consider the things that we do have to face with lawsuits and see how those put us at risk.”

Order #2023-147 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the attached Internal Audit Charter and the Internal Audit Risk-Based Audit Plan for Fiscal Year 2023-24 and receive the Report on the Status of the Fiscal Year 2022-23 Internal Audit Work Plan. The recommendation passed with a motion by Mr. James Craig and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

X. Information Items

A. Acceptance of Fiscal Year 2023-24 Working Budget

Dr. Pollio introduced this item. Cordelia Hardin, chief financial officer; and Tom Aberli, executive administrator budget; presented the first reading of the Working Budget for FY 2023-24. Each Board member had an opportunity to comment and ask questions.

Mr. Craig said, "I wrote down your words, *there should be discussions soon over the coming year at least to get us back in line*. Quite a loaded phrase if you don't mind me saying that; might you elaborate a little bit more?" He agreed that a purposeful discussion needs to happen to make some decisions about either increasing revenue or decreasing expenditures. He suggested they might want to revamp the Revenue Committee for a more thorough discussion. He requested an offline discussion with Ms. Hardin before the Budget is presented for approval at the next meeting.

Ms. McIntosh questioned information on the investment page for fiscal years 2023 and 2024. She asked, "With the weighted student formulas, have we seen a loss at any of our schools because of using that formula for staffing?"

Dr. Kolb asked, "If we're at about eight to nine percent fund balance now, what's a healthy - what should we shoot for, percentage-wise, with a fund balance savings account for Jefferson County?" He later made the following statement, "We have two choices like Dr. Pollio said, we can cut salaries and services, or we can raise taxes. I don't want to cut salaries because we need to raise them to address a staffing crisis, I certainly don't want to cut services for kids so I'm firmly in the camp of raising revenue. I wish we could do it this year - we decided not to. We decided to lower taxes. So, we do need to act with urgency. We had that committee work back in early 2020 - it concluded. Nothing has gotten better financially since then, so I don't think we need to rehash that again. We have a set of findings from that, and the situation has gotten worse. We are elected and sit in these seats to make difficult decisions like this and not to seek the cover of a committee to cover ourselves. I wish we had had the courage to do that this year, we did not. I can only hope that we have the courage to do it as soon as possible in the coming year."

Vice-Chair Shull said, "Part of the ESSER funding was a promise to the community that we would spend some of those funds on Elev8 Centers. We initially said we would open three, we have opened one. What happens to that promise that we've made to the community?" After confirming that funding for Elev8 Centers would move to the General Fund, he asked if the same would happen for summer programming.

Order #2023-148 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive the Fiscal Year 2023-24 Working Budget. The recommendation passed with a motion by Mr. James Craig and a second by Mrs. Linda Duncan.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

B. Racial Equity Policy Update

Dr. Pollio introduced this item. Dr. John Marshall, chief equity officer, and his JCPS leadership team presented the update. Ben Johnson, Chairman of the JCPS Advisory Council for Racial Equity was also present to help provide the update and answer questions. Each Board member had an opportunity to comment and ask questions.

Mrs. Duncan expressed concern that the high number of goals could be a distraction from what they are ultimately trying to accomplish. She questioned if data is showing that a higher sense of belonging correlates with higher achievement. She said, “We need to be very evidence-based on what is going to move the needle for our African-Americans in proficiency in reading and math.”

Mr. Craig said, “I think the conversation warrants my repeating what I have said here multiple times over my five years on the Board, that I completely reject the sole use of the Kentucky State Assessments as a measure of success of any program or the reason that we should implement any new program going forward. And my prediction, I will not speak for anybody else sitting at this desk, is that you could never get four votes to use that as the sole indicator for anything that we do in JCPS. To the extent that we make decisions about this particular policy or any other decision going forward, let me state that definitively and clearly. And should it ever become the sole standard, I would fight it aggressively.” He then asked Dr. Marshall if the implementation of the policy has been a success and what the Board can do going forward to ensure the policy will continue to be a success. He expressed the importance of communication with families and the need to create language to truly measure how a child is performing in JCPS and if they're successful.

Ms. McIntosh asked, “... Knowing that many of our multilingual students are also students of color, do we have a plan moving forward of how to incorporate supports for those students with this work?” She requested that information be included in future presentations as well as feedback from community partners regarding how they're supporting students around work like chronic absenteeism.

