



## JEFFERSON COUNTY BOARD OF EDUCATION Minutes of Regular Meeting of April 26, 2016

**Regular Meeting** of the Jefferson County Board of Education held at Fairdale High School, 1001 Fairdale Road, Louisville, Kentucky, on Tuesday, April 26, 2016, at 7 p.m.

### BOARD MEMBERS PRESENT

Chair David A. Jones, Jr.  
Mr. Chris Brady  
Mr. Chuck Haddaway  
Dr. Lisa Willner

Vice-Chair Diane Porter  
Mrs. Linda Duncan  
Mrs. Stephanie Horne

### STAFF MEMBERS PRESENT

Superintendent Donna M. Hargens, Ed.D.  
Francis J. Mellen, Jr., Wyatt Tarrant & Combs LLP  
Angie Gilpin, Assistant Secretary to the Board

### WORK SESSIONS

- 4 p.m. Work Session: Report on Work of Code of Conduct Committee
- 5 p.m. Work Session: Report on Classification and Compensation Analysis and Update on Teacher Recruitment

### REGULAR MEETING

Chair Jones called the April 26, 2016, Regular Meeting of the Board of Education to order at 7:04 p.m. The meeting began with a traditional moment of silence, the Presentation of Colors presented by Southern High School Army Corps JROTC, the Pledge of Allegiance led by District 5 elementary school students, the Vision Statement read by District 5 middle school students, and greetings from District 5 Board Member Linda Duncan and Fairdale High School Principal Brad Weston.

### III. Recognitions and Resolutions

- A. Recognition of and Student Demonstration of Learning From Olmsted Academy South and Olmsted Academy North Choirs and Iroquois High School Drumline
- B. Recognition of and Student Demonstration of Learning From Fairdale High School Students
- C. Video Montage of District 5 Schools

**Order #2016-062 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education receive the recognitions and resolutions for April 26, 2016, passed with a motion by Mrs. Linda Duncan and a second by Mr. David A. Jones Jr.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

#### IV. Approval of Meeting Agenda

**Order #2016-063 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education approve the agenda for April 26, 2016, passed with a motion by Mrs. Stephanie Horne and a second by Ms. Diane Porter.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

#### V. Approval of Minutes of Previous Meeting

**Order #2016-064 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education approve the minutes of the March 22, 2016, regular meeting. The recommendation passed with a motion by Mr. Chris Brady and a second by Dr. Lisa Willner.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

#### VI. Superintendent's Report

Dr. Hargens discussed a timeline of progress regarding the Curriculum Management Audit from 2011, and acknowledged the compensation review that was presented in the earlier work session. She then reviewed the progress of the strategic plan.

#### VII. Action Items

#### VIII. Information Items

##### VII.A. Report on Classification and Compensation Analysis

Bo Johnson addressed the Board on this item.

Chief Business Officer Tom Hudson came forward and asked the Board to accept the report that was presented at the earlier work session. He stated that they have a lot of work to do in order to put together a performance pay system that is fair and equitable.

**Order #2016-065 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education receive the attached Report on Classification and Compensation Analysis. The recommendation passed with a motion by Mrs. Linda Duncan and a second by Ms. Diane Porter.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

## VII.B. Update on Budget Development Process

Chris Harmer addressed the Board on this item.

Chief Business Officer Tom Hudson and Chief Financial Officer Cordelia Hardin presented an update on the tentative budget for the fiscal year 2016–17. Each Board member had an opportunity to comment and ask questions.

Ms. Hardin explained the student fee waiver that is available to low-income students and also the school fundraisers that help pay for students to attend activities. She then discussed mental health funding. Mr. Hudson stated that a decision will be made in May regarding pending budget requests. Ms. Hardin discussed how the state budget will affect the District budget.

**Order #2016-066 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education receive an update on the Budget Development Process. The recommendation passed with a motion by Mr. Chris Brady and a second by Mr. Chuck Haddaway.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | No  |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

## VII.C. Trauma-Informed Approaches to Education

Assistant Superintendent for Academic Support Programs Dr. Alicia Averette; Anne Perryman, district health coordinator; Dr. Joe Bargione, lead school psychologist; Dr. David Finke, licensed psychologist and vice president of residential services at Uspiritus; Danielle Randle, principal; and Carrie Thompson, first-grade teacher, came forward to provide an overview of trauma-informed and resilience building approaches to education including information about the framework to assist students. Each Board member had an opportunity to comment and ask clarifying questions.

Dr. Willner questioned the distinction between getting a one-shot training and getting a whole school trauma-informed. She also asked what kind of support is needed from the Board in order to see more of this approach.

