



JEFFERSON COUNTY BOARD OF EDUCATION
Minutes of Regular Meeting of March 21, 2017

Regular Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Louisville, Kentucky, on Tuesday, March 21, 2017, at 7 p.m.

BOARD MEMBERS PRESENT:

Chair Chris Brady

Mrs. Linda Duncan

Mrs. Stephanie Horne

Ms. Diane Porter

Vice-Chair Lisa Willner

Mr. Benjamin Gies

Dr. Chris Kolb

STAFF MEMBERS PRESENT:

Superintendent Donna M. Hargens, Ed.D.

Francis J. Mellen, Jr., Wyatt Tarrant & Combs LLP

Angie Gilpin, Assistant Secretary to the Board

REGULAR MEETING

Chair Brady called the March 21, 2017, Regular Meeting of the Board of Education to order at 7 p.m.

I. Moment of Silence

II. The Pledge of Allegiance

II.A. Vision Statement

Vice-Chair Willner read the Vision Statement.

III. Recognitions and Resolutions

III.A. Recognition of and Student Demonstration from Western Middle School Students in Celebration of March as Music In Our Schools Month

III.B. Recognition of Jefferson County Public School District Music Educators, Ensembles Selected to Perform at the Kentucky Music Educators Conference

III.C. Withdrawn: Recognition of Fern Creek High School, 2017 DuFour Award Recipient

III.D. Recognition of Dr. John Marshall, 2017 Leader to Learn From

Order #2017-079 - Motion Passed: Superintendent Donna Hargens recommends the Board of Education receive the recognitions and resolutions for March 21, 2017, passed with a motion by Ms. Diane Porter and a second by Dr. Lisa Willner.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

IV. Approval of Meeting Agenda

Order #2017-080 - Motion Passed: A motion that the Board of Education amend the agenda for March 21, 2017, to allow speakers on non-agenda items to speak before the Superintendent's Report passed with a motion by Mr. Benjamin Gies and a second by Dr. Christopher Kolb.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2017-081 - Motion Passed: A motion that the Board of Education approve the agenda for March 21, 2017, as amended passed with a motion by Mrs. Stephanie Horne and a second by Mrs. Linda Duncan.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

V. Approval of Minutes of Previous Meeting

Order #2017-082 - Motion Passed: Superintendent Donna Hargens recommends the Board of Education approve the minutes of the March 1, 2017, special meeting and March 7, 2017, regular meeting passed with a motion by Dr. Christopher Kolb and a second by Mrs. Stephanie Horne.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Persons Requesting to Address the Board on Non-Agenda Items

The following speakers came forward to address the Board on non-agenda items: Janey McClain, Caitlin Gambrell, and Madison Fleisthaker regarding Comprehensive Sex Education; Jessica Deis and Shanna Miller regarding the Catalpa Model Program at Maupin Elementary School.

VI. Superintendent's Report

Superintendent Donna Hargens delivered remarks regarding: the pilot for a new board meeting format; Restorative Practices (Integrating Behavior Support Systems) Summit; the Board's dashboard; *Louisville Linked*; 2017 Vogt Educational & Leadership Scholarship recipients; Deeper Learning Day; the Deeper Learning Symposium; and a *Listen and Learn* Session.

She stated that it is time to begin the review of the JCPS Board-approved Student Assignment Plan. She proposed two options for the Board to consider for a discussion at the April meeting — a Student Assignment Review Committee modeled after the Magnet Review Committee providing for regular updates and Board feedback/direction sessions or a Student Assignment Board Advisory Committee per Board Policy 10.2.

She concluded her report by announcing that JCPS had recently learned that information from Management Advisory Group International (MAG) during its salary study of the District was flawed. It grossly overestimated, by tens of millions of dollars, the salaries the District paid compared to benchmark districts and industry salaries for non-teacher positions.

MAG was granted a contract to assist the Board in ensuring that its employees were and are being paid within an appropriate salary range. MAG worked on this project for nearly two years and issued its study and results to the Board in May of 2016. In the study, MAG concluded that JCPS was paying some employees over the industry maximum salary range.