Dr. Kolb asked if there is anything the Board can do to ensure the process that is happening in W.E.B. DuBois Academy is happening across all JCPS schools. He asked if any outside organizations could help clarify and redefine student success more broadly outside of student assessments.

Vice-Chair Shull asked how the DEP department can collaborate with Chuck Truesdell in anticipation of some of the political events that will likely take place in the coming months. He also asked, “Considering the political machinations that we anticipate, have entities like GLI affirmed their support of racial equity?” He went on to say, “I think as we talk about inviting more of the community to support this work, we really need to clarify the story that we're telling and the goal that we're trying to reach. Are we trying to close the achievement gap, or are we trying to increase belonging, or are we doing both at the same time? We need to figure out a way to very concisely and very considerately tell that story.” He then asked, “I see that we have an increase in the hiring of administrators of color, how are we supporting those administrators of color to ensure their success?” He wanted to ensure that all schools had completed their Racial Equity Plans.

Mrs. Duncan requested a work session for the Board to hear how the District can broaden measures for deeper learning.

Order #2023-149 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive an update regarding the implementation of the Racial Equity Policy and the Racial Equity Plan. The recommendation passed with a motion by Mr. James Craig and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

XI. Consent Calendar

- A.** Report of Certified Leaves-
- B.** Report of Personnel Actions
- C.** Recommendation for Approval of Field Trip Request and Receipt of Report of Field Trips Approved by the Superintendent
- D.** Recommendation for Approval of Sale and Purchase Agreement for the Purchase 3903 Atkinson Square Drive
- E.** Recommendation for Approval of BG-1 Form for Purchase 3903 Atkinson Square Drive
- F.** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for New Athletic Stadium at W.E.B. DuBois Academy
- G.** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Stage Floor Replacement at Youth Performing Arts School
- H.** Recommendation for Approval of Contract Completions and BG-4 Forms
 - 1.** Recommendation for Approval of Contract Completion and BG-4 Form for Phase I HVAC Renovation – Bid Package I at Academy @ Shawnee
 - 2.** Recommendation for Approval of Contract Completion and BG-4 Form for Concrete Patio Repair at Ballard High School
 - 3.** Recommendation for Approval of Contract Completion and BG-4 Form for Career and Technical Education Program Renovations at Ballard High School
- I.** Recommendation for Approval of Construction Change Orders
- J.** Recommendation for Approval of Bill of Sale and Assignment for Personal Property at 3301 Stober Road
- K.** Recommendation for Approval to Request a Waiver from the Kentucky Board of Education Related to 702 KAR 4:050 – Building Sites, Inspections, and Approval for 3903 Atkinson Square
- L.** Recommendation for Approval of Bid Tabulations and Contract Renewals.
- M.** Recommendation for Approval of Professional Services Contracts of \$20,000 or More
- N.** Acceptance of Summary of Professional Services Contracts
- O.** Acceptance of Orders of the Treasurer
 - 1.** Acceptance of Orders of the Treasurer-Invoices
 - 2.** Acceptance of Orders of the Treasurer-Purchase Orders
 - 3.** Acceptance of Orders of the Treasurer-Vouchers

P. Acceptance of Donations, Grants, and Funding

1. Acceptance of Donations and Small Grants

2. Acceptance of Donation from the Ballard Field Hockey Booster Club

3. Acceptance of Funds from Project Lead The Way

4. Acceptance of Funding from the Kentucky Rural-Urban Exchange

5. Acceptance of Funding from the University of Louisville College of Education and Human Development for Teacher-in-Residence Program

Q. Recommendation for Approval of Agreements

1. Recommendation for Approval of Lease Agreement/Land Swap Renewal with Louisville Metro Government

2. Recommendation for Approval of Memorandum of Agreement with Jefferson Community and Technical College/Kentucky Community & Technical College System

3. Recommendation for Approval of Agreement with NextGrad

4. Recommendation for Approval of Memorandum of Agreement with Volunteers of America Mid-States

5. Recommendation for Approval of Counseling Student Placement Agreement Amendment with Eastern Kentucky University

6. Recommendation for Approval of Counseling Student Placement Agreement with University of Akron

7. Recommendation for Approval of Student Placement Agreement with University of Akron

8. Recommendation for Approval of Student Placement Agreement Amendment with University of Akron OT/PT

9. Recommendation for Approval of Student Placement Agreement Amendment with Eastern Kentucky University OT/PT

10. Recommendation for Approval of Student Placement Agreement Amendment with Jefferson Community & Technical College OT/PT

