



# **JEFFERSON COUNTY BOARD OF EDUCATION**

## **Minutes of Work Session of July 08, 2025**

**Work Session** of the Jefferson County Board of Education held at VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Tuesday, July 08, 2025.

### **BOARD MEMBERS PRESENT:**

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

### **BOARD MEMBER ABSENT:**

Vice-Chairman James Craig

### **STAFF MEMBERS PRESENT:**

Superintendent Brian Yearwood, Ed.D.  
Kevin Brown, General Counsel  
Angie Gilpin, Assistant Secretary to the Board  
Cynthia Grohmann, Chief of Human Resources

## **REGULAR WORK SESSION MEETING**

### **I. Call to Order**

Chair Shull called the July 08, 2025, Work Session of the Board of Education to order at 6:05 p.m.

### **II. Recommendation for Approval of Meeting Agenda**

**Order #2025-118 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the agenda. The recommendation passed with a motion by Mr. Trevin Bass and a second by Mr. Taylor Everett.

Mr. Trevin Bass	Yes
Mr. James Craig	Absent
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 #2025-119 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the Minutes of the June 24, 2025, Business Meeting. The recommendation passed with a motion by Ms. Gail Logan Strange and a second by Ms. Tricia Lister.

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

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

There was no update.

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

There were no public speakers.

**VI. Work Sessions**

**A. Review of District Applicant Data**

The work session began with Dr. Yearwood's introduction, noting its purpose was to fulfill the Board's request for a presentation of HR data every other month. Cynthia Grohmann, Chief of Human Resources, then presented the data, after which each Board member had the opportunity to ask questions.

Mr. Everett's questions focused on several key areas regarding HR processes. He asked about the external turnaround time for applications, specifically noting the seven-day internal window, and inquired if interviews can begin before the state's two-week requirement for job postings. Regarding the HR team's efficiency, he wanted to know how many people are involved in the 24–48-hour review process and the total number of recruiters on the team. Mr. Everett then sought to understand what resources or changes the Board could provide to help HR improve recruitment numbers, such as more recruiters or a better applicant tracking system, emphasizing that he frequently hears feedback about the difficulty of applying, especially on mobile devices. He also questioned the scope of services provided by Kelly Services, asking if their support for classified instructional assistants could be expanded to other roles if successful. Finally, Mr. Everett confirmed the approximate number of current job openings (around 850), whether this is normal for the time of year, and how rejected candidates are notified (via email).

Mr. Bass questioned educator transfers, specifically asking how the process works when an educator wants to leave a school that has a need for their position. He inquired whether the transfer is permitted, or if the vacancy must be filled first. He also asked if the District continues to partner with universities and trade schools to help fill open positions. Finally, Mr. Bass suggested considering a program to encourage District students to work for the school system after graduation, noting that many students are motivated by financial incentives. He wondered if the District has explored sponsoring such initiatives, like how other organizations engage with students.

Mrs. Duncan asked if the District considers recruiting from other school districts, specifically urban areas. She suggested this approach because some of these districts might have an oversupply of staff, presenting an opportunity to attract educators to JCPS.

Ms. Lister echoed previous concerns about the application process, specifically mentioning that applicants find it difficult to apply, receive no feedback, feel their applications disappear "into a dark hole," and sometimes encounter rude staff when calling. She believes this issue needs to be addressed. Her other main point concerned the prevailing narrative about working in the District. She questioned if there's a "cheerleading team" actively promoting the District as a great place to work, contrasting this with the negative perception she often hears when suggesting teaching as a profession. She wondered why the narrative is so negative and if there's an effort to counter it.

Ms. Logan Strange began by noting that positive developments often go unreported in the news. While acknowledging the helpful information presented, she expressed concern that the same aggressive recruitment tactics used for bus drivers are not evident for teachers. She asked if such an aggressive approach is being developed, despite appreciating the new social media efforts, as she doesn't perceive the same sense of urgency for teacher recruitment. Considering the national and local challenges with teacher pay and the high vacancy rates in some schools, she asked what the plan is to fill these particularly desperate vacancies. Finally, Ms. Logan Strange mentioned that friends with PhDs and years of teaching experience in other states have faced difficulties getting teaching jobs in JCPS, wondering if this issue is due to state regulations or other factors beyond the District's control.

Chair Shull expressed appreciation for the discussion about promoting positive narratives regarding the teaching profession within the community. However, he highlighted a concerning issue: as of July 8, 2025, five graduates from local colleges like the University of Louisville and Bellarmine, who were inspired by JCPS educators and obtained their teaching certifications, have not been hired by the district. Despite the teacher shortage, he found this situation perplexing and indicative of a need for significant, intentional work. His primary question focused on the processes in place to ensure that recent graduates who wish to teach in JCPS are successfully guided through the hiring process. He elaborated, asking what is being done to "shepherd" these young men and women, right out of college and certification, to ensure they are placed. He specifically asked if the District maintains contact with these individuals to facilitate their placement and asked who is responsible for this critical shepherding role.

