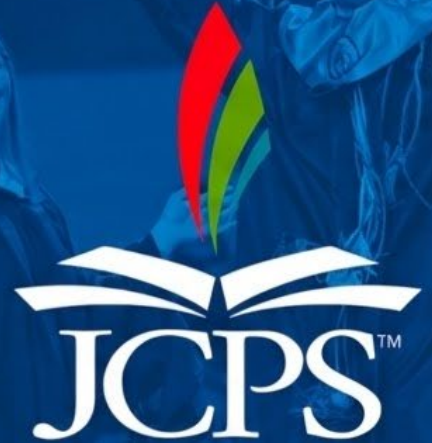


Jefferson County Public Schools

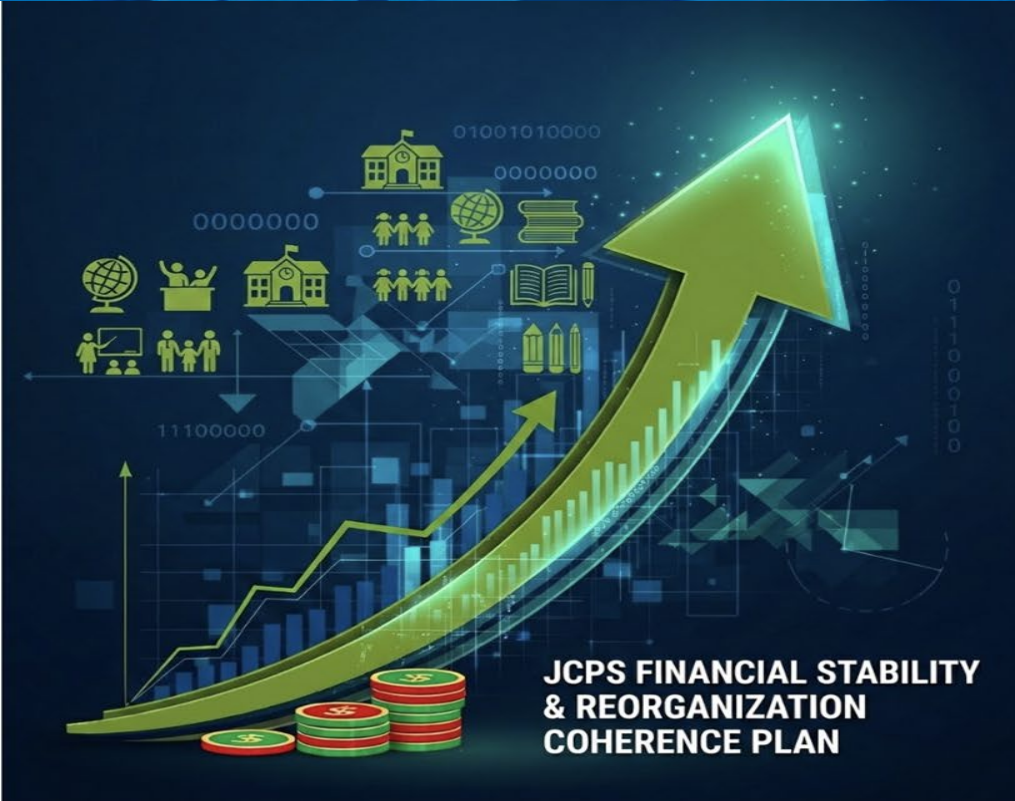
2026 Reorganization Coherence

Dr. Brian Yearwood
February 10, 2026



Why We Are Here

- Addressing a significant \$188M structural deficit
- Board directed us to find \$132M in sustainable savings
- Superintendent is focused on financial stabilization
- Goal is stabilizing finances while protecting classrooms



Structural Deficit Requires Structural Fixes



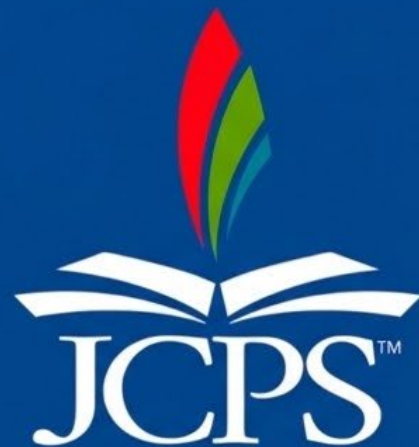
ESSER funded
expansion without
long-term
→ sustainability 



