



## **JEFFERSON COUNTY BOARD OF EDUCATION**

### **Minutes of Work Session of February 25, 2025**

**Work Session** of the Jefferson County Board of Education held at VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Tuesday, February 25, 2025.

#### **BOARD MEMBERS PRESENT:**

Chairman Corrie Shull  
Vice-Chairman James Craig  
Mr. Trevin Bass  
Mrs. Linda Duncan  
Mr. Taylor Everett  
Ms. Tricia Lister  
Ms. Gail Logan Strange

#### **STAFF MEMBERS PRESENT:**

Superintendent Martin A. Pollio, Ed.D.  
Kevin Brown, General Counsel  
Carolyn Callahan, Chief of Communications and Community Relations  
Dr. Katy Deferrari, Chief of Staff  
Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement  
Dr. Cheng Fisher, Research and Evaluation Specialist  
Cynthia Grohmann, Chief of Human Resources  
Jonathan Lowe, Executive Administrator, Policy and Systems  
Robert Moore, Chief of Schools  
Dr. Rebecca Nicolas, Principal

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.

## REGULAR WORK SESSION MEETING

### I. Call to Order

Chair Shull called the February 25, 2025, work session to order at 6:00 p.m.

### II. Recommendation for Approval of Meeting Agenda

**Order #2025-26 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the agenda for February 25, 2025. The recommendation passed with a motion by Ms. Tricia Lister and a second by Mr. Taylor Everett.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

### III. Recommendation for Approval of Minutes of Previous Meeting

**Order #2025-27 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the minutes of the January 28, 2025, meeting. The recommendation passed with a motion by Ms. Gail Logan Strange and a second by Mr. Taylor Everett.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

### IV. Work Sessions

#### A. Research on Start Times

Dr. Pollio introduced this agenda item. Dr. Dena Dossett, Chief, Accountability, Research, and Systems Improvement; and Dr. Cheng Fisher, Research and Evaluation Specialist; delivered the presentation. Each Board member had an opportunity to ask questions.

Mrs. Duncan expressed a strong desire to gather parental input regarding school start times. She questioned whether the District had explored other school districts with similarly late start times, specifically the current 9:40 a.m., and noted the District's divergence from the majority of other districts that favor earlier start times. Emphasizing the importance of understanding parental preferences, she proposed surveying parents to determine their ideal start times. Furthermore, she observed that the research data did not reveal significant differences in outcomes between various start times.

Mr. Everett's concerns centered on teacher morale and the impact of the 9:40 a.m. start time. He stated that the teachers he knows with that start time are "miserable" and questioned whether the District had surveyed or planned to survey teachers. He expressed concern that the late start time could exacerbate staffing issues in the long term. Mr. Everett also noted that his constituents and teachers overwhelmingly desire a return to the two start time system. Finally, he asked if the shift to the new start times was solely driven by the bus driver shortage.

Ms. Lister questioned the weight given to the research from expert sources versus the District's own one-year observations. She expressed concern that the District might be prematurely discounting established research from these organizations. Additionally, Ms. Lister echoed Mr. Everett's concerns, stating that she also heard from constituents who preferred a return to the two start time system and disliked the 9:40 a.m. start time.

Ms. Logan Strange acknowledged the preliminary nature of the research presented. She agreed that it would be beneficial to continue gathering data and present a more comprehensive report at the beginning of the next year, allowing for a more accurate comparison. She also concurred with the other board members that the 9:40 a.m. start time was universally unpopular.

Mr. Craig agreed that the 9:40 a.m. start time was not good.

Chair Shull clarified that the purpose of this discussion was to proactively address school start times and transportation issues, rather than making a rushed decision later. He emphasized the importance of tracking data over time to make an informed choice. The goal was to provide the Board with ample time to process the evolving data, understand the District's trends, and monitor what peer districts were doing nationally. He explained that the preliminary nature of the data was intentional, allowing for ongoing observation and preparation for future decisions regarding start times.