## **VII. Consent Calendar**

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

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

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

#### **VII.C.1 Recommendation for Approval of Organizational Charts and/or Job Descriptions – Human Resources**

#### **VII.C.2 Recommendation for Approval of Organizational Charts and/or Job Descriptions – JCPS Police Department**

**VII.C.3** Recommendation for Approval of Organizational Charts and/or Job Descriptions – Schools

**VII.D** Recommendation for Approval of Field Trip Request

**VII.E** Recommendation for Approval of Projects, Assignment of Architects/Engineers, and BG-1 Forms

**VII.E.1** Recommendation for Approval of the Project, Assignment of Architects/Engineers, and BG-1 Form for Phase I HVAC Renovation at Atkinson Elementary School

**VII.E.2** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler and Chiller Replacement at Barret Traditional Middle School

**VII.E.3** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Eastern High School

**VII.E.4** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Chiller Replacement at Jeffersontown High School

**VII.E.5** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Chiller Replacement at Iroquois High School

**VII.E.6** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Ramsey Middle School

**VII.E.7** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Luhr Elementary School

**VII.E.8** Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler and Chiller Replacement at Watterson Elementary School

**VII.F** Approval of Contract Completion and BG-4 Form for New Elementary School – Dixie Corridor at Wilkerson Elementary School

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

**VII.G.1** Recommendation for Approval of Project Closeout and BG-5 Form for Boiler Replacement at Newcomer Academy

**VII.G.2** Recommendation for Approval of Project Closeout and BG-5 Form for Boiler and Chiller Replacement at Breckinridge-Franklin Elementary School

**VII.H** Recommendation for Approval of Construction Change Orders

**VII.I** Recommendation for Approval of Competitive Negotiations, Bid Tabulations, and Contract Renewals

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

**VII.K** Acceptance of Monthly Financial Report for Period Ended May 31, 2025

**VII.L** Acceptance of Orders of the Treasurer

**VII.L.1** Acceptance of Orders of the Treasurer-Invoices

**VII.L.2** Acceptance of Orders of the Treasurer-Purchase Orders

**VII.L.3** Acceptance of Orders of the Treasurer-Vouchers

**VII.M** Acceptance of Donations, Grants, and Funding

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

**VII.M.2** Acceptance of Additional Funding from the Wallace Foundation

**VII.N** Recommendation for Approval of Agreements

**VII.N.1** Recommendation for Approval of Memorandum of Agreement with Fern Creek Fire District, Inc.

**VII.N.2** Recommendation for Approval of Memorandum of Agreement with Heuser Hearing and Language

**VII.N.3** Recommendation for Approval of Memorandum of Agreement with Huddle Tickets, LLC dba GoFan

**VII.N.4** Recommendation for Approval of Memorandum of Agreement with Options Unlimited, Inc.

**VII.N.5** Recommendation for Approval of Memorandum of Agreement with Pace Contracting LLC

**VII.N.6** Recommendation for Approval of Memorandum of Agreement with Thieneman Construction, Inc.

**VII.N.7** Recommendation for Approval of MOU with the University of the Cumberlands

**VII.N.8** Recommendation for Approval of Teacher Apprenticeship Memorandum of Agreement with UofL

**VII.N.9** Recommendation for Approval of Agreement with the Young Authors Greenhouse

**VII.N.10** Recommendation for Approval of Amendment to Sale and Purchase Agreement for 5500 Terry Road

**VII.O** Recommendation for Approval of Shortened School Day for Four ECE Students  
**VII.P** Recommendation for Approval of External Support/Booster Organizations  
**VII.Q** Recommendation for Approval to Rename Grace M. James Academy of Excellence to Dr. Grace M. James Academy of Excellence  
**VII.R** Adoption of Board Policies (2nd Reading) and Review of Administrative Procedures  
**VII.S** Recommendation to Make One Administrative Correction on the Salary Schedule, Make Corrections to Clarify Procedures in the Salary Placement Rules, and Recommend Authorization of a Substitute Administrator Rate Commensurate With a Superintendent's Responsibilities and Experience

**Order #2025-120 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the Consent Calendar. The recommendation passed with a motion by Mr. Taylor Everett and a second by Ms. Gail Logan Strange.

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

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

#### **IX. Adjournment**

**Order #2025-121 - Motion Passed:** A motion to adjourn the July 8, 2025, meeting of the Jefferson County Board of Education at 6:54 p.m. passed with a motion by Mr. Trevin Bass and a second by Mrs. Linda Duncan.

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

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Dr. Corrie Shull  
Chairman

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Dr. Brian Yearwood  
Superintendent/Secretary

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