As JCPS began working on future compensation structures, it requested data from MAG to confirm its findings and replicate market comparisons. When that data was provided, JCPS discovered an error in MAG's calculations and contacted the company. Instead of a cost of \$52 million annually, the actual cost is closer to \$10 to \$14 million.

She assured all involved that MAG takes responsibility for this error. She concluded by stating, “To say that this district is outraged is an understatement. This study caused employees to feel unvalued and underappreciated. It also caused significant stress between employees at different levels. A \$40 million mistake by MAG is unacceptable. MAG owes the district, its employees, this board and this community an apology.”

VII. Action Items

VII.A. Approval of Board Finance Advisory Committee

Chair Brady stated that he would prefer to keep the 4 – 6 p.m. time slot open before Board meetings to allow for work sessions if needed. He also felt it was important to appoint Board members to the position of chair and vice-chair.

Ms. Porter requested to have a discussion regarding committee meetings and how the committees are going to do their work.

Mrs. Horne expressed excitement with the formation of the Finance Advisory Committee and read a prepared statement. She announced that they will meet once per month on the third Thursday of the month at 4:30 p.m.

Her vision is that the JCPS budget reflects our core values and financially supports the implementation of the Strategic Plan and the strategy of the Board of Education. The mission is primarily to provide financial oversight of organization including the following: budgeting and financial reporting, financial planning including for Facilities needs, and creation and monitoring of internal controls and accountability policies.

Jim Tencza, Internal Audit, Dean Dorton Allen Ford, discussed independent audit and risk assessment. He stated that this would be a good venue for management to have a Risk Assessment Committee and they could report to the Finance Advisory Committee. It will be helpful to focus on the most significant financial risks and how they are being addressed.

The Board appointed Member Stephanie Horne as the Chairperson for the Finance Advisory Committee.

Order #2017-083 - Motion Passed: A motion that the Board of Education amend the recommendation to remove the language: *Meet before the regular 7 p.m. Board meeting for one, if Committee membership on other Board Committees permits, or at another time*; and also to revise the language so that only a Board member can be appointed as Chair and Vice-Chair passed with a motion by Mr. Chris Brady and a second by Mrs. Stephanie Horne.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2017-084 - Motion Passed: A motion that the Board of Education approve the establishment a Finance Advisory Committee as amended passed with a motion by Mr. Benjamin Gies and a second by Dr. Lisa Willner.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2017-085 - Motion Passed: A motion to amend the agenda to appoint the Chairperson for the Finance Advisory Committee passed with a motion by Mrs. Stephanie Horne and a second by Dr. Lisa Willner.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2017-086 - Motion Passed: A motion that the Board of Education appoint Member Stephanie Horne as the Chairperson for the Finance Advisory Committee passed with a motion by Mr. Chris Brady and a second by Dr. Christopher Kolb.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

VII.B. Approval of School Budget Requests for Fiscal Year 2017-18

Chief Financial Officer Cordelia Hardin; Chief Academic Officer Lisa Herring; Chief of Data Management, Planning, and Program Evaluation Dena Dossett; Chief Business Officer Tom Hudson; and John Collopy, director of Financial Planning and Management; presented a preliminary list of budget requests for the fiscal year 2017-18. The Tentative Budget will be submitted for Board approval in May. Each Board member had an opportunity to comment and ask clarifying questions.

Ms. Hardin stated that they received \$60 million in requests but they only have \$18 – \$20 million to spend. They are asking the Board to approve approximately \$24 million. They have a fund balance to cover the additional \$4 million which are one-time expenditures.

Dr. Herring explained that the \$305,000 that is tied to mental health will be used for additional mental health counselors and services. The \$315,000 for Athletics will help provide equity in support services to all schools. The \$400,000 for cultural competency training will be multifaceted and will provide culturally relevant resources to curriculum instruction and is tied to many schools that are outside of the diversity index.

Mrs. Duncan requested data that shows evidence of growth with the Street Academy programs before the next vote on approval.

Ms. Porter stated that the Street Academy approval comes up annually and if we are going to do data for one then we need to be consistent and do data for all.

