



# **JEFFERSON COUNTY BOARD OF EDUCATION**

## **Minutes of Regular Business Meeting of March 10, 2026**

Regular Business Meeting of the Jefferson County Board of Education held at VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Tuesday, March 10, 2026.

### **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.  
Kevin Brown, General Counsel  
Carolyn Callahan, Chief of Communications and Community Relations  
Kim Chevalier, Chief of Exceptional Child Education  
Dr. Rob Fulk, Chief Operations Officer  
Cynthia Grohmann, Chief of Human Resources  
Edward D. Muns, Chief Financial Officer  
May Porter, Director of Internal Audit

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 March 10, 2026, Regular Business Meeting of the Board of Education to order at 6 p.m.

#### **I. Moment of Silence**

#### **II. The Pledge of Allegiance**

##### **A. Vision Statement**

Ms. Logan Strange read the Vision Statement.

### III. Recognitions and Resolutions

- A. Recognition of JCPS Police Officer Bruce Turner for Helping During an Apartment Fire
- B. Recognition of duPont Manual Student Mihira Tangeloju for Being a YoungArts Competition Winner
- C. Recognition of All 27 Early Childhood Locations Earning Family Friendly Certification
- D. Recognition of Brown In-School Security Monitor Josh Luttrell for Jumping into Action and Saving a Student from Choking
- E. Recognition of Louisville Male High School Boys' Basketball for Winning the King of the Bluegrass Holiday Classic for the First Time Since 2007
- F. Recognition of duPont Manual High School's Dance Team, The Dazzlers, for Winning Its Seventh Consecutive State Championship
- G. Recognition of duPont Manual Senior Trisha Paily for Being Selected as the Distinguished Young Woman of Kentucky
- H. Recognition of the J. Graham Brown School for Being Named a 2026 Magnet School of Distinction
- I. Recognition of Echo Trail Middle School and duPont Manual High School as Winners of the 2025-26 NASA TechRise Student Challenge
- J. Recognition of Pleasure Ridge Park High School, J. Graham Brown School, and Ballard High School's Student Magazines for Earning National Recognition
- K. Recognition of 20 JCPS Educators Who Earned National Board Certification in 2025

**Order #2026-32 - Motion Passed:** Superintendent Brian Yearwood recommends the Board of Education approve the recognitions for March 10, 2026. The recommendation passed with a motion by Mr. James Craig 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. Recommendation for Approval of Meeting Agenda

**Order #2026-33 - Motion Passed:** Superintendent Brian Yearwood recommends the Board of Education approve the agenda for March 10, 2026. The recommendation passed with a motion by Mr. Taylor Everett 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

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

**Order #2026-34 - Motion Passed:** Superintendent Brian Yearwood recommends the Board of Education approve the Minutes of February 10, 13, and 27, 2026, passed with a motion by Mr. Trevin Bass and a second by Ms. Gail Logan Strange.

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

## VI. Superintendent's Report

Superintendent Dr. Yearwood provided an update on the District's financial stabilization plan, noting that the recent passage of the budget marks a key milestone in restoring fiscal stability. He highlighted ongoing efforts to rebuild community trust through outreach and emphasized that while the District faces difficult systemic budget decisions, the priority remains aligning resources to support student success. Dr. Yearwood concluded by celebrating recent student achievements in academics, arts, and athletics, and thanked staff for their dedication during this period of transition.

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

Nikao Milligan, a local educator and student, urged the Board to reassess the District's investment in personal student devices by citing research on chronic off-task behavior, global concerns regarding educational harm, and the alarming accessibility of inappropriate content on school-issued technology.

Maddie Shepard, president of the Jefferson County Teachers Association, thanked the Board and Dr. Yearwood for listening to educator concerns and revising proposals that would have otherwise led to contractual wage violations and increased burdens on classroom teachers.

Dr. Lisa Willner, a state representative and psychologist, urged the Board to reconsider proposed cuts to school psychological services, warning that further reducing a staff already stretched to a 1:2,000 student ratio would jeopardize federal special education funding and the District's ability to legally evaluate and serve students with disabilities.