Dr. Bargione stated that doing a one-shot professional development does not work. They are trying to build it so that professional development is provided to role groups and at the individual school level. Working with principals to come up with plans and using BOUNCE Resiliency Building Project as a model to provide an overview first and then to continue to revisit those key components on the trauma-informed care. This will be an ongoing process to build into the system. He advised the Board to use a trauma-informed lens as they are looking at policy decision making.

Mr. Brady expressed concern with only having 16 mental health counselors at 18 different JCPS locations that serve 1700 students. He stated that the low number of counselors creates a large caseload.

Dr. Averette explained that they have other resources available in addition to the 16 mental health counselors within JCPS and that they reach out to partners and collaborate to help with the caseload. Some students are serviced through Seven Counties and they also utilize mobile assessment units.

Dr. Finke advised that the Code of Conduct is not very trauma-informed and they should use that approach in order to help lower the number of suspensions. He also agreed with Mr. Brady that teachers do not usually receive behavior management training as a part of their curriculum in most universities and this is something that needs to be addressed.

Mrs. Horne stated that she would like to put trauma-informed approaches into policy.

Dr. Hargens agreed that this is a good avenue to look at. They would need to describe a support system and have that system supported in policy.

**Order #2016-067 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education receive a report regarding Trauma-Informed Approaches to Education. The recommendation passed with a motion by Dr. Lisa Willner and a second by Mr. Chris Brady.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

#### **VII.D. Report of the 2016 Regular Session of the Kentucky General Assembly**

Jonathan Lowe, director of strategy, provided a brief legislative update. Board members were given the opportunity to comment and ask questions.

Chair Jones restated the main points of the top four priorities: good progress with funding KTRS; success with superintendent authority over hiring principals; no progress with flexibility in assessments; and a little ground was lost with money.

**Order #2016-068 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education receive a report regarding the 2016 Regular Session of the Kentucky General Assembly. The recommendation passed with a motion by Mr. Chris Brady and a second by Mrs. Linda Duncan.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

#### **IX. Consent Calendar**

- A.** Report of Personnel Actions
- B.** Certified Leaves of Absence
- C.** Approval of Job Descriptions
- D.** Approval of Organizational Charts
- E.** Approval of Field Trip Requests
- F.** Approval of Project, BG-1 Form, and Assignment of Architect/Engineer for the Pool HVAC Unit Replacement at the Academy @ Shawnee.
- G.** Approval of Bid and Revised BG-1 Forms
  - 1.** Site Lighting Replacement at Carrithers Middle School
  - 2.** Chiller and Boiler Replacement at Cochran Elementary School

- 3. Concrete Repairs at Doss High School
- 4. Boiler Replacement at the Youth Performing Arts School/Sam Meyers Hall
- 5. 2016 Paving Package I
- 6. 2016 Paving Package II
- H. Approval of Contract Completion and BG-4 Forms
  - 1. Stage Rigging Repair at duPont Manual High School
  - 2. Window Replacement Phase III at Frayser Elementary School
- I. Approval of the Revised BG-5 Form for Renovation Phase I Bid Package I & II at Eastern High School
- J. Approval of Construction Change Orders
- K. Approval of Bid Tabulations, Contract Renewals, and Amendments
- L. Approval of Professional Services Contracts of \$5,000 or More
- M. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More
- N. Acceptance of Purchase Order Report
- O. Acceptance of Quarterly Report of Investment Performance
- P. Acceptance of Unaudited Monthly Financial Report
- Q. Acceptance of Voucher Report
- R. Acceptance of Donations, Grants, and Funding
  - 1. Acceptance of Donations and Small Grants
  - 2. Acceptance of Funding for Title I Part A, Project #310A
  - 3. Acceptance of Funding for Title I Part A, Project #310B
  - 4. Acceptance of Funding for Title II Part A, Project #401B
  - 5. Acceptance of Funding from the Jefferson County Public Education Foundation
- S. Approval of Agreements
  - 1. Approval of Memorandum of Agreements for Behavioral and Mental Health Services
  - 2. Approval of 2017 Affiliate Partner Agreement with the Alliance for Young Artists & Writers, Inc.
- T. Acceptance of Third Offer of Assistance from the Kentucky School Facilities Construction Commission Education Technology Funding Program
- U. Approval of Resolution for Workers Compensation Self-Insured Program
- V. Approval of Participation in the National Writing Project, College-Ready Writers Program
- W. Approval of the Reciprocal Non-Resident Contact for Fiscal Year 2016-17 with the Bardstown Independent School District
- X. Approval of Shortened School Day for One Exceptional Child Education Student
- Y. Notification of Water Easements
- Z. Approval of Payment of Out-of-District Expenses for Board Member

**Order #2016-069 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education approve the consent calendar for April 26, 2016. The recommendation passed with a motion by Ms. Diane Porter and a second by Mrs. Stephanie Horne.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

## X. Board Planning Calendar

### X.A. 2015–16 Board of Education Discussion Agenda Planning Calendar

Board members reviewed the planning calendar and offered suggestions for future Board meeting agendas.