Dr. Herring explained that the \$400,000 for deeper learning is tied to several things: the establishment of an office who will report to the CAO and will reposition individuals, build capacity across the district, train our principals, and launch very strategic professional learning.

Assistant Superintendent Glenn Baete explained that the Athletics supplement will be distributed to the schools' Activity Fund. Schools can use the money for athletic expenses, curricular, extracurricular, or co-curricular activities.

Ms. Hardin discussed the process regarding budget request denials and Dr. Dossett explained the scoring rubric.

Dr. Willner questioned the \$150,000 for budgeting support and asked if there may be a better way to use those funds for building capacity in program evaluation.

Dr. Herring stated that the schools who are outside of the diversity index are given priority on budget requests. They are committed to meeting with those principals on a regular basis. Going forward she wants to develop action plans to help fully support the schools.

Order #2017-087 - Motion Passed: A motion to remove item 1189: Financial Planning and Management Budgeting Support - \$150,000 from the attached list of budget requests and to bring the item back at the subsequent meeting with a specific recommendation of how the funds will be used passed with a motion by Dr. Lisa Willner and a second by Dr. Christopher Kolb.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	No
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2017-088 - Motion Passed: A motion that the Board of Education approve the amended attached list of budget requests received from schools for fiscal year 2017-18 passed with a motion by Mrs. Linda Duncan and a second by Mr. Chris Brady.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

VII.C. Approval of Board Response to Commissioner

There was no discussion on this item.

Order #2017-089 - Motion Passed: A motion that the Board of Education approve draft two of the letter from the Board to Kentucky Commissioner of Education Stephen L. Pruitt, responding to his letter notifying the District of the management audit to be conducted by the Kentucky Department of Education passed with a motion by Dr. Lisa Willner and a second by Dr. Christopher Kolb.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

VIII. Information Items

There were no information items.

IX. Consent Calendar

IX.A. Report of Personnel Actions

IX.B. Certified Leaves of Absence

IX.C. Approval of Field Trip Requests

IX.D. Approval of Project, BG-1 Form, and Assignment of Architect/Engineer for Paving Package III at Laukhuf and Middletown Elementary Schools

IX.E. Approval of Project, BG-1 Form, and Assignment of Architect/Engineer for Phase II HVAC Renovation at Youth Performing Arts School.

IX.F. Approval of Bid and Revised BG-1 Form for Food Service Phase 36 at Various Schools

IX.G. Approval of Bid and Revised BG-1 Form for Window Replacement Phase I at Jefferson County Traditional Middle School

IX.H. Approval of Contract Completion and BG-4 Form for a New Elementary School at Norton Commons

IX.I. Approval of Construction Change Orders

IX.J. Approval of Bid Tabulations, Contract Renewals, and Amendments

TIE BID on BID ID #7373 - Cleaning of Grease & Dishmachine Exhaust

IX.K. Approval of Professional Services Contracts of \$5,000 or More

- IX.L. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More**
- IX.M. Acceptance of Monthly Financial Report for Period Ended February 28, 2017**
- IX.N. Acceptance of Purchase Order Report**
- IX.O. Acceptance of Voucher Report**
- IX.P. Acceptance of Funding from the Jefferson County Public Education Foundation**
- IX.Q. Approval of Agreements**
 - IX.Q.1. Approval of Modification of the 2016-17 Memorandum of Agreement with Kentucky Department of Education for Education Administration Program Consultant**
 - IX.Q.2. Approval of Modification of the 2016-17 Memorandum of Agreements with Kentucky Department of Education for Education Recovery Leader, Patrick Tyler Stevens; and Education Recovery Specialists, Cassaundra Watkins and Richard Aaron Wisman**
 - IX.Q.3. Approval of Modification of Personnel Memorandum of Agreement with Kentucky Department of Education for Health Service/Law Safety Consultant**
 - IX.Q.4. Approval of the Kentucky Department of Education Permanent Agreement for School Meal Program**
 - IX.Q.5. Approval of Lease Agreement with Kentucky Exposition Center for 2016-17 Deeper Learning Symposium**
- IX.R. Approval of Proposed 2017 High School Graduation Schedules**
- IX.S. Approval of Shortened School Day for One Exceptional Child Education Student**
- IX.T. Approval to Rename Brown School to J. Graham Brown School**

Mrs. Duncan stated that she received multiple calls from concerned parents regarding the 9 a.m. High School Graduation Schedule on the Friday before Memorial Day weekend.