School psychologist Bradley Wooten argued that maintaining discipline-specific leadership is essential for professional integrity and student outcomes, warning that placing psychologists under supervisors without specialized training would lead to non-compliance and a decline in the quality of care for vulnerable students.

Melissa Pascua, a veteran Jcps school psychologist, warned that cutting 13 contract days and eliminating the lead psychologist position would create a "serious risk" of legal non-compliance, loss of federal funding, and the mass departure of staff who are already managing double the recommended student caseloads.

Dr. Darren Farber, a pediatric neurologist, urged the Board to reconsider cuts to school psychological services, emphasizing that schools are often the only timely pathway for diagnosing developmental disorders and that reducing psychologist capacity creates a severe equity crisis for vulnerable families who cannot access the strained medical system.

Retired school psychologist Amy McClain testified that the proposal to cut contract days and eliminate specialized supervision is "unfair and absurd," citing her own early retirement due to deteriorating working conditions and warning that these further reductions will make it impossible for remaining staff to meet federal mandates for the District's most vulnerable students.

Kim Vinegar, a retired JCPS special education administrator, warned that reducing psychologist workdays and eliminating their lead leadership would transform a "budget savings" into a long-term cost by compromising the District's "ethical and clinical gatekeeper" and shifting the burden of crisis response onto already overextended teachers.

Dr. Collin Davidson, president-elect of the Kentucky Psychological Association, emphasized that school-based evaluations are the only timely resource for local families facing 12-month clinical waitlists, warning that reducing psychologist capacity will effectively deny essential services to students who cannot afford private assessments.

Christie Mudd, a 15-year JCPS educator and community advocate, called for greater transparency and human-centered communication regarding budget cuts, emphasizing that these decisions eliminate trusted mentors—not just positions—and disproportionately burden those furthest from the decision-making process.

Crystal Wiley argued that King Elementary is being penalized for its success, pointing out that the District is using the high "cost per student"—a figure driven by the very resources that doubled test scores and improved school culture—as the sole justification for closing a school that otherwise meets enrollment and facility standards.

Tara Johnson, utilizing a medical analogy, argued that King Elementary functions as an "educational ICU" where a higher cost-per-student ratio is a necessary investment for intensive care that has doubled academic growth and halved behavioral referrals, warning that closing the school is equivalent to dismantling a life-saving medical unit.

Sue Foster, a retired union president and JCPS employee, informed the Board that she has filed a formal complaint with the Kentucky Office of Education Accountability, arguing that eliminating school bookkeepers is not just a budget cut but a violation of the state's "Red Book" regulations which legally mandate these roles for financial oversight and segregation of duties.

Chris Harmer, chair of the Alliance to Reclaim Our Schools, urged the District to defer non-essential expenditures like turf upgrades and "unreviewable" JROTC programs (noting a 54% dropout rate) to preserve the vital student-facing staff and mental health supports added during the pandemic.

Beth Harrold, a JCPS elementary school bookkeeper and parent, testified that her role is a legally mandated "safety net" for the District, detailing her daily responsibility for joint cash counting, pre-numbered receipting, and inventory management required by the Kentucky "Red Book" to prevent financial mismanagement.

Nicole Humphrey, president of AFSCME Local 4011, condemned the proposed elimination of 188 classified positions—including 61 elementary bookkeepers—calling it a "despicable" choice to protect the District's highest-paid employees while sacrificing the livelihoods and retirements of the lowest-paid, hardest-working staff.

Erin Hogan, a JCPs early childhood educator, emphasized the deep personal connections bookkeepers build with students and warned that the plan to have one person cover five or six schools is a logistical impossibility that will inevitably lead to non-compliance and a lack of essential classroom supplies.

Alisa Neff, a 15-year JCPs veteran with an associate degree and multiple state credentials, shared that despite her "non-essential" title of library clerk and lunchroom assistant, she provides critical academic intervention and behavior management that has directly resulted in significant student growth and successful classroom environments.

Johanna Anderson, a school secretary, argued that replacing 61 bookkeepers with a smaller pool of 22 higher-paid technicians is a logistical failure that will force overloaded teachers and secretaries to absorb complex financial duties, ultimately compromising student services, community fundraising, and school safety.