One-time
solutions delay
harder decisions



General Fund
now carrying
recurring costs

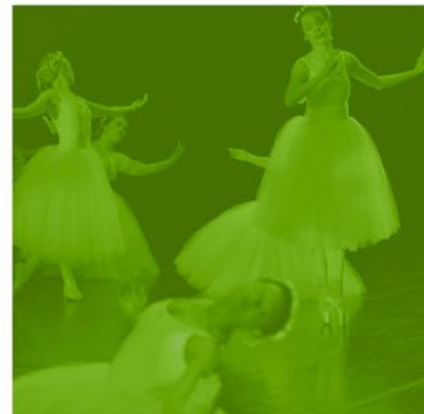
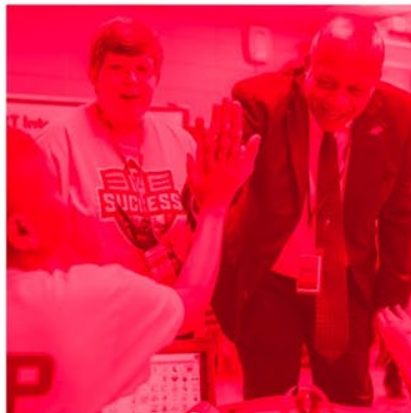


D. Central Office Structure

An understanding of the JCPS Organization Chart-- that is, Central Office positions-- is necessary to implement a strategic plan of reductions. JCPS currently funds \$272 million in Central Office positions and operations (reference Appendix A). The full-time equivalent (FTE) employees of the 2,972 positions in JCPS Central Office are reflected in the JCPS Org Chart for each division and department:

- **Administration (8)**
 - Superintendent's Office (2)
 - and Internal Audit (6)
- **General Counsel (21)**
- **JCPS Police (94)**
- **Diversity, Equity, and Poverty (42)**
- **Chief of Staff (151)**
 - Chief of Staff (9)
 - Health and Wellness (27)
 - Support Programs (20)
 - School Culture and Climate (78)
 - Pupil Personnel (17)
- **Schools (141)**
 - Schools (7)
 - Athletics and Activities (6)
 - Adult and Continuing Education (53)
 - Elementary Zones 1, 2, and 3 (16)
 - Middle Schools (7)
 - High Schools (7)
 - Enhanced Support Zone (10)
 - School Choice (20)
 - Transition Readiness (15)
- **Academics (115)**
 - Academics (2)
 - Elementary & Secondary Academics (47)
 - Professional Learning (8)
 - Title Program Support (13)
 - Office of Multilingual Learners (45)
- **Accountability, Research and Systems Improvement (32)**
 - ARSI (3)
 - Assessment (7)
 - Resource Development (5)
 - Systems Improvement (17)
- **Communications (36)**
 - Communications and Community Relations (11)
 - Materials & Production (25)
- **Finance (94)**
 - Accounting Services (35)
 - Budget (9)
 - Grants & Awards (10)
 - Payroll and Cash Management (25)
 - Purchasing (15)
- **Human Resources (99)**
 - Human Resources (10)
 - Benefits and Employee Services (27)
 - Labor Management and Employee Relations (9)
 - Personnel Services (53)
- **Operations (1,665)**
 - Operations (16)
 - Nutrition Services (110)
 - Transportation Services (1048)
 - Fleet Management Services (107)
 - Property Management and Maintenance (242)
 - Facility Management Services (68)
 - Facility Planning (12)
 - Safety and Environmental Services (22)
 - Supply Services (40)
- **Technology (128)**
 - Cyber Security (11)
 - Technology Engineering (45)
 - Technology Support (46)
 - Education Technology (26)
- **Exceptional Child Education (346)** {includes student-service positions such as Psychologists, Therapists, Speech Language Pathologists, etc.}
 - Exceptional Child Education (295)
 - Early Childhood (39)
 - Duvalle Education Center (7)
 - Greater Louisville Coop (8)

Central Office Structure



Central Office Structure: A Breakdown of 2,972 FTE Positions



JCPS funds \$272 million in Central Office positions and operations, with 2,972 full-time equivalent (FTE) employees across various divisions.



Where Positions Actually Sit

Executive Strategy



Finance,
HR, IT

Student
Support &
Compliance



Academics &
Instructional
Support

Operations



Academics &
Instructional Support



Operations



Student Support
& Compliance



Finance, HR, IT



Executive Strategy



Academics &
Instructional
Support

Alignment

Chiefs were challenged to:



Align and structure their departments in order to support schools



Review fiscal responsibility allowing additional funding to support our students.



Realign all positions for effectiveness and efficiency of district operations.

Central Office Reorganization



**Elimination of
overlapping
roles**



**Consolidation of
similar functions**



**Reduced
management
layers**



**Reclassification where
scope narrowed**



**Shift from program ownership
→ service delivery**



Proposal

Approve Job Descriptions Changes



Approve Organizational Charts



Let's Talk Numbers

Eliminated Occupied Positions



117

Administrators
(Some reclassified/downgraded)



96

Non-administrative positions
(Clerical, instructional leads, etc.)