## **B. Report and Discussion of School Cell Phone Policies**

Dr. Pollio introduced this agenda item, and the following presenters delivered the report. Jonathan Lowe, Executive Administrator, Policy and Systems; Robert Moore, Chief of Schools; Dr. Rebecca Nicolas, Principal; and Maddie Shepard; JCTA President. Each Board member had an opportunity to ask questions.

Mr. Bass inquired about the feasibility of providing staff training regarding cell phones used as medical devices, particularly those used for managing conditions like diabetes, citing his personal experience. He suggested exploring partnerships with medical institutions to enhance educational resources for both students and staff. Finally, Mr. Bass raised the issue of students using social media applications during class for disruptive purposes, questioning the availability of technological solutions to block or filter specific applications like Facebook and (Twitter) X, thereby limiting access during school hours.

Mrs. Duncan began by requesting clarification of the practical application of Yondr Pouches. She then addressed the current policy and its ineffectiveness, noting the widespread use of phones despite the rule. She further highlighted the challenge of teacher enforcement. She stressed the need for effective enforcement, whether through confiscation or Yondr Pouches. Mrs. Duncan concluded by expressing her support for Yondr Pouches as a promising method for controlling cell phone.

Mr. Everett began by questioning the lack of enforcement and teachers' reluctance to confiscate phones. He then shared his observation of positive student interactions at Fern Creek when phones were absent, emphasizing the value of face-to-face communication. Mr. Everett proceeded to inquire about the District's timeline for developing cell phone usage recommendations through stakeholder collaboration and questioned whether enforcement would impose a substantial financial or administrative burden. Expressing a personal commitment to resolving the issue, he advocated for a district-wide expectation, acknowledging the potential for varied school-level implementation. He concluded by emphasizing the necessity for change and urged the Board to maintain a firm stance on the matter.

Ms. Lister expressed a clear conviction that cell phone access in schools must be addressed. She emphasized the importance of a district-wide commitment beyond mere policy, advocating for a "promise" of support to schools throughout the process. She concluded by emphasizing the clear benefits of limiting cell phone access, stating that the presented information was compelling.

Ms. Logan Strange agreed that action was necessary regarding cell phone usage, and focused on the practical implementation and cultural shift required. She inquired about the timeline and process involved in establishing the phone-free culture at Fern Creek, specifically asking if it was phased in. She also raised concerns about smartwatches, questioning whether they posed a similar issue to cell phones due to their comparable functionality. She emphasized that the success of these initiatives are tied to the school's culture, highlighting the importance of considering each school's unique environment.

Mr. Craig expressed his appreciation for the insightful discussion and commended Fern Creek leadership for the positive outcomes achieved. He highlighted a news article, noting the significant increase in library book checkouts at Fern Creek, indicating students were engaging with reading and other collaborative activities. He then described an internal conflict between his inclination for a swift, district-wide implementation and the recognized need for organic buy-in from schools. He then suggested a motion to direct the administration to develop a policy for implementation by the 2025-2026 school year. After discussion, it was clarified that the administration would bring a proposal in May, including policy and expectations for schools.

Chair Shull thanked everyone for the thoughtful discussion and recognized Fern Creek's success in achieving positive results.

## **V. Superintendent Search Process Update**

Chair Shull provided an update on the superintendent search process, highlighting the successful completion of multiple forums. These forums included diverse stakeholders, such as civic and business leaders, JCPS teachers, students, principals, classified staff, and parents. He then reported that the superintendent screening committee selection process was nearing completion and expected to be finalized by Friday. He then introduced Chief Dossett to present the results of the community survey.

Chair Shull explained that the community survey results would guide the executive search firm in developing a leadership profile, which would be presented at the next meeting.

**VI. Student Outcomes-Focused Governance Update**

**A. Recommendation to Receive Monitoring Report on Interim Metrics for Guardrail 3: Protect Inclusive Decision Making**

Dr. Pollio introduced this agenda item. Ms. Logan Strange then explained that the guardrails represent community values and are essential for achieving District goals. She outlined the three key areas of focus within Guardrail 3: teacher voice and leadership perceptions, parent and staff communication, and collaborative district and school leadership teams. She then introduced the following staff to provide an update on the progress in these areas: Carolyn Callahan, Chief of Communications and Community Relations; Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement; Cynthia Grohmann, Chief of Human Resources; and Robert Moore, Chief of Schools. Each Board member had an opportunity to comment and ask questions.