Wanda Lee challenged the closure of King Elementary by highlighting that the District is misusing "Facility Profile Index" (FPI) data—which the FBI itself labels as a mere starting point—while ignoring that King's 70% enrollment is actually higher than neighboring schools and its academic "return on investment" has resulted in doubled test scores.

Lisa Goldsmith, an 18-year JCPs veteran and high school records clerk, challenged the District's decision to overstaff and eliminate classified roles for a mere 2% budget savings, arguing that these positions serve as the essential "face and backbone" of schools by managing everything from legal enrollments and transcripts to front-line safety and crisis support.

## **VIII. Action Items**

### **A. Recommendation for Approval of a Resolution Regarding a Collaboration to Study the Safety and Placement of School Bus Stops in Relation to Street Lighting**

Mr. Craig and Metro Councilman Markus Winkler introduced a resolution establishing a three-part partnership between the District, Louisville Metro Government, and LG&E to ensure all school bus stops are adequately lit by August 2026. The initiative involves prioritizing repairs for existing lights, evaluating the feasibility of moving stops to currently lit areas, and installing new lighting where necessary. The resolution aims to enhance student safety during early morning and late afternoon transit and follows a similar bipartisan commitment from the Metro Council.

**Order #2026-35 - Motion Passed:** Superintendent Brian Yearwood recommends the Board of Education approve a resolution regarding a collaboration between Jefferson County Public Schools, Louisville Gas & Electric, and Louisville Metro Government to study the safety and placement of school bus stops in relation to street lighting in the Louisville Metro Area. The recommendation passed with a motion by Mr. Trevin Bass 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

## **IX. Information Items**

### **A. Acceptance of the Plante Moran Board Requested Fiscal Administration and Budget Shortfall Assessment**

Matthew Bohden (Partner), Caroline Main (Senior Audit Manager), and Briana Solorio (Audit Manager) of Plante Moran presented the results of an independent assessment of the District's fiscal administration and budgeting practices. The presentation clarified that the work was structured as an internal audit rather than a financial statement audit, with the goal of identifying root causes of the budget shortfall and evaluating governance practices. The assessment aimed to provide recommendations for strengthening long-term financial stability, transparency, and fiscal discipline. Each Board member had an opportunity to ask questions.

Mr. Craig thanked Plante Moran for their timely work and requested a report from Mr. Everett, the Board's representative on the Audit and Risk Management Advisory Committee (ARMAC). Mr. Everett reported that ARMAC concurred with the audit findings, specifically citing the lack of multi-year projections, inadequate budget policies, and insufficient communication between the Cabinet and Board leadership as root causes of budget concerns. He also noted additional concerns regarding procurement deficiencies and a lack of return on investment (ROI) data for District initiatives.

Mr. Craig emphasized the need for a cultural shift to prioritize ARMAC's input and requested regular engagement between the committee and the full Board to mitigate future risks. He concluded by asking the presenters for a realistic timeframe for a District of this size to implement all the recommended fiscal improvements.

Mr. Bass questioned how the Board can effectively hold itself and the District accountable given that members are not involved in day-to-day operations. He requested specific recommendations on how the Board can maintain proper oversight while remaining removed from daily administrative functions.

Mrs. Duncan proposed the development of several new Board policies aimed at strengthening long-term fiscal oversight and preventing future budget shortfalls. She recommended creating policies for long-term planning to sustain essential technology, such as Chromebooks, and suggested defining clear authority for the Chief Financial Officer to alert the Superintendent and halt spending if the District exceeds its financial means. Additionally, she spoke regarding the need for "end-of-year impact studies" to evaluate whether expenditures and new positions are achieving intended outcomes and to assess their long-term budgetary effects. Mrs. Duncan also expressed interest in exploring policies related to zero-based budgeting and the alignment of District goals with actual costs, as well as the potential creation of an Organizational Chart Review Committee to vet recommendations for changes to the District's staff structure. She concluded by emphasizing that the Board must set aside dedicated time to translate the audit recommendations into

formal policies that allow for regular governance check-ins to ensure the District does not encounter a similar fiscal situation in the future.