- Mrs. Horne suggested the Board find a time to discuss trauma-informed approaches to education as it relates to student policies. She stated that they should plan ahead in order to give time to develop or revise policies to include the trauma-informed approaches.
- Dr. Willner agreed with Mrs. Horne and stated that she would like to see that all of the policies are developed through a trauma-informed lens.

Dr. Willner submitted the following requests prior to the meeting and read them aloud:

1. Vision 2020 Goal: High Performing Teams. Strategy 2.2.1 and Focus Area: Learning, Growth, and Development Strategy 1.1.7

Request to schedule a board discussion of the KDE Priority School District Review as it pertains to leadership and particularly governance. The KDE comments regarding the governance role dovetail perfectly with our feedback from Dr. Alsbury – I would like an opportunity to process together as a board.

2. Vision 2020 Focus Area: Improving Culture. Strategy 2.1.3

Report on PBIS to include school by school data, with a particular focus on examples where PBIS is having a positive effect on climate and culture, and correlations to outcomes/academic gains for students.

- Mrs. Duncan suggested a policy discussion around the topic of assessments. She stated that they need to come up with something that puts them in alignment with the strategic plan regarding reducing assessments.

**Order #2016-070 - Motion Passed:** Superintendent Donna Hargens recommends the Board of Education receive for information a planning calendar outlining discussion agenda items to occur during the 2015–16 fiscal year. The recommendation passed with a motion by Mr. Chris Brady and a second by Mr. David A. Jones Jr.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

## XI. Board Reports

Chair Jones, Mr. Haddaway, Mrs. Horne, and Dr. Willner submitted their Board reports prior to the meeting and they are posted on eMeeting. [View Board Reports Here](#)

Chair Jones gave a brief summary of the key takeaways from the prior work sessions with Dr. Alsbury. He then discussed the prior work session regarding demographic trends in Louisville.

Ms. Porter attended the Lion King Performance at Lincoln Elementary Performing Arts School.

Mr. Brady requested to see a timeline of when diagnostic tests are given to students. He then stated that he feels like it is important to discuss school visits and various activities during the Board Reports section of meetings.

Mr. Brady, Ms. Porter, Mr. Haddaway and Chair Jones discussed different site visits and workshops that they attended during the National School Boards Association Annual Conference in Boston, Massachusetts.

Mr. Brady stated that he served on the Kentucky School Board Association with the Board of Directors.

Ms. Porter congratulated Owensboro Public Schools Board of Education for receiving a \$10,000 Kennedy Center and NSBA Award. She then acknowledged keynote speakers: Dan Rather, Robin Roberts, and Tony Wagner.

Dr. Willner and Mrs. Horne discussed the Deeper Learning 2016 conference in San Diego, California. Mrs. Horne shared a video that was produced by three of the participants from a seminar led by Ken Kays.

Mrs. Duncan attended the Local School Board Member Advisory Council meeting with Commissioner Pruitt, the African American Institute and the Black Sustainability Plan meeting.

### **XII. Persons Requesting to Address the Board on Non-Agenda Items**

The following speakers came forward to address the Board: Tammy Berlin regarding student behavior and Code of Conduct revisions; Evelyn Clark regarding suspensions and the Code of Conduct revisions; Reverend Kaury Edwards regarding Restorative Practice; Jonathan Berkley and Reverend Reginald Barns regarding the Code of Conduct revisions and Restorative Practice; Rob Mattheu regarding the Code of Conduct revisions; Philip Setters regarding integrity; and Gay Adelman regarding high stakes testing.

### **XIII. Executive Session (If Needed)**

### **XIV. Adjournment**

**Order #2016-071 - Motion Passed:** A motion to adjourn the April 26, 2016, meeting of the Jefferson County Board of Education at 10:35 p.m., passed with a motion by Mr. Chris Brady and a second by Mr. David A. Jones, Jr.

|                         |     |                      |     |
|-------------------------|-----|----------------------|-----|
| Mr. Chris Brady         | Yes | Mrs. Linda Duncan    | Yes |
| Mr. Chuck Haddaway      | Yes | Mrs. Stephanie Horne | Yes |
| Mr. David A. Jones, Jr. | Yes | Ms. Diane Porter     | Yes |
| Dr. Lisa Willner        | Yes |                      |     |

---

Chair David A. Jones, Jr.

---

Dr. Donna Hargens, Superintendent/Secretary

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