**Order #2025-28 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education receive a report on Interim Metrics for Guardrail 3: Protect Inclusive Decision Making. The recommendation passed with a motion by Ms. Tricia Lister and a second by Mrs. Linda Duncan.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

**VII. Persons Requesting to Address the Board on Consent Calendar Items to be Voted Upon Separately at Board Member Request**

Sophia Randall, Eastern High School student, implored the Board to fund the Japanese teaching position at Eastern High School, arguing it provided valuable cultural and educational opportunities that align with the District's goal of fostering globally competent students.

Elena Kamenetzky, Eastern High School's Japanese teacher, urged the Board to fund an additional position to prevent the elimination of the long-standing Japanese program, emphasizing it's not about her job, but about preserving vital cultural and educational opportunities for students.

The following students spoke on behalf of Seneca High School's Hispanic Student Union and asserted that eliminating inclusive cultural clubs removes vital support, representation, and belonging for marginalized students, effectively silencing their voices and making them feel invisible.

- Daniela Garcia Vasallo, President
- Isabela Ávila González, Vice-President
- Vianka Ricardo Ojeda, Secretary

## **VIII. Consent Calendar**

### **A. Report of Certified Leaves**

### **B. Report of Personnel Actions**

### **C. Recommendation for Approval of Organizational Charts and/or Job Descriptions**

**1. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Exceptional Child Education**

**2. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Finance**

**3. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Schools**

**D. Recommendation for Approval of Field Trips Request and Receipt of Report of Field Trips Approved by the Superintendent**

**E. Recommendation for Approval of BG-1 Form for Purchase of Terry Road Parcels**

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

**1. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Ballard High School**

**2. Recommendation for Approval of Bid and Revised BG-1 Form for Boiler Replacement at Breckinridge Metropolitan High School**

**3. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Camp Taylor Elementary School**

**4. Recommendation for Approval of Bid and Revised BG-1 Form for Athletic Stadium Renovation at Doss High School**

**5. Recommendation for Approval of Bid and Revised BG-1 Form for Phase I HVAC Renovation at Dixie Elementary School**

**6. Recommendation for Approval of Bid and Revised BG-1 Form for Boiler Replacement at Farnsley Middle School**

**7. Recommendation for Approval of Bid and Revised BG-1 Form for Sprinkler System Replacement at Field Elementary School**

**8. Recommendation for Approval of Bid and Revised BG-1 Form for Phase I HVAC Renovation at Frayser Elementary School**

**9. Recommendation for Approval of Bid and Revised BG-1 Form for Boiler Replacement at Highland Middle School**

**10. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Jeffersontown High School**

**11. Recommendation for Approval of Bid and Revised BG-1 Form for Athletic Stadium Renovation at Louisville Male High School**

**12. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Newcomer Academy**

**13. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Western High School**

**14. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Knight Middle School**

**15. Recommendation for Approval of Bid and Revised BG-1 Form for Boiler Replacement at Shacklette Elementary School**

**16.** Recommendation for Approval of Bid and Revised BG-1 Form for New Athletic Stadium at W.E.B. DuBois Academy

**17.** Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Western Middle School

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

**1.** Recommendation for Approval of Contract Completion and BG-4 Form for Partial Roof Replacement at Camp Taylor Elementary School

**2.** Recommendation for Approval of Contract Completion and BG-4 Form for Food Service Phase 42 at Various Schools

**3.** Recommendation for Approval of Contract Completion and BG-4 Form for Career and Technical Education Program Renovations at Iroquois High School

**4.** Recommendation for Approval of Contract Completion and BG-4 Form for Window Replacement at John F. Kennedy Elementary School

**5.** Recommendation for Approval of Contract Completion and BG-4 Form for Stage Floor Replacement at Youth Performing Arts School

**H.** Recommendation for Approval of Project Closeouts and BG-5 Forms

**1.** Recommendation for Approval of Project Closeout and BG-5 Form for Career and Technical Education Program Renovations at Butler Traditional High School