Mr. Everett addressed a question to Chief Financial Officer (CFO) Eddie Muns, inquiring whether the District had ever conducted this specific type of fiscal administration and budget shortfall assessment in the past. Mr. Muns responded that the District had not previously performed such an audit.

Ms. Lister commended the report, noting it was the most informative presentation she had received during her tenure on the Board. She expressed that as a new member, it had previously been difficult to establish transparency and understand the District's various operational components as a coherent system. As the Chair of the Policy Committee, Ms. Lister stated her intent to bring the audit recommendations to the committee to develop a firm policy basis for District operations. She emphasized that while these policies must be aligned with actual practices, establishing a strong regulatory foundation is a necessary starting point for ensuring future accountability.

Ms. Logan Strange agreed and commended the report and noted that many of the recommendations reflected practices that the District should have already had in place. She specifically inquired about the possibility of creating a policy that would empower the CFO to report inaccuracies or financial discrepancies directly to ARMAC. She emphasized that such a policy should include protections to ensure the CFO could communicate these concerns without the fear of retaliation.

Superintendent Dr. Yearwood reported that the District has already initiated action in three specific areas following the review of the forensic and previous audits. First, the District is moving forward with the RFP process to secure an external firm for professional support. Second, leadership has begun internal discussions and consultations with ARMAC to outline the specific steps required to address the audit findings. Third, the District is tightening internal systems, specifically regarding budget oversight across departments and schools, to ensure greater consistency and transparency. Dr. Yearwood acknowledged that while this work has started, significant effort is required to achieve true systemic change in financial reporting. He concluded by noting that the District may require additional assistance to fully implement the extensive recommendations provided in the report.

Dr. Shull expressed that the audit results provided a strong foundation for restoring the District to a healthy financial standing and thanked the presenters for their work. He noted the critical roles of Ms. Lister and Mrs. Duncan in policy development, as well as Mr. Everett's role in strengthening the Board's relationship with ARMAC. To move from the assessment phase to implementation, Dr. Shull moved that the Board of Education direct the Superintendent to procure, via Request for Proposal (RFP), a qualified professional consulting firm to advise the District on remedying the deficiencies identified in the recent financial and budgeting process audits. The motion passed unanimously.

**Order #2026-36 - Motion Passed:** A motion that the Board of Education direct Dr. Yearwood to procure via Request for Proposal (RFP) a qualified professional consulting firm to advise the District on remedying the deficiencies found in the recent financial and budgeting process audits passed with a motion by Dr. Corrie Shull 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

**B. Acceptance of the School-Based Cell Phone Policy Implementation Review (Mid-Year) Report**

May Porter, Director of Internal Audit, presented the Mid-Year Cell Phone Policy Implementation Review. The report focused on whether key procedural requirements and implementation expectations established by the Board and administration had been followed across schools, including policy adoption, communication, and required approvals. Each Board member had an opportunity to comment and ask questions.

Ms. Lister sought clarification on the methods used by schools to store student cell phones, asking if the most common practice was simply the expectation that devices remain "out of sight." She expressed concern that if students are only being told to keep phones hidden, the current implementation would lack fidelity and mirror previous unsuccessful practices.

Mr. Everett inquired about the timeline for potential adjustments to the cell phone policy, noting anecdotal reports of students finding ways to bypass the rules as the end of the school year approaches. He asked whether the District intended to implement any immediate corrective actions to address these challenges or if all modifications would be deferred until after the year-end report is reviewed.

Mrs. Duncan inquired about the consistency of consequences across schools, specifically asking if there was a uniform approach to handling policy violations. She also questioned why the compliance rate for the "all-day ban" was reported at 90 percent rather than 100 percent, noting that as a Board directive, full compliance should be expected. Additionally, Mrs. Duncan expressed interest in seeing future data regarding the policy's impact on student well-being. She concluded by emphasizing the importance of tracking these outcomes to demonstrate how the policy is improving the environment for students.

Mr. Bass inquired about the District's plan for addressing schools that are not in compliance with the policy.

