



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Regular Business Meeting of September 02, 2025

Regular Business Meeting of the Jefferson County Board of Education held at VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Tuesday, September 02, 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 Brian Yearwood, Ed.D.

Dr. Matt Anderson, Assistant Superintendent

Kevin Brown, General Counsel

Carolyn Callahan, Chief of Communications and Community Relations

Kim Chevalier, Chief of Exceptional Child Education

Dr. Katy Deferrari, Chief of Staff

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

Dr. Rob Fulk, Chief Operations Officer

Cynthia Grohmann, Chief of Human Resources

Dr. Terra Greenwell, Chief Academic Officer

Dr. John Marshall, Chief Equity Officer

Robert Moore, Chief of Schools

Edward D. Muns, Chief Financial Officer

Eric Satterly, Chief Information Officer

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 MEETING

Chair Shull called the September 2, 2025, Business Meeting of the Board of Education to order at 6:00 p.m.

I. Moment of Silence

II. The Pledge of Allegiance

A. Vision Statement

Mr. Bass read the District vision statement.

III. Recognitions and Resolutions

- A.** Recognition of the Transportation and General Operations Services Divisions for a Successful Start to the 2025-26 School Year
- B.** Recognition of the JCPS Information Technology and Resource Development Divisions for Receiving a \$4 Million Grant to Improve Cybersecurity
- C.** Recognition of JCPS Exceptional Child Education Chief Kim Chevalier for receiving the 2025 Grissom Award for Innovation in Special Education
- D.** Recognition of the Western Middle School for the Arts Band Program
- E.** Recognition of a JCPS Bus Driver for Her Poise and Leadership During a Bus Accident
- F.** Recognition of a the Inaugural Class of the Louisville Teacher Residency Program
- G.** Recognition of a JCPS Student who Attended the NYLF-Pathways to Stem Program at Vanderbilt University this Summer
- H.** Recognition of the Academy @ Shawnee Boys Soccer Team for their Inspiring Display of Community Service and School Pride

Order #2025-150 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education receive the recognitions for September 2, 20025. The recommendation passed with a motion by Mr. Trevin Bass and a second by Mr. Taylor Everett.

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

IV. Recommendation for Approval of Meeting Agenda

Order #2025-151 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education approve the agenda for September 2, 2025. The recommendation passed with a motion by Mr. James Craig and a second by Ms. Gail Logan Strange.

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

V. Recommendation for Approval of Minutes of Previous Meeting

Order #2025-152 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education approve the August 19, 2025, meeting minutes. The recommendation passed with a motion by Ms. Tricia Lister and a second by Mr. James Craig.

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

VI. Superintendent's Report

Dr. Yearwood reflected on the first month of the new school year. He noted that he has spent the last month listening to and learning from principals, teachers, families, and students. He says that the community wants to see quality teachers, safe schools, a sense of belonging for every student, and a support system that allows students to thrive. He emphasized that the District is now in a position to "do better." The first month of school has been about more than operations; it has been about setting a tone of urgency, hope, accountability, and support. Dr. Yearwood concluded by stating that the District's goals are to listen well, act boldly, and always put students first.

VII. Student Outcomes-Focused Governance Update

A. Recommendation to Receive Monitoring Report on Interim Metrics for Guardrail 1: Protect Safety

Mr. Craig was the Board facilitator for Guardrail 1: Protect Safety. The following team members presented the report: Dr. Matt Anderson, Assistant Superintendent; Dr. Rob Fulk, Chief Operations Officer; Robert Moore, Chief of Schools; and Eric Satterly, Chief Information Officer. Each Board member had an opportunity to comment and ask questions.

Mr. Craig asked Dr. Anderson to explain the choice of three specific metrics used to measure safety throughout the District. He mentioned that these metrics were discussed in a prior conversation and are directly influenced by the positive work of the District's cabinet. Mr. Craig asked Dr. Anderson to elaborate on what he means by the "Senate Bill 1 metrics" and how they are being measured.

Mr. Bass first confirmed that the safety measures were intended for both staff and students. His main request was to receive the monthly school reports. He explained that having access to these reports would allow the Board to monitor and track safety progress, which would help them determine if any adjustments or shifts in strategy were needed. He stressed the importance of tracking this information.

Mrs. Duncan raised concerns about the long response times for fire marshal issues (19.2 days) and bullying cases (5 days), arguing that both were too long to ensure student and staff safety. She questioned the effectiveness of tip lines and asked what could be done to encourage students to report bullying in person. She also challenged the focus on disproportionality in discipline data, advocating instead for a consistent and fair application of the discipline code based on student behavior, not demographics.

