

Superintendent's Report

August 23, 2016

Chair Jones, Members of the Board, thank you for the opportunity to present the Superintendent's Report.

On Monday, at 6:00 p.m., we held a Tax Rate Hearing (required per KRS 160.470) for the purpose of hearing public comments regarding a proposed 2017 General Fund tax levy of 70.8 cents* on real property and 71.0 cents on personal property.

* Remember - this lower rate (70.8 cents) provides for the 4% revenue increase which is the maximum allowable by law. YOU ARE NOT LEAVING "MONEY ON THE TABLE" PER YOUR AUTHORITY BY LAW. Asking taxpayers for more than a 4% revenue increase would be subject to a voter recall. Many years, in contrast, we are asking you to increase the tax rate (the authority given to you in the law) to receive the maximum 4% revenue increase. NOT THIS YEAR, BECAUSE WE WILL GET THE MAXIMUM 4% REVENUE INCREASE.

First Day Protocol

Each year the first day taskforce meets soon after the start of the school to debrief and look at ways to continually improve the process and build potential contingency plans for unexpected occurrences. This year, Dr. Raisor, Brent West, Allison Martin and I met the morning of Day 2.

This year's efforts to evacuate students stuck on Interstate 71 showed the first day team's ability to be nimble and innovative, but also created an opportunity for a new set of contingencies to create protocols around. The "after action review" yielded take-aways that will now become standard operating procedures – the most notable of which being...

We will send staff with water to the scene of any stalled bus that has been sitting for thirty minutes.

Immediately upon notification of a blocked or closed road, we will identify the number of buses and students impacted and begin working with emergency personnel to plan to evacuate if the case so dictates. In other words, we will not wait to see how long the buses will be stalled, but instead put a deadline based upon location and conditions on when the evacuation will begin if necessary. We will notify the schools who will notify the parents of the students on the bus. If no one is reached at the school, the compound will notify the parents.

Local Board Notification of Data Security

Tonight, I am asking in the consent agenda, per state regulation, that you accept Dr. Raisor's assurances that, following industry-standard best practices, we are doing everything in our power to provide the best data security possible.

In addition, I asked Dr. Raisor to provide Dean Dorton with a confidential briefing of our data security protocols. Mr. Tenzca responded that they are "reasonable and appropriate". Mr. Tenzca will be verifying their implementation. We are, furthermore, asking our auditors for their feedback on how to further strengthen our existing security procedures.

You will recall that the Chief Business Officer position was a position that was added to my team. One of the Performance Responsibilities of Chief Business Officer Tom Hudson (#8 on his job description) is to monitor employee investigations from initiation through final outcome and to monitor the assignment of employee investigations to the proper investigation function.

As part of the new role as CBO, starting in March 2016, JCPS and CBO Hudson commenced a review of our ability to investigate claims of adult misconduct. We are using not only internal resources and personnel to conduct this review, but also our outside counsel, Middleton Reutlinger. As a result of his review, we have already taken at least one personnel action based on a review of past investigations. We are in the process of reviewing 14 other past investigations that involved student injuries and alleged employee misconduct, some of which go back to 2005. Middleton Reutlinger recently suggested that they engage an expert to work with the firm to review those cases. Middleton has engaged a retired former FBI agent, on our behalf, to work on this project. As a result of that initial review, we will be putting 8-9 of the 14 employees on paid leave as Middleton conducts a thorough file review and the interview of witnesses. Of course, we will be transparent with any final personnel actions.

The message is clear. We have high expectations for the behavior of our employees. We will tolerate nothing less than our students being treated with the utmost respect and care.

I appreciate your patience as we work through our new Board Policy Protocol. The need for revisions or creations of policy are driven by management, the Board, and/or KSBA. The revised or new policy is reviewed by the appropriate Chief, legal if necessary, and then Cabinet before being put on the Friday update for the initial Board Review, followed by first reading and second reading.

I am recommending that Item IX.W. on the Consent Calendar be withdrawn. This item revises Board Policies 03.11 and 03.21, relating to hiring policies for certified and classified staff. Additional adjustments to the proposed language are needed. This item will be revised and brought forward through the protocol for a First Reading on September 27. This item is NOT time sensitive.

In addition to the changes recommended by KSBA, there has been a suggestion made to amend Policy 01.61 relating to the Powers and Duties of the Board of Education, to require the permanent retention of electronic recordings of Board meetings. This recommendation was not included in the draft provided to the Board prior to the meeting.

The changes recommended by KSBA are time sensitive, and it is required by law to be completed in August of each year, so I am recommending passage of Item IX. Z. as submitted. We will take recommendation for the additional change through the protocol.

Chair Jones, I am recommending for approval the consent agenda later in the meeting.