Chair Shull inquired whether there is any evidence to suggest that the cell phone ban is leading to a decrease in instances of violence or general misconduct within school buildings and hallways. He specifically sought to understand the impact of the policy on student behavior and the overall safety of the school environment.

**Order #2026-37 - Motion Passed:** Superintendent Brian Yearwood recommends the Board of Education receive the School-Based Cell Phone Policy Implementation Review (Mid-Year) Report. The recommendation passed with a motion by Ms. Tricia Lister 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

## **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 – Academics**

**2. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Administration**

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

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

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

**1. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Career and Technical Education Lab Renovation at Jeffersontown High School**

**2. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and BG-1 Form for Partial Roof Replacement at Alex R. Kennedy Elementary School**

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

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

**2. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Coral Ridge Elementary School**

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

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

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

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

**7. Recommendation for Approval of Bid and Revised BG-1 Form for Lift Station Replacement at Marion C. Moore School**

**8. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Norton Elementary School**

**9. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Price Elementary School**

**10. Recommendation for Approval of Bid and Revised BG-1 Form for Operable Partition Replacement at Various Schools**

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

### **G. Recommendation for Approval of Revised BG-1 Form for Athletic Stadium Renovation at duPont Manual High School**

### **H. Recommendation for Approval of Reassignment of Architect/Engineer for Secure Vestibule at Fern Creek Elementary School**

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

- J. Recommendation for Approval of BG-1 Forms to Dispose of the Real Property and Declare the Real Property as Surplus to the Educational Program Needs of the District**
  - 1. Recommendation for Approval of BG-1 Form to Dispose of the Real Property and Declare the Real Property as Surplus to the Educational Program Needs of the District at King Elementary School**
  - 2. Recommendation for Approval of BG-1 Form to Dispose of the Real Property and Declare the Real Property as Surplus to the Educational Program Needs of the District at Roosevelt-Perry Elementary School**
- K. Notification of Utility Easement at Seneca High School**
- L. Recommendation for Approval of Bid Tabulations, Contract Renewals, and Amendments**
- M. Recommendation for Approval of Professional Services Contracts of \$20,000 or More**
- N. Acceptance of Summary of Professional Services Contracts**
- O. 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**
- P. Acceptance of Monthly Financial Report for Period Ended January 31, 2026**
- Q. Acceptance of Donations, Grants, and Funding**
  - 1. Acceptance of Small Grants and Donations**
  - 2. Recommendation for Approval of Memorandum of Agreement with the Kentucky Department of Education and Acceptance of Grant Funds**
  - 3. Acceptance of Funding from the Jefferson County Public Education Foundation**
- R. Recommendation for Approval of Agreements**
  - 1. Recommendation for Approval of Memorandum of Agreement with the National Career Academy Coalition**
  - 2. Recommendation for Approval of the Data Privacy Agreement with Solid Professor**
  - 3. Recommendation for Approval of Agreement with Stryder Corp. dba Handshake**
  - 4. Recommendation for Approval of Student Teacher Agreement with the Western Governors University**
  - 5. Recommendation for Approval of Memorandum of Agreement with the University of Louisville**
  - ~~**6. WITHDRAWN: Recommendation for Approval of a Memorandum of Agreement between the Jefferson County Board of Education (JCBE) and the Jefferson County Teachers Association (JCTA)**~~
  - 7. Recommendation for Approval of a Memorandum of Agreement between the Jefferson County Board of Education (JCBE) and the Jefferson County Association of Educational Support Personnel/American Federation of State, County, and Municipal Employees on behalf of Local 4011**
  - 8. Recommendation for Approval of an Amendment to the Data Privacy Agreement with Heartland School Solutions**
- S. Recommendation for Approval of Resolution for Workers Compensation Self-Insured Program**
- T. Recommendation for Approval of Payment of Out-of-District Expenses for Board Member**
- U. Recommendation for Approval of Comprehensive School Improvement Plans of TSI Schools and Review of Gap Goals**
- V. Recommendation for Approval of the 2026 High School Graduation Schedule**
- W. Recommendation for Approval of Shortened School Day for One Exceptional Child Education Student**

Two Consent Agenda items were pulled down for separate votes.

