



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Regular Business Meeting of September 01, 2026

Regular Business Meeting of the Jefferson County Board of Education held at VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Tuesday, September 01, 2026

BOARD MEMBERS PRESENT:

Chair Corrie Shull
Vice-Chair Tricia Lister
Mr. Trevin Bass
Mrs. Linda Duncan
Mr. Taylor Everett
Ms. Gail Logan Strange
Dr. Keith Look

STAFF MEMBERS PRESENT:

Superintendent Brian Yearwood, Ed.D.
Kevin Brown, General Counsel
Bernard Baker, Executive Officer of Communications & Community Relations
Dr. Melvin Brown, Executive Officer of Talent
Dr. Rob Fulk, Chief Operations 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

I. Moment of Silence

Chair Shull called the September 01, 2026, Business Meeting of the Board of Education to order at 6:00 p.m.

II. The Pledge of Allegiance

A. Vision Statement

Ms. Lister read the District vision statement.

III. Recognitions and Resolutions

- A. Recognition of JCPS Police Officer Michael Bogan, Jr. for His Exceptional Performance in the Kentucky Department of Criminal Justice Police Academy
- B. Recognition of Two JCPS Students Selected for 2026–2027 Commissioner’s Student Advisory Council
- C. Recognition of the JCPS Finance Division for Its Work in Securing the Certificate of Achievement for Excellence in Financial Reporting
- D. Recognition of Three JCPS Teachers Selected to Participate in the 2026-2027 Innovative Teacher Cohort
- E. Recognition of Greathouse/Shryock Traditional Elementary School for being Named a 2025-2027 National PTA School of Excellence
- F. Recognition of New Principals and Principals with New Assignments

Order #2026-126 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education receive the recognitions for September 1, 2026. The recommendation passed with a motion by Mr. Trevin Bass and a second by Mr. Taylor Everett.

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

IV. Recommendation for Approval of Meeting Agenda

Order #2026-127 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education approve the agenda for September 1, 2026. The recommendation passed with a motion by Mr. Taylor Everett and a second by Ms. Gail Logan Strange.

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

V. Recommendation for Approval of Minutes of Previous Meeting

Order #2026-128 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education approve the minutes of August 11, 2026, and August 24, 2026. The recommendation passed with a motion by Ms. Gail Logan Strange and a second by Ms. Tricia Lister.

Mr. Trevin Bass	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Keith Look	Abstain
Dr. Corrie Shull	Yes

VI. Superintendent's Report

Superintendent Dr. Yearwood welcomed new Board member Dr. Keith Look and noted that with the school year underway, focus has shifted entirely to academics, teaching, and learning. He emphasized that lasting systemic improvement requires a steady three-to-five-year commitment to proven strategies rather than frequent programmatic changes. While building long-term stability takes time, he highlighted that the District would remain accountable by demonstrating progress every year through improved instruction, higher attendance, and earlier interventions. Dr. Yearwood concluded by reiterating the District's dedication to transparency, discipline, and preparing all students for college, career, and life.

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

Alissa Jensen warned that recent District budget cuts and a \$900 monthly pay reduction for long-term substitute teachers are driving essential staff away, worsening classroom vacancies, and negatively impacting student behavior and learning.

Audrey Sharber recounted being physically assaulted by a student to highlight the safety risks and high level of commitment long-term substitutes take on, arguing that recent pay cuts disrespect these essential workers and threaten to leave critical classroom vacancies unfilled.

Kyle Dixon criticized the District's 20-day consecutive work requirement for sub bonuses as rigid and unfair, while announcing that recent pay cuts and lack of support have led him to stop accepting long-term substitute assignments.

Alyssa Charlesworth condemned the recent cuts to substitute teacher incentive pay and questioned District spending priorities, arguing that top administrative salaries are inflated while essential classroom substitutes are underpaid, unappreciated, and subjected to challenging school environments.

Abbigail Dimeler shared that her passion for substitute teaching inspired her to pursue full-time teaching, but expressed deep discouragement over the District's steep cuts to long-term substitute pay, warning that devaluation of these workers ultimately harms students and drives dedicated educators away.

Jefferson County Teachers Association President Maddie Shepard highlighted recent union contract approvals and warned that teacher buying power has fallen nearly 20 percent since 2011 because salary increases failed to keep pace with inflation in 14 of the last 16 school years, urging District leadership to prioritize consistent, above-inflation wage growth to retain qualified educators.