Mr. Everett asked if any classrooms still lacked lockable doors. Next, he sought to clarify if a bullying case was considered "resolved" by the District's staff, or if it required confirmation from the student or parent. He also asked if teachers were permitted to report bullying without a student's permission. Finally, Mr. Everett inquired about any new proactive security measures the District was considering to prevent school shootings.

Ms. Lister asked two questions about the resolution of bullying incidents. First, she sought clarification on whether "resolution" meant that all parties, including the parent, were satisfied with the outcome. She asked what the next steps would be if a parent was not satisfied. Second, she asked about the District's current policy on online bullying. She referenced an incident from a decade ago where a principal said they could not intervene in online bullying because it did not happen on school grounds, and she wanted to know if that would still be the case today.

Ms. Logan Strange began by asking about the coaching and training provided to schools with a disproportionate amount of disciplinary action. She asked for specifics on the type of training and who it was for. Next, she asked if the bullying prevention program addressed incidents that occur at bus stops, noting that she frequently receives emails about this issue. Finally, she brought up her concerns about the physical safety of two schools, noting that Johnson Middle School had looked like a "war zone" during its renovation and that Western Middle had peeling paint. She inquired if these physical safety issues had been addressed.

Chair Shull began by thanking staff for their presentation on student safety and specifically for their work on bullying. He then emphasized the importance of focusing on disproportionality in discipline data, calling it a consequence of systemic inequities. He stated that addressing disproportionality is crucial to confronting implicit bias and creating a more equitable school culture, which is a key goal of the District's racial equity policy.

Mr. Craig added that the District is under an agreement with the Office of Civil Rights to continuously monitor disproportionality in suspensions and other behavioral data. He said it was likely the consensus of the Board of Education to continue this work to overcome existing inequities in the system.

Mrs. Duncan asked if there was an individual designated to review every referral and resulting suspension to ensure that the consequences for student behavior were properly aligned.

Order #2025-153 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education receive a report on Interim Metrics for Guardrail 1: Protect Safety. The recommendation passed with a motion by Mr. Trevin Bass and a second by Ms. Gail Logan Strange.

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

VIII. Persons Requesting to Address the Board on Action Items or Consent Calendar Items to be Voted Upon Separately at Board Member Request

There were no public speakers.

IX. Action Items

X. Information Items

A. Update on District Applicant Data

Cynthia Grohmann, Chief of Human Resources, presented the update. Each Board member had an opportunity to comment and ask questions.

Mr. Everett's comments focused on staffing, hiring, and recruiting efforts. He asked if the staffing firm was meeting expectations and if adding another firm would help fill positions. He also asked if the human resources team could assist busy principals with hiring. Finally, he inquired about strategies to close the current vacancies, asking what could be done to attract more certified staff, and suggested that recruiters target teachers in lower-paying states.

Mr. Craig focused on the District's staffing data. He noted that teacher vacancies had decreased by 33-40% since last year to 222, potentially the best number since 2018. He praised the leadership for this improvement and asked if the current 3.5% vacancy rate should be considered a crisis. Finally, he asked if the Board should develop a comprehensive five-year plan to address the employee shortage or continue with current management strategies and re-evaluate in 12 months.

Ms. Logan Strange began her comments by referencing a conversation she had with a young woman who was about to graduate from Simmons College and become a teacher in Cincinnati. The woman was recruited through the Cincinnati Aspiring Educators (CAE) program which is a chapter of the National Education Association's (NEA) Aspiring Educators Program. Ms. Logan Strange asked if the District had any similar partnerships, specifically with a focus on recruiting students from Historically Black Colleges and Universities (HBCUs).

Chair Shull questioned the hiring process for certain District positions. He stated that he often hears complaints from applicants, particularly bus drivers, who feel they are "stuck in limbo" during the hiring process. He asked what steps were being taken to expedite the process and move these applicants from the initial application to becoming an employee.

Order #2025-154 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education receive the Update on District Applicant Data. The recommendation passed with a motion by Mrs. Linda Duncan and a second by Mr. Trevin Bass.