- X.C.3 Approval of Organizational Charts and/or Job Descriptions – Exceptional Child Education
- X.R.7 Memorandum of Agreement between the Jefferson County Board of Education (JCBE) and the Jefferson County Association of Educational Support Personnel/American Federation of State, County, and Municipal Employees on behalf of Local 4011

**Order #2026-38 - Motion Passed:** A motion that the Board of Education approve the Consent Calendar minus:

*X.C.3 Approval of Organizational Charts and/or Job Descriptions – Exceptional Child Education, and X.R.7 Memorandum of Agreement between the Jefferson County Board of Education (JCBE) and the Jefferson County Association of Educational Support Personnel/American Federation of State, County, and Municipal Employees on behalf of Local 4011; passed with a motion by Mrs. Linda Duncan 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

### **X.C.3 Approval of Organizational Charts and/or Job Descriptions – Exceptional Child Education**

Ms. Lister expressed her opposition to approving the ECE organizational charts as currently presented. She noted that a leadership transition is underway and stated that she would prefer to wait for input from the incoming Chief before moving forward with structural changes to the department.

Chief of Exceptional Child Education, Kim Chevalier, provided a detailed defense of the proposed changes, framing the decision as a necessary shift from "calendars to classrooms." She reported that the ECE student population is growing exponentially, requiring an additional \$3 million to fund basic needs such as teachers, instructional assistants, and mandated services. Ms. Chevalier clarified that the proposed reduction in calendar days for certain positions (including Occupational Therapists, Physical Therapists, and Psychologists) was designed to eliminate "empty time" that does not produce direct student services.

Furthermore, Ms. Chevalier addressed the high vacancy rate within the District, noting that it is no longer responsible to keep 72 implementation coaches—who are certified teachers—out of classrooms when students urgently need them. She emphasized that she was following the Board's directive to reduce her budget and argued that the proposal prioritizes direct student investment over "unused calendar days" and "old habits." She concluded by stating that while she would prefer to retain all staff and days, the current fiscal environment, and the need for 25 additional classrooms for students with Moderate to Severe Disabilities (MSD) require these difficult administrative adjustments.

Following Ms. Chevalier's statement, the Board deliberated on the implications of postponing the vote, specifically examining how a delay would impact staffing and the District's budget timelines. Ms. Chevalier also provided a brief clarification regarding the revisions made to the proposal earlier that day.

Ms. Lister reiterated her position that the Board should postpone the decision, despite her appreciation for the information shared by Ms. Chevalier.

Mr. Everett questioned the benchmarking and data used for the proposal, specifically asking which districts were used for comparison. He expressed concern regarding the level of direct engagement with affected staff and whether the plan would be sustainable for daily operations. Additionally, he voiced reservations about the equity of the reductions, questioning why central office supervisors were not sharing the "burden" of reduced days alongside school-based staff. Mr. Everett also highlighted the District's high student-to-psychologist ratios and potential impacts on competitive pay, concluding with a concern that non-union employees appeared more vulnerable to these contract changes.

Mr. Craig stated that he could not support the proposed organizational chart changes. He cited concerns regarding the District's process for managing such transitions, specifically referencing the Plant Moran study which highlighted a lack of formal, cross-functional processes for reviewing and approving organizational changes. Mr. Craig concluded by saying he remains uncomfortable with the current procedural approach given the magnitude of the changes during a fiscal crisis.

Ms. Logan Strange requested background information regarding the historical justification for 200-plus-day contracts, questioning how those schedules were established given that students are only in session for 187 days. She specifically sought clarification on the work performed during the days when students are not in school. Furthermore, she expressed a strong objection to the idea of placing a "hold" on specific employee groups while moving forward with reductions for others. Ms. Logan Strange concluded by stating that, in good conscience, she could not agree to a fragmented approach and believed the decision should be applied to all affected groups or none at all.

Chair Shull emphasized the urgency of the situation. He expressed concern over the current stalemate and asked the Board for specific solutions to move the proposal forward, stating that the District could no longer afford to delay the decision.

