



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Special Business Meeting of March 23, 2021

Special Business Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Louisville, Kentucky, on Tuesday, March 23, 2021, at 6 p.m.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter

Mr. James Craig

Mr. Joseph Marshall

Dr. Corrie Shull

Vice-Chair Chris Kolb

Mrs. Linda Duncan

Ms. Sarah McIntosh

Board members Kolb and Duncan attended the meeting via videoconference.

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.

Jimmy Adams, Chief Human Resources

Dr. Kermit Belcher, Chief Information Officer

Kevin Brown, General Counsel

Kim Chevalier, Chief Exceptional Child Education Officer

Dr. Carmen Coleman, Chief Academic Officer

Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement

Dr. Aimee Green-Webb, Executive Administrator Personnel

Cordelia Hardin, Chief Financial Officer

Dr. John Marshall, Chief Equity Officer

Robert Moore, Chief of Schools

Chris Perkins, Chief Operations Officer

Sheree Thompson, Manager HR Quality Control

This meeting was conducted via videoconference pursuant to KRS 61.820 and KRS 61.823. The primary location for this meeting was VanHoose Education Center, Stewart Auditorium. Members were permitted to attend in-person or by videoconference.

In light of the Governor having declared a state of emergency within the Commonwealth on March 6, 2020, as a result of the COVID-19 outbreak and in compliance with guidance issued by the Executive Branch on March 12 and 16, 2020, regarding the conduct of meetings of state boards and commissions during the emergency period, public attendance at this meeting is permitted, however, it was advised that COVID-related mitigation efforts would require a severely reduced seating capacity in Stewart Auditorium to ensure social distancing.

As a result, all interested members of the public were strongly encouraged to view the meeting virtually, which was available for live public viewing online.

SPECIAL MEETING

Chair Porter called the March 23, 2021, Business Meeting of the Board of Education to order at 6 p.m. and reviewed meeting procedures and expectations. She then briefly discussed House Bill 208 and read the following statement:

“I just have a few lines to read about House Bill 208 and if you're more interested, I would encourage you to go online and see the exact wording. House Bill 208, which provided for the critical flexibilities we have used for implementing our hybrid return-to-school, only applies to this school year. The language simply provides that for each section outlining those flexibilities, they will only apply to the 2020-2021 school year. Therefore, districts will be required to return fully to in-person learning five days a week when they return for the 2021- 2022 school year.”

There was a traditional moment of silence and The Pledge of Allegiance. Mr. Marshall then read the District Vision Statement.

III. Recommendation for Approval of Meeting Agenda

Order #2021-48 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for March 23, 2021. The recommendation 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	Yes
Dr. Corrie Shull	Yes

IV. Recommendation for Approval of Minutes of Previous Meeting

Order #2021-49 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the March 9, 2021, special meeting. The recommendation 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	Yes
Dr. Corrie Shull	Yes

V. Superintendent's Report

Dr. Pollio began his report by recognizing all JCPS staff, students, and parents for what has been a great opening to in-person instruction over the last week. He went on to discuss multiple school visits. He then discussed proposed legislation and said, "It is important to speak about this officially at a board meeting, and I would ask our Board members to join me in the absolute opposition to House Bill 563 and call on Governor Beshear to veto this terrible piece of legislation for public schools in the Commonwealth of Kentucky." He concluded by congratulating Chair Porter for being nominated to the Executive Committee with the Council of the Great City Schools.

VI. Persons Requesting to Address the Board (Deferred to Email Due to COVID Attendance Limitations)

Due to the reduction in meeting room capacity due to COVID social distancing requirements, and recognizing many members of our community were not yet ready to attend in-person public meetings, in-person comments to the Board were deferred. Members of the public had the opportunity to voice opinions or express concerns by submitting remarks via email or mail.

VII. Action Items

A. Recommendation for Approval of the Proposed 2020-2021 Graduation Schedule

Dr. Pollio introduced this item and Robert Moore, chief of schools, presented the proposal. The proposal stated that all ceremonies would be held at a JCPS school or facility with controlled entrance, limited capacity, and would follow all current health department and Kentucky Department of Education health and safety guidelines, including mask-wearing and social distancing.

Ms. McIntosh wanted to ensure that resources are available for both students and families including diaper changing areas and handicap accessible facilities. She questioned custodial services and help with traffic control.

Mr. Marshall expressed appreciation for including 2020 JCPS graduates in the ceremonies.

Order #2021-50 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the attached 2020-2021 proposed graduation schedules. 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	Yes
Dr. Corrie Shull	Yes

VIII. Information Items

A. Acceptance of Report on Organizational Coherence

Dr. Pollio introduced this item and stated that the report would look at organizational charts and how changes are recommended to the Board. Jimmy Adams, chief human resources, Dr. Aimee Green-Webb, executive administrator personnel, and team presented the Report on Organizational Coherence. Each Board member had an opportunity to comment and ask questions.

Dr. Shull asked, "With this alignment, how much money do we expect to be able to save and to reallocate to schools?"