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

XI. Consent Calendar

XI.A Report of Certified Leaves

XI.B Report of Personnel Actions

XI.C Recommendation of Approval of Field Trips Request and Receipt of Report of Field Trips Approved by the Superintendent

XI.D Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Operable Partition Replacement at Various Schools

XI.E Recommendation for Approval of Contract Completion and BG-4 Form for Pool HVAC Unit Replacement at Central High School MCA

XI.F Recommendation for Approval of Construction Change Orders

XI.G Notification of Various Utility Easements at Okolona Elementary School

XI.H Recommendation for Approval of Bid Tabulations, Contract Renewal, and Amendment

XI.I Acceptance of Orders of the Treasurer

XI.I.1 Acceptance of Orders of the Treasurer-Invoices

XI.I.2 Acceptance of Orders of the Treasurer-Purchase Orders

XI.I.3 Acceptance of Orders of the Treasurer-Vouchers

XI.J Acceptance of Donations, Grants, and Funding

XI.J.1 Acceptance of Donations and Small Grants

XI.J.2 Acceptance of Funding from the Kentucky Department of Education - Office of Adult Education

XI.K Recommendation for Approval of Agreements

XI.K.1 Recommendation for Approval of Memorandum of Agreement with Big Brothers and Big Sisters of Kentuckiana

XI.K.2 Recommendation for Approval of the Confidential Data Privacy Agreement with Edmentum Learning Platform

XI.K.3 Recommendation for Approval of Confidential Data Privacy Agreement with Everway Holdco, LLC

XI.K.4 Recommendation for Approval of Memorandum of Agreement with Project Lead the Way - Olmsted Academy South

XI.K.5 Recommendation for Approval of Memorandum of Agreement with Seven Counties Services, Inc. for Pre-Employment Transition Services

XI.K.6 Recommendation for Approval of Memorandum of Agreement with Spalding University for Dual Credit

XI.K.7 Recommendation for Approval of Memorandum of Agreement with Theta Omega Inc., Men of Quality Mentoring Program

XI.K.8 Recommendation for Approval of Memorandum of Agreement with Murray State for Dual Credit

XI.K.9 Recommendation for Approval of Amendment to the Student Placement Agreement with UK

XI.K.10 Recommendation for Approval of Memorandum of Agreement with Dare to Care Food, Inc.

XI.L Acceptance of Report on Required KY Administrative Regulation Board Notification of Data Security

XI.M Acceptance of the Time and Attendance School and Community Nutrition Services Audit Report

XI.N Recommendation for Approval of Assurances to Comply with House Bill 48

XI.O Adoption of Attached Board Policies (2nd Reading)

Order #2025-155 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education approve the Consent Calendar for September 2, 2025. The recommendation passed with a motion by Mr. Trevin Bass and a second by Ms. Gail Logan Strange.

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

XII. Board Planning Calendar

Order #2025-156 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education receive the attached planning calendar outlining discussion agenda items. The recommendation passed with a motion by Mr. Trevin Bass and a second by Ms. Tricia Lister.

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

XIII. Committee Reports

Mr. Craig presented a report from the Revenue Advisory Task Force, which met last Monday. The task force reviewed the District's finances since 2010.

He noted a significant finding: while District revenue has increased by 86%, staff salaries have only grown by about 70%. In contrast, administrative expenses in other categories have grown by over 100%. Mr. Craig called this a "disproportionality" in administrative expenses and said the District needs to have a conversation about "right-sizing" these costs. He stated this is a necessary step before considering a tax increase in 2026, as voters will need to see that the District has managed its finances responsibly.

Mr. Craig also announced the schedule for upcoming meetings:

- September 22: The task force will take a deeper dive into human resources salaries.
- October 6: They will discuss operations expenses.

He concluded by reminding department chiefs to schedule preparatory meetings with him for these discussions.

XIV. Board Reports

Mr. Bass shared his positive experience visiting the Clothing Assistance Program (CAP), which is run by the 15th District PTA and the JCPS Diversity, Equity, and Poverty Department. He encouraged listeners to donate, especially new socks and underwear, and to also donate hygiene products.

Mrs. Duncan briefly stated that she and Ms. Logan Strange attended the Kentucky School Boards Association's (KSBA) regional meeting. They reviewed survey results for the upcoming legislative agenda.

XV. Persons Requesting to Address the Board (If Necessary)

XVI. Executive Session (If Necessary)

XVII. Action Item (If Necessary)

XVIII. Adjournment

Order #2025-157 - Motion Passed: A motion to adjourn the September 2, 2025, meeting of the Jefferson County Board of Education at 7:38 p.m. passed with a motion by Mr. Trevin Bass and a second by Mr. Taylor Everett.

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

Dr. Corrie Shull
Chairman

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**