Eliminated Vacant Positions



13

Administrators



61

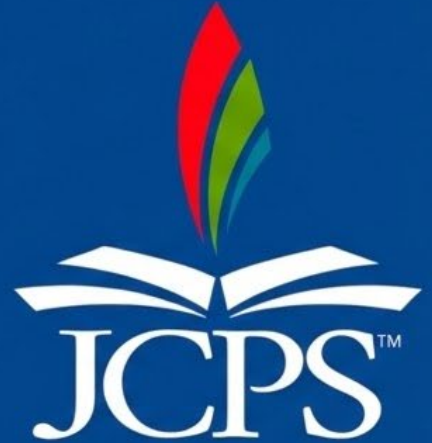
Non-administrative positions
(Clerical, instructional leads, etc.)

Teaching Transition Opportunity



85

Employees impacted by eliminations hold active teaching certifications and may transition into classroom roles.



PLANNED POSITION ADDITIONS

TOTAL NEW POSITIONS: 178



**Student Safety,
Operations &
Transportation - 81**

- **55** Risk Assessment Consultants
- **25** Van Drivers
- **1** Radio Operator (JCPS Police Department)



**Instructional
Support - 74**

- **48** Academic Instructional Coaches
- **24** Instructional Leads
- **2** MTSS Leads (grant-funded)



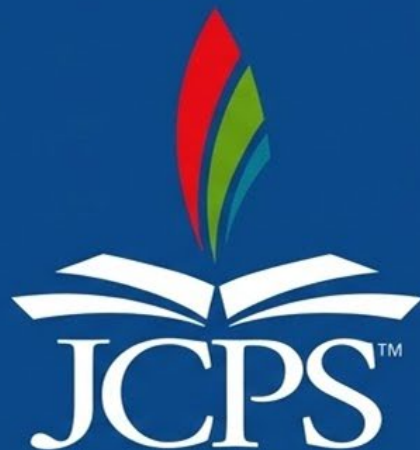
**Technology
Infrastructure - 17**

- **14** IT Technicians
- **3** IT Computer Lab Technicians



**Strategy &
Innovation - 6**

- **5** Executive Directors
- **1** Coordinator, Strategic Planning



Capacity Guardrails: What Was Preserved



Classroom instruction protected

Minimal impact on teachers and direct instruction.



School-based core services maintained

Student-facing supports preserved.



Student safety upheld

Required security, supervision, and supports maintained.



Legal & compliance ensured

Federal, state, and regulatory obligations protected.



Essential operations sustained

Core systems needed to keep schools running intact.

What This Means Going Forward



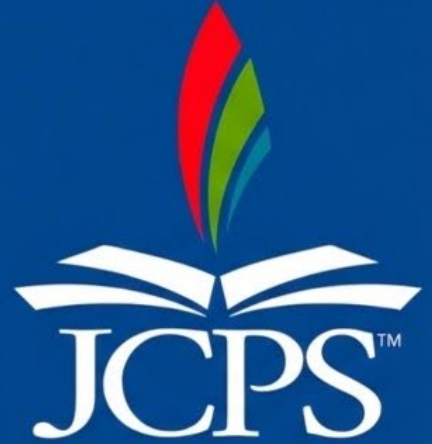
**CLEARER
ACCOUNTABILITY**
and ownership







**FASTER
DECISION-MAKING**
for schools

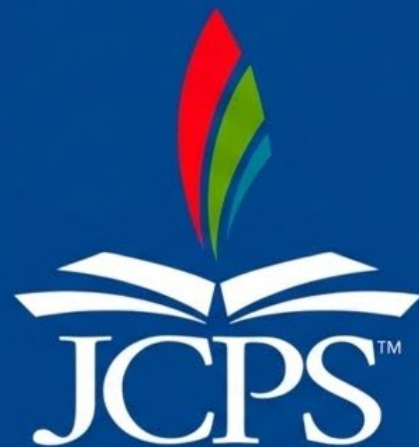


**FEWER
COMPETING
DIRECTIVES**



Stewardship in a Difficult Moment

-  These decisions are hard—and necessary
-  Acting now prevents deeper cuts later
-  Financial stability protects students long-term
-  Our obligation: every dollar serves students



Leadership and Accountability



When I assumed this role, the district faced significant financial and operational challenges, including an inherited \$188M structural deficit.



While inherited, the responsibility to address these challenges rests with me.



The Board's charge was clear: improve student outcomes and ensure long-term stability.



Over the past seven months, I have applied proven systems and professional experience to realign the organization for success.



I respectfully request the Board's and community grace and trust as we take the necessary steps to serve students and sustain JCPS.



Each decision reflects a singular commitment: improving student outcomes while securing the long-term stability of Jefferson County Public Schools.



Questions/Discussion