Order #2017-090 - Motion Passed: A motion that the Board of Education approve the consent calendar for March 21, 2017, minus Item L. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More, passed with a motion by Mrs. Linda Duncan and a second by Mrs. Stephanie Horne.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Dr. Kolb explained that he will abstain on item IX.L. since two of the contracts were awarded to his employer.

Order #2017-091 - Motion Passed: A motion that the Board of Education approve Item IX.L. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More passed with a motion by Dr. Lisa Willner and a second by Ms. Diane Porter.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Abstain
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2017-092 - Motion Passed: A motion that the Board of Education awarded on TIE BID for BID ID #7373 - Cleaning of Grease & Dishmachine Exhaust to All Clean Pressure Washing Service passed with a motion by Mr. Benjamin Gies and a second by Ms. Diane Porter.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

X. Board Planning Calendar

The Planning Calendar was not presented or discussed per approved pilot changes to Board agenda for March.

XI. Board Reports

Mr. Gies congratulated Western High School's Track and Field Team for recently having a successful fundraising event. He then discussed a spaghetti dinner at Trunnell Elementary School. He concluded by discussing and questioning the second choice option for students when applying to schools. He stated that he has received multiple complaints from families who were told that some schools don't even consider applicants who list them as the second choice. Dr. Dossett offered to meet with Mr. Gies to discuss how the student assignment process works.

Mrs. Duncan discussed math programs at Lassiter Middle School. She also discussed how Auburndale Elementary School is measuring student progress with MAP.

Ms. Porter thanked everyone who helped and contributed to the efforts regarding the House Bills that were recently proposed in Frankfort. She acknowledged Lincoln Elementary Performing Arts School for raising \$8,000 for Fund for the Arts. She thanked Quinn Chapel Church and the Women's Center at Louisville Seminary for their program honoring Women's History Month. She discussed *Making Moves: The Power of Black Women* sponsored by the Louisville Arts Council. She requested a response from Chair Brady regarding the Planning Calendar. She concluded by acknowledging the recent passing of Deborah Walker and her daughter Savannah Walker.

Mrs. Horne requested more information regarding charter schools. Dr. Hargens stated that charter school information will be covered during the next legislative report. Mrs. Horne then reported on the following: a Fund for the Arts sponsored orchestra event at the Brown Theater; an elementary school tutoring program called *Help Us Grow* (H.U.G); a partnership with Kammerer Middle School and Ballard High School to fundraise for childhood cancer; Westport Middle School’s high teacher attendance; Crosby Middle School’s *Circus of the Kids*; Eastern High School’s Track and Field; and Ballard High School’s Talent Academy meeting.

Dr. Kolb discussed several important benefits of music in schools in honor of Music in Our Schools Month.

Dr. Willner submitted a written [board report](#). She gave a quick highlight regarding a recent visit to Carter G. Woodson Academy and the “RISE! Re-Imagining Special Education” conference.

Chair Brady echoed Ms. Porter comments regarding the supporters of the recent legislative efforts. He reported on the *Education Concert: MakingMUSIC* and the music director of the Louisville Orchestra Teddy Abrams. He discussed Career Day at Watterson Elementary School and then concluded by congratulating the athletic basketball teams at Ballard, Butler, and Fern Creek High Schools.

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

Speakers addressed the Board earlier in the meeting.

XIII. Executive Session (If Needed)

XIV. Adjournment

Order #2017-093 - Motion Passed: A motion to adjourn the March 21, 2017, meeting of the Jefferson County Board of Education at 9:54 p.m. passed with a motion by Ms. Diane Porter and a second by Dr. Lisa Willner.

Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Mrs. Stephanie Horne	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Chair Chris Brady

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