11. Recommendation for Approval of Student Teacher Agreement Amendment with University of Akron

12. Recommendation for Approval of Modification of Memorandum of Agreement with Kentucky Department of Education for Education Recovery Leader

13. Recommendation for Approval of Modification of Memorandum of Agreement with Kentucky Department of Education for Education Recovery Leader

14. Recommendation for Approval of Modification of Memorandum of Agreement with Kentucky Department of Education for Strategic Analyst of Learning

15. Recommendation for Approval of Memorandum of Agreement with Kentucky Department of Education for Education Administration Program Consultant

16. Recommendation for Approval of Memorandum of Agreement with Metro United Way, Inc. Regarding Data Sharing for Out of School Time Programs

17. Recommendation for Approval of Data Privacy Agreement with Learning A-Z

18. Recommendation for Approval of Agreement with Louisville Marriott East

19. Recommendation for Approval of Memorandum of Agreement with Kentucky Department of Education for Program Coordinator for Comprehensive School Counseling

R. Recommendation for Approval of Revision of Model Procurement Regulations and Procedures Manual

S. Recommendation for Approval of 2023-24 Local Education Agency General and Program Assurances

Ms. McIntosh pulled down the following items for a separate vote so she could abstain:

- XI.Q.14. Modification of Memorandum of Agreement with Kentucky Department of Education for Strategic Analyst of Learning; and
- XI.Q.15. Memorandum of Agreement with Kentucky Department of Education for Education Administration Program Consultant

Order #2023-150 - Motion Passed: A motion to approve the Consent Calendar MINUS: *XI.Q.14. Modification of Memorandum of Agreement with Kentucky Department of Education for Strategic Analyst of Learning;* and *XI.Q.15. Memorandum of Agreement with Kentucky Department of Education for Education Administration Program Consultant* passed with a motion by Mrs. Linda Duncan and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

Order #2023-151 - Motion Passed: A motion to approve consent items *XI.Q.14. Modification of Memorandum of Agreement with Kentucky Department of Education for Strategic Analyst of Learning;* and *XI.Q.15. Memorandum of Agreement with Kentucky Department of Education for Education Administration Program Consultant* passed with a motion by Mr. Joseph Marshall and a second by Mr. James Craig.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Abstain
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

XII. Board Planning Calendar

Mr. Craig said, "... I am interested in having a much broader discussion about the sustainability of our transportation system and whether or not the multitude of man-hours that are required to keep it going the way it is going today is sustainable and whether much broader discussions need to happen about reducing ridership, about which schools receive the benefit, which students receive the benefit, and how those decisions are made."

Mrs. Duncan requested a work session for District staff to present information on how they can broaden measures for deeper learning and evaluate student success.

Ms. McIntosh expressed concern with staff being able to sustain the additional work hours required for the transportation issues. She shared some of the concerns that she had received from staff members. She wanted to clarify who is responsible for the supervision of bus riders and funding for the extra work of monitoring students.

Order #2023-152 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive the attached planning calendar outlining discussion agenda items. The recommendation passed with a motion by Mr. James Craig and a second by Mrs. Linda Duncan.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

XIII. Committee Reports

Mr. Marshall Briefly reported on the Board Governance Implementation Committee.

XIV. Board Reports

There were no Board Reports.

XV. Persons Requesting to Address the Board (If Necessary)

The following speakers addressed the Board.

Student Taylor Sams expressed great distress with the transportation issues as she discussed the impact it has had on her family with her father’s long working hours as a bus driver.

Melvin Ledrick shared his concerns with the District’s Racial Equity Analysis Protocol (REAP).

Tim Alvey discussed funding, school choice, and the need for school vouchers.

XVI. Executive Session (If Necessary)

XVII. Action Item (If Necessary)

XVIII. Adjournment

The meeting adjourned at 8:27 p.m.

Order #2023-153 - Motion Passed: A motion to adjourn the meeting of the Jefferson County Board of Education at 8:27 p.m. passed with a motion by Mr. James Craig and a second by Mrs. Linda Duncan.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Absent
Dr. Corrie Shull	Yes

Diane Porter
Chairwoman

Dr. Martin A. Pollio
Superintendent/Secretary

**THESE ACTIONS, ALONG WITH THE AGENDA ITEMS, MAKE UP THE OFFICIAL MINUTES,
WHICH ARE ON FILE IN THE OFFICE OF THE SECRETARY**