**2.** Recommendation for Approval of Project Closeout and BG-5 Form for HVAC Central Plant Replacement at Doss High School

**I.** Recommendation for Approval of Construction Change Orders

**J.** Recommendation of Approval of Agreement for Equipment and Maintenance of Eastover Park at Field Elementary School

**K.** Recommendation for Approval of Water Main Relocation Agreement for New Athletic Stadium at W.E.B. DuBois Academy

**L.** Recommendation for Approval of Utility Easement at Atherton High School

**M.** Recommendation of Approval of Temporary Construction Easement and Agreement at Fern Creek High

**N.** Recommendation for Approval of Sale and Purchase Agreement for the Purchase of 5127 Terry Road

**O.** Recommendation for Approval of Sale and Purchase Agreement for the Purchase of 5500 Terry Road

**P.** Recommendation for Approval of Competitive Negotiations, Bid Tabulations, Contract Renewals, and Amendments.

**Q.** Recommendation for Approval of Professional Services Contracts of \$20,000 or More

**R.** Acceptance of Summary of Professional Services Contracts

**S.** Acceptance of Monthly Financial Report for the Period Ended December 31, 2024

**T.** Acceptance of Quarterly Report of Investment Performance

**U.** 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

**V.** Acceptance of Donations, Grants, and Funding

**1.** Acceptance of Donations and Small Grants

**2.** Acceptance of Funding from the US Department of Education

- 3.** Acceptance of Funding from the Jefferson County Public Education Foundation
- 4.** Acceptance of Carryover Funds from the Kentucky Department of Education for the 21st Century Community Learning Center Program
- W.** Recommendation for Approval of Agreements
  - 1.** Recommendation for Approval of Agreements with the Department of the Navy for Navy Junior Reserve Officer Training Corps Units
  - 2.** Recommendation for Approval of Memorandum of Agreement with Demystify Behavioral and Mental Health Services
  - 3.** Recommendation for Approval of Memorandum of Agreement with Essential Embrace Healing
  - 4.** Recommendation for Approval of Data Privacy Agreement with Goodheart-Wilcox, Inc.
  - 5.** Recommendation for Approval of Data Sharing Agreement with the Hanover Research Council LLC
  - 6.** Recommendation for Approval of Memorandum of Agreement with the Henry Ford Institute
  - 7.** Recommendation for Approval of Memorandum of Agreement with Inside the Lines Training
  - 8.** Recommendation for Approval of Memorandum of Agreement with Jewish Family and Career Services
  - 9.** Recommendation for Approval of Data Privacy Agreement with Erate Sync
  - 10.** Recommendation for Approval of Amendment to the Agreement with The Louisville Academy of Music
  - 11.** Recommendation for Approval of Data Privacy Agreement with SAM Labs Inc.
  - 12.** Recommendation for Approval of Memorandum of Agreement with StageOne Family Theatre, Inc.
  - 13.** Recommendation for Approval of Memorandum of Agreement with the University of Louisville
  - 14.** Recommendation for Approval of Memorandum of Agreement with Volunteers of America Mid-States for Restorative Justice
  - 15.** Recommendation for Approval of Memorandum of Agreement with Volunteers of America Restorative Justice
  - 16.** Recommendation for Approval of Data Privacy Agreement with Wesley Family Services, dba Healthy Relationships Curriculum
  - 17.** Recommendation to Approve a Professional Services Agreement with the Council of the Great City Schools
  - 18.** Recommendation for Approval of Memoranda of Agreement with the Jefferson County Teachers Association
  - 19.** Recommendation for Approval of Agreement with Stryder Corp. dba Handshake
  - 20.** Recommendation for Approval of Data Privacy Agreement with Hazel Health, Inc
  - 21.** Recommendation for Approval of Memorandum of Agreement with Junior Achievement of Kentuckiana
- X.** Recommendation for Approval of Memorandum of Agreement Template for Academies of Louisville Site Visits
- Y.** Recommendation for Approval of Comprehensive School Improvement Plans of TSI Schools and Review of Gap Goals
- Z.** Recommendation for Approval of Shortened School Day for Four Exceptional Child Education Students and Shortened School Week for One Exceptional Child Education Student
- AA.** Recommendation for Approval of Payment of Out-of-District Expenses for Board Members
- BB.** Recommendation for Approval of Payment of Out-of-District Expenses for Board Member
- CC.** Recommendation for Approval of Proposed 2025 High School Graduation Ceremony Schedules
- DD.** Proposal to Amend the 2024-2025 School Calendar