VIII. Action Items

IX. Information Items

A. Acceptance of Human Resources Staffing Update

Executive Officer of Talent Dr. Melvin Brown presented a Human Resources Staffing Update, reporting that District teacher vacancies reached historic lows nationally after dropping 19.8 percent over three weeks to 138 openings as of August 20. He noted that nearly 60 percent of remaining vacancies are concentrated in high-need fields, specifically special education, science, mathematics, and English as a Second Language, with four specific priority schools accounting for 28 of those openings. To address these gaps, Dr. Brown outlined a 90-day stabilization plan centered on deploying district-level support to impacted schools, establishing a single data dashboard for accurate workforce tracking, streamlining HR processes, and setting a goal to reduce overall teacher vacancies below 100 by October 1. Each Board member had an opportunity to comment and ask questions.

Dr. Keith Look inquired about tracking the cost of teacher acquisition based on hiring timelines, noting that earlier hiring in April is less expensive than late hiring in August and suggesting that acquisition data could guide targeted strategies. He also asked whether the cost of in-house coverage for a teacher's absence is paid out of the individual school's budget or covered directly by the District, to which Interim Chief Financial Officer Tom Aberli clarified that the school pays for in-house coverage.

Mr. Bass asked whether the District is comparing its hiring metrics and staffing data against competitive cities and states while developing its talent strategy, to which Dr. Brown confirmed that comparisons are actively tracked.

Mrs. Duncan asked how many job applicants the District received over the summer. Dr. Brown said that he would follow up on that figure. She asked if the District has studied employee retention, emphasizing the need for honest exit interviews. She sought clarification on the role of District sponsors, whom Dr. Brown explained are talent team members assigned to high-need schools to speed up hiring from the applicant pool. She also inquired about using permanent substitutes and asked if new strategies exist to compensate and recruit for high-need areas. Dr. Brown cautioned that stipends do not ensure long-term retention, and stressed the need to partner with universities to recruit teachers early. Finally, she asked if subject area shortages affect all schools equally or just specific locations, to which Dr. Brown confirmed that vacancies vary widely.

Mr. Everett asked about transitioning HR away from paper systems and for confirmation that the District shifted from an associate's to a bachelor's degree requirement for long-term substitutes. He then asked if the vacancy data included classified employees. Dr. Brown noted that he did not have an immediate answer on the substitute requirement, clarified that the data only covered teachers, and stated classified data is currently being compiled. Mr. Everett asked how many central office employees returned to the classroom following budget reductions, to which Superintendent Dr. Yearwood said he would provide follow-up data. Mr. Everett also asked if national recruiting efforts could be expanded, whether long-term substitutes were

counted within the reported teacher vacancies, and if the District is concerned about potential upcoming retirements. Dr. Brown supported expanding recruiting within budget limits, and clarified that the report listed pure openings without daily sub counts. Finally, Mr. Everett asked how the Board could best support HR, and Dr. Brown encouraged Board members to promote positive District stories and build community partnerships.

Ms. Logan Strange asked for clarification on whether the District previously conducted exit interviews, to which Dr. Brown confirmed they did, though he was unsure how that data was previously utilized. She asked if the drop in vacancies from 172 in July to 138 in August was due to active recruitment or candidates simply progressing through the hiring queue, which Dr. Brown attributed to a combination of both. She sought details on targeted plans to fill openings at hard-to-staff schools, and Dr. Brown explained that designated HR staff will conduct targeted recruitment. Additionally, Ms. Logan Strange asked if the District considers helping current substitute teachers transition into permanent teaching roles, which Dr. Brown confirmed is an area the District plans to expand. Finally, she asked whether compensation benchmarking for classified staff was complete or ongoing, and Dr. Brown clarified that the benchmarking process is currently underway.

Order #2026-129 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education receive a Human Resources Staffing Update. The recommendation passed with a motion by Ms. Gail Logan Strange and a second by Mrs. Linda Duncan.

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

X. 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 – Accountability, Research, & Systems Improvement

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

E. Recommendation for Approval of Bid and Revised BG-1 Form for Athletic Stadium Renovation at Valley High School

F. Recommendation for Approval of Contract Completion and BG-4 Form for Phase I HVAC Renovation at Fairdale High School

G. Recommendation for Approval of Construction Change Orders

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

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

J. Acceptance of Summary of Professional Services Contracts

K. 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**

L. Acceptance of Monthly Financial Report for Period Ended July 31, 2026

M. Acceptance of Donations, Grants, and Funding

- 1. Acceptance of Donations and Small Grants**
- 2. Acceptance of Donation from Crimson Mission, Inc.**
- 3. Acceptance of Jewish Heritage Fund Grant**
- 4. Acceptance of Donation from Jeffersontown Alumni Association**