Ms. McIntosh asked, "Prior to any changes of positions that would impact any of our collective bargaining agreements, would those changes wait until a new contract was up for renewal, or would those take place immediately?"

Mr. Marshall questioned the rationale behind going through all the org charts at this time. He asked, "A lot of times we're talking about cutting and taking away, are there any circumstances in which we're seeing that positions need to be added in certain places to increase that efficiency and effectiveness?" He also asked, "Have we noticed any inequities that have come up between departments that, as we're reorganizing, that certain departments are suffering a little bit more from our reorganization - are we noticing any of that?"

Mrs. Duncan expressed appreciation for the systematic approach and how the information would be presented to the Board. She stated, "The whole point of this organization is to support student achievement, once we have moved to this transformational process of reorganizing, I hope we keep our eye on how it is supporting student achievement and are we getting improvements."

Mr. Craig discussed the size of Central Office and the goal to get as many dollars as possible to schools. He expressed appreciation for the formulaic way that the Board would be receiving information going forward. He concluded by stating that he supports adding more staff to the Office of General Counsel.

Dr. Kolb questioned the role of the report from the Council of the Great City Schools. He stated, "I think it's, as you mentioned, really important to check back in with the guiding principles very regularly." He then discussed receiving feedback from schools and other entities about how changes are affecting them. He stated, "As a Board member, our job is to make sure that we're allocating resources in a way that gets the best results for children. And so, the question for me is not how many people work in Central Office, how much are they paid, how much are we spending here and there. The question for me is - is the way that we're spending money effective in improving outcomes for kids?"

Chair Porter requested clarification with the equity piece of aligning staff and the process of allocating personnel dollars.

Order #2021-51 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive a report on District organizational coherence. The recommendation 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	Yes
Dr. Corrie Shull	Yes

B. Acceptance of Update on the District's Racial Equity Policy

Dr. Pollio presented this item. Dr. John Marshall, chief equity officer, and his team of stakeholders and division chiefs presented the update. Each Board member had an opportunity to comment and ask questions.

Dr. Shull asked if the District has secured enough minority, women, and veteran-owned business contracts to meet the quota that they were trying to achieve for the new buildings. He also asked how the District is embedding anti-racism and critical race theory into curriculum. He wanted to know, in reference to curriculum, what ways School-Based Decision Making (SBDM) Councils can block racial equity. He requested information regarding who is accountable for each step in the Racial Equity Action Plan. He concluded by saying that he has many additional questions that he will forward.

Ms. McIntosh expressed appreciation for all the conversations around curriculum and asked, "You mentioned the curriculum frameworks, are those being constantly updated and the resources are being added and they're not housed in a separate place - is that correct?" She said that she would like to advocate for special and alternative schools and wanted to ensure that the U of L program with the dual credit courses would be offered at all high schools. She concluded by discussing the importance of making sure that students are exposed to teachers and administrators that look like them and also that white students see people of color in roles of authority and leadership. She said, "I think that that's so important for preparing our students for the 20th century, and I say that intentionally because we should have already been there but I just want to commend the work that's being done."

Mr. Marshall questioned the process of identifying Accelerated Improvement Schools (AIS). He asked, "If we're going to continue to push for more resources to get what we need for our AIS schools, how are we overcoming a state accountability system that within itself is not equitable and really isn't going to speak to the needs of our most vulnerable students? How do we continue to push racial equity and move curriculum and do the things that are great for our kids if we're still going to allow our state accountability system to identify what our needs really are?"

Mrs. Duncan stated that she loves the expansion of curriculum and discussed a virtual U.S. history classroom lesson that she observed. She asked what the District has done to address some of the concerns of our Asian students. She then went on to ask if the message that the District is trying to express is that all disparities are products of inequities. She questioned disparities among participants in Jcps athletic teams. She discussed disproportionate suspensions and asked about the systems in place to review every suspension.

Mr. Craig discussed AIS schools and asked, “Remind me about the change in the law, are we at risk of seeing in the future more recommendations from KDE to remove black female principals essentially again from these schools? Is that something that's still ongoing or have we finally moved past that?” He continued, “It is a procedure that has disproportionately impacted black female principles in the District and I’m just cognizant of that. I want to make sure that we recognize that as we move forward through that evaluative process.” He then asked about future recommendations concerning labor contracts. He discussed inequities in dress-codes and hair policies and wanted clarification on the Board's role with those issues that are specifically limited by statute to SBDMs

Dr. Kolb wanted to ensure that the equity piece is always included in future recommendations to the Board. He then discussed the measures of improvements and outcomes for students. He said, “We're starting to see some (improvements) which is great but we just need to see results.” He then discussed disproportionality in student discipline and the racism that is embedded within the systems in our country and our education system. He said, “I’m interested in some real public accountability around that because we've been talking about it for a long time and it's time to really see some results around that.”