In response, Board members identified the following requirements for a path forward:

Mr. Everett reiterated that for the proposal to be acceptable, central office supervisors must share the burden alongside school-based staff. He expressed concern that the proposed reductions might lead to a loss of essential personnel to surrounding districts, exacerbating the current staffing shortage and potentially impacting the District's ability to meet federal mandates.

Ms. Logan Strange added that her primary focus was ensuring that any finalized plan remains in full legal compliance with state and federal regulations.

Mrs. Duncan expressed concern that the Board was overstepping its role by questioning the technical expertise of the Chief and the Superintendent's recommendations. She emphasized the urgency of the date for the transfer window, arguing that further delay would unfairly leave staff in limbo regarding their future positions and contract terms. She urged immediate approval to maintain operational stability and provide staff with necessary clarity.

Mr. Craig countered that the Board's duty is to "stress-test" recommendations rather than act as a "rubber stamp" for the administration. While acknowledging the Chief's expertise, he argued that the process was fundamentally flawed due to a lack of early stakeholder engagement and last-minute changes. He concluded that the recommendation failed to meet the necessary standards for transparency and collaborative planning.

Cynthia Grohmann, Chief of Human Resources, outlined options for the Board: sustaining the current organizational structure without budget reductions until July, presenting a revised chart that attempts to balance the Board's feedback regarding leadership and contract days, or proceeding with the current proposal. She cautioned that waiting for a new ECE leader would cause significant delays, as that individual would lack the historical context of the District's corrective action plans and would need months to meet with stakeholders before making informed decisions.

Defending the work of the District's Chiefs, Ms. Grohmann emphasized that the proposed changes were not made lightly. She noted that leadership teams had spent extensive time brainstorming and consulting with unions to find solutions during a difficult fiscal crisis involving potential layoffs. She clarified that the administration does not expect a "rubber stamp" and welcomes questions that improve their work, but stressed that the current recommendations are based on deep operational knowledge. Finally, she noted that recent "last-minute" changes were actually good-faith reactions to the Board's own feedback and concerns.

Mr. Bass advocated for moving forward with the proposal, stating his preference to trust the expertise of District leadership.

**Order #2026-39 - Motion Failed:** A motion that the Board of Education approve consent item X.C.3 *Approval of Organizational Charts and/or Job Descriptions – Exceptional Child Education*, failed with a motion by Mrs. Linda Duncan and a second by Mr. Trevin Bass.

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

Following the failed vote, Chair Shull noted that because the Superintendent's proposal had been defeated, the Board needed to provide formal direction regarding the next steps for the ECE Organizational Chart to ensure clarity.

Mr. Craig introduced a motion directing the Superintendent to return to the bargaining table with all affected stakeholder groups, regardless of their union representation. He emphasized that any future recommendation should be developed collaboratively rather than through a "top-down approach." Under the motion, the Superintendent would be encouraged to build support for the new proposal and present it to the Board at a later meeting.

**Order #2026-40 - Motion Passed:** A motion that the Board of Education direct the superintendent to return to the bargaining table with all affected stakeholder groups and craft a new recommendation that can carry support with the Board of Education passed with a motion by Mr. James Craig and a second by Ms. Gail Logan Strange.

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

## **XI. Board Planning Calendar**

**Order #2026-41 - 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. James Craig 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

**Order #2026-42 - Motion Passed:** A motion that the Board of Education approve consent item *X.R.7 Memorandum of Agreement between the Jefferson County Board of Education and the Jefferson County Association of Educational Support Personnel/American Federation of State, County, and Municipal Employees on behalf of Local 4011*, 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

**XII. Committee Reports**

There were no reports.

**XIII. Board Reports**

There were no reports.

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

**XV. Executive Session (If Necessary)**

**XVI. Action Item (If Necessary)**

**XVII. Adjournment**

The March 10, 2026, meeting adjourned at 9:27 p.m.

**Order #2026-43 - Motion Passed:** A motion to adjourn the March 10, 2026, meeting of the Board of Education at 9:27 p.m. passed with a motion by Mrs. Linda Duncan 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

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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**