N. Recommendation for Approval of Agreements

- 1. Recommendation for Approval of Data Privacy Agreement with Arbiter Sports LLC**
 - 2. Recommendation for Approval of District Assurance Certification Form for the Cabinet for Health and Family Services**
 - 3. Recommendation for Approval of Alternative Transportation Solutions Agreement with EverDriven Technologies, LLC**
 - 4. Recommendation for Approval of Data Privacy Agreement with Jostens, Inc.**
 - 5. Recommendation for Approval of Memorandum of Agreement with National Career Academy Coalition**
 - 6. Recommendation for Approval of Agreement with New Cingular Wireless PCS, LLC dba AT&T**
 - 7. Recommendation for Approval of Agreement with New Cingular Wireless PCS, LLC dba AT&T**
 - 8. Recommendation for Approval of Data Privacy Agreement with The NROC Project - EdReady**
 - 9. Recommendation for Approval of Memorandum of Agreement with SHINEarts Inc.**
 - 10. Notification of Approval of Amendment to Sale and Purchase Agreement for the Sale of Real Property at King Elementary School**
 - 11. Recommendation for Approval of Memorandum of Agreement with Ohio Valley Educational Cooperative Head Start Program**
 - 12. Recommendation for Approval of Memorandum of Agreement with the Spalding University as Part of the Wallace Foundation Equity-Centered Pipeline Initiative**
 - 13. Recommendation for Approval of Amendment to Lease Agreement with Boys and Girls Club of Kentuckiana**
 - 14. Recommendation for Approval of Memorandum of Agreement with the Jefferson County Teachers Association to amend language in the JCBE/JCTA Agreement (2018-2028)**
 - 15. Recommendation for Approval of Memorandum of Agreement with the Teamsters Local 783 to Update the JCBE/Teamsters Local 783 Agreement (2024-2029) to Amend Language in Article 11 - Leaves of Absence.**
 - 16. Recommendation for Approval of Data Privacy Agreement with Discovery Education Inc.**
 - 17. Recommendation for Approval of Data Sharing/Use Agreement with Family and Children's Place, Inc.**
 - 18. Recommendation for Approval of Memorandum of Agreement with Bluegrass Community & Technical College for Dual Credit**
 - 19. Recommendation for Approval of Amended Lease Agreement and Sublease Agreement with Yum! Brands**
- O. Acceptance of Report on the Required KY Administrative Regulation Board Notification of Data Security**
- P. Recommendation for Approval of Updated 2026-27 Salary Schedules**
- Q. Recommendation for Approval of Updated School Fees for 2026 - 2027**

R. Tax Rate Proposal for Fiscal Year 2026-27

S. Recommendation for Approval of Shortened School Days for Two Exceptional Child Education Students

Order #2026-130 - Motion Passed: Superintendent Brian Yearwood recommends the Board of Education approve the Consent Calendar for September 1, 2026. The recommendation passed with a motion by Mr. Trevin Bass and a second by Mr. Taylor Everett.

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

XI. Board Planning Calendar

Order #2026-131 - 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 Mr. Taylor Everett.

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

XII. Committee Reports

Ms. Logan Strange noted that Metro Councilman Markus Winkler had previously presented a recommendation regarding the partnership between Metro Government and JCPS for well-lit school bus stops, and she requested an update on the status of that initiative. Chief Operations Officer Rob Fulk provided a very brief update. Mr. Bass inquired about potential partnerships with local businesses.

Mr. Everett noted the recent opening of the auditorium at Barret Traditional Middle School and asked whether the District plans to execute similar renovation projects and facility partnerships with churches or local organizations at other schools. Dr. Fulk confirmed that there are a few small projects underway.

Mrs. Duncan highlighted recent community growth and observed that school buildings in certain areas are becoming full, asking whether the District has evaluated building additions to accommodate the growing neighborhoods. Dr. Fulk explained that while facility additions are included in the District plan, capital funds are limited and prioritized for new construction and major HVAC overhauls, rarely leaving sufficient funding for additions.

XIII. Board Reports

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

XV. Executive Session (If Necessary)

XVI. Action Item (If Necessary)

XVII. Adjournment

The September 1, 2026, meeting adjourned at 7:19 p.m.

Order #2026-132 - Motion Passed: A motion to adjourn the September 1, 2026, meeting of the Jefferson County Board of Education at 7:19 p.m. passed with a motion by Mr. Trevin Bass and a second by Mr. Taylor Everett.

Mr. Trevin Bass	Yes
Mrs. Linda Duncan	Yes
Mr. Taylor Everett	Yes
Ms. Tricia Lister	Yes
Ms. Gail Logan Strange	Yes
Dr. Keith Look	Yes
Dr. Corrie Shull	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**