Chair Porter requested that someone from Diversity, Equity, and Poverty be included on all JCPS committees. She discussed the value of the work and the importance of people being at the table for those meetings. She then briefly discussed retired black principals. She requested information regarding funding for schools in 2020 and what it will look like going forward. She questioned the process moving forward in reaching the students that we have not heard from during NTI, she acknowledged that has been an equity issue too. She concluded by discussing the importance of conversations regarding ECE students and the nationalities of the students in this diverse district. She said, “As we focus tonight on students and conversations, it is not just about equity, diversity, and poverty - it is about all students and making sure that there is equity for all students.”

Order #2021-52 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive an update on the District’s Racial Equity Policy. 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	Yes
Dr. Corrie Shull	Yes

IX. Consent Calendar

A. Report of Certified Leaves

B. Report of Personnel Actions

C. Recommendation for Approval of Bids and Revised BG-1 Forms

1. Recommendation for Approval of Bid and Revised BG-1 Form for Stage Floor Replacement at Atherton High School

2. Recommendation for Approval of Bid and Revised BG-1 Form for Gym Floor Replacement at Highland Middle School

D. Recommendation for Approval of Contract Completions and BG-4 Forms

1. Recommendation for Approval of Contract Completion and BG-4 Form for Boiler Replacement at Jefferson County Traditional Middle School
2. Recommendation for Approval of Contract Completion and BG-4 Form for Boiler Replacement at Zachary Taylor Elementary School
- E. Recommendation for Approval of Project Closeouts and BG-5 Forms
 1. Recommendation for Approval of Project Closeout and BG-5 Form for Track Conversion & Resurfacing at Ballard High School
 2. Recommendation for Approval of Project Closeout and BG-5 Form for Partial Roof Replacement at Fairdale Elementary School
- F. Recommendation for Approval of Construction Change Orders
- G. Recommendation for Approval of Competitive Negotiation, Bid Tabulations, Contract Renewals, and Amendments
- H. Recommendation for Approval of Professional Services Contracts of \$20,000 or More
- I. 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
- J. Acceptance of Donations, Grants, and Funding
 1. Acceptance of Donations and Small Grants
 2. Acceptance of Funding from the Jefferson County Public Education Foundation
- K. Recommendation for Approval of Agreements
 1. Recommendation for Approval of Memorandum of Understanding with Digital Promise Global
 2. Recommendation for Approval of Data Sharing Agreement with Carnegie Learning, Inc., dba Scientific Learning Corporation
 3. Recommendation for Approval of Louisville Water Company Water Main Extension Refunding Agreement for the New Elementary School – Dixie Corridor.
 4. Recommendation for Approval of District Agreement to Participate in Local Laboratories of Learning
- L. Recommendation for Approval of Carl D. Perkins Career and Technical Education Assurances
- M. Recommendation for Approval of JCPS Request to the Kentucky Board of Education to Not Administer the BRIGANCE Assessment in the 2020-2021 School Year

Order #2021-53 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the consent calendar for March 23, 2021. 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	Yes
Dr. Corrie Shull	Yes

Vice-Chair Kolb drew lots for Tie Bids and they were awarded as follows:

Envelope 1: BID ID #7956 - **Flashlights, Batteries, Etc.**

ONE DRAW FOR TWO ITEMS

Item No. 2 and 8 - **Batteries Plus Store 813**

Envelope 2: BID ID #7954 - LOCKS & MISCELLANEOUS HARDWARE

ONE DRAW FOR MULTIPLE ITEMS

Item No. 42, 43, 44, 45, 46, 47, 48, 49, 50, and 51 - **D.H. Pace Company, Inc.**

Envelope 3: BID ID #7954 - LOCKS & MISCELLANEOUS HARDWARE

ONE DRAW FOR TWO ITEMS

Item No. 114 and 115 - **Accredited Lock Supply**

Envelope 4: BID ID #7950 - Music: K-12 Instruments, Supplies & Accessories

ONE DRAW FOR ONE ITEM

Item No. 244 - **SHAR Products Company**

Envelope 5: BID ID #7950 - Music: K-12 Instruments, Supplies & Accessories

ONE DRAW FOR ONE ITEM

Item No. 267 - **Universal Melody Services**

X. Board Planning Calendar

There was no discussion.

Order #2021-54 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive for information a planning calendar outlining discussion agenda items. 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	Yes
Dr. Corrie Shull	Yes

XI. Committee Reports

There was no discussion.

XII. Board Reports

Ms. McIntosh celebrated elementary schools that competed in the Mayor's Cup.

Mr. Marshall gave a shout out to all JCPS personnel including elementary principals and teachers for a successful rollout with in-person learning.

Mrs. Duncan complimented the staff at Greenwood Elementary School for how well they handled a surprise threat situation and asked if schools have had an opportunity to review lockdown procedures.

Chair Porter gave a shout out to Lincoln Elementary Performing Arts School for their recognition and celebration of a staff member who they lost.

XIII. Executive Session (If Needed)

XIV. Action Item (If Needed)

XV. Adjournment

Order #2021-55 - Motion Passed: A motion to adjourn the March 23, 2021, meeting of the Jefferson County Board of Education at 8:45 p.m. passed with a motion by Mr. Joseph Marshall and a second by Dr. Christopher Kolb.

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