**Order #2025-29 - Motion Passed:** A motion to approve the Consent Agenda Minus:

VIII.N Recommendation for Approval of Sale and Purchase Agreement for the Purchase of 5127 Terry Road;  
VIII.O Recommendation for Approval of Sale and Purchase Agreement for the Purchase of 5500 Terry Road  
VIII.W.18 Recommendation for Approval of MOA with the Jefferson County Teachers Association;  
VIII.W.19 Recommendation for Approval of Agreement with Stryder Corp. dba Handshake; and  
VIII.DD Proposal to Amend the 2024-2025 School Calendar;  
passed with a motion by Ms. Tricia Lister and a second by Mr. James Craig.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

- **VIII.N** Recommendation for Approval of Sale and Purchase Agreement for the Purchase of 5127 Terry Rd.
- **VIII.O** Recommendation for Approval of Sale and Purchase Agreement for the Purchase of 5500 Terry Rd.

Ms. Logan Strange expressed her concern regarding the proposed property purchase for Grace James Academy of Excellence, specifically questioning the shift from a previously considered property location within District 1 to the Terry Road site. She believes locating the school outside of District 1 is a mistake and sought clarification on why the District 1 property was no longer viable, and how the decision to move to Terry Road was reached.

**Order #2025-30 - Motion Passed:** A motion to approve *VIII.N Approval of Sale and Purchase Agreement for the Purchase of 5127 Terry Road* passed with a motion by Mr. James Craig and a second by Mr. Trevin Bass.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

**Order #2025-31 - Motion Passed:** A motion to approve *VIII.O Approval of Sale and Purchase Agreement for the Purchase of 5500 Terry Road* passed with a motion by Mr. James Craig and a second by Mr. Trevin Bass.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

- **VIII.W.18** Recommendation for Approval of MOA with the Jefferson County Teachers Association
- **VIII.W.19** Recommendation for Approval of Agreement with Stryder Corp. dba Handshake

Mrs. Duncan asked for clarification regarding the continuity stipend to employees under the JCTA collective bargaining agreement for J. Blaine Hudson Middle School.

There was no discussion regarding the Agreement with Stryder Corporation.

**Order #2025-32 - Motion Passed:** A motion to approve *VIII.W.18 Recommendation for Approval of Memoranda of Agreement with the Jefferson County Teachers Association* passed with a motion by Mr. James Craig and a second by Ms. Tricia Lister.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

**Order #2025-33 - Motion Passed:** A motion to approve *VIII.W.19 Approval of Agreement with Stryder Corp. dba Handshake* passed with a motion by Mrs. Linda Duncan and a second by Mr. James Craig.

Mr. Trevin Bass	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

- **VIII.DD** Proposal to Amend the 2024-2025 School Calendar

Mr. Craig opposed the recommendation to forgive four instructional days lost due to inclement weather, arguing that students have already experienced significant learning loss and that these fully funded days should be used for instruction.

**Order #2025-34 - Motion Passed:** A motion to approve *VIII.DD Proposal to Amend the 2024-2025 School Calendar* passed with a motion by Mrs. Linda Duncan and a second by Mr. Taylor Everett.

Mr. Trevin Bass	Yes
Mr. James Craig	No
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Corrie Shull	Yes

## **TIE BIDS**

Tie Bids were awarded as follows:

BID ID #8408

- Line 86 was awarded to Pyramid School Products
- Line 163 was awarded to Office Depot

## **IX. Persons Requesting to Address the Board (If Necessary)**

## **X. Executive Session (If Necessary)**

## **XI. Action Item (If Necessary)**

## **XII. Adjournment**

The meeting adjourned by consensus at 8: 25 p.m.

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Dr. Corrie Shull  
Chairman

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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**