



**JEFFERSON COUNTY BOARD OF EDUCATION**  
**Minutes of the Regular Meeting of October 27, 2014**

**REGULAR** meeting of the Jefferson County Board of Education held at the VanHoose Education Center, 3332 Newburg Road, Louisville, Kentucky, on Monday, October 27, 2014, at 7 p.m.

**BOARD MEMBERS PRESENT**

Chairwoman Diane Porter  
Mr. Chris Brady  
Mrs. Carol Ann Haddad  
Mrs. Debbie Wesslund

Vice-Chairman David A. Jones, Jr.  
Mrs. Linda Duncan  
Mr. Chuck Haddaway

**STAFF MEMBERS PRESENT**

Superintendent Donna M. Hargens, Ed.D.  
Rosemary Miller, General Counsel  
Kathy Smith, Assistant Secretary to the Board

**WORK SESSIONS**

Board members held a work session at 4 p.m. to discuss policy positions on issues that are important to providing the district with the tools it needs to improve the academic achievement of students and are likely to be addressed during the 2015 session.

A work session was held at 4:45 p.m. with the Educator Quality Oversight Committee (EQOC) to discuss the Professional Growth and Effectiveness System (PGES) Certified Evaluation Plan (CEP). EQOC members Tiffeny Armour and Alan Young gave an overview of the major components of the CEP and answered questions regarding the PGES implementation thus far.

**REGULAR MEETING**

Chairwoman Porter called the October 27, 2014, regular meeting to order at 7 p.m. with a traditional moment of silence followed by the Pledge of Allegiance and the Vision Statement read by Mr. Chuck Haddaway.

**III. Approval of Minutes of Previous Meeting**

**Order #2014-159 - Motion Passed:** Superintendent Donna Hargens recommends that the Board of Education approve the minutes of the October 13, 2014, regular meeting. The recommendation passed with a motion by Mr. Chuck Haddaway and a second by Mrs. Carol Ann Haddad.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

#### IV. Recognitions and Resolutions

- A. Recognition of the District's National Merit Scholarship Program Semifinalists and National Achievement Scholarship Program Semifinalists
- B. Recognition of Stopher Elementary School

**Order #2014-160 - Motion Passed:** Superintendent Donna Hargens recommends that the Board of Education receive the recognitions and resolutions for October 27, 2014. The recommendation passed with a motion by Mr. Chris Brady and a second by Mrs. Carol Ann Haddad.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

#### Superintendent's Report

"Chairwoman Diane Porter, members of the Board; it is my pleasure to call your attention to a few items of special interest.

Congratulations to Charlese Matthews, a Western High School senior, who was selected to serve on Commissioner Terry Holliday's 2014-15 Next-Generation Student Advisory Council, a group that provides input to the Commissioner. The group will meet with the Commissioner and the Kentucky Department of Education staff to discuss how decisions made at the state level affect public school students and will also provide feedback on critical issues that impact Kentucky public schools.

And, of course, congratulations to Sarah Reed, third-grade teacher at Field Elementary School, who was chosen as this year's Kentucky Teacher of the Year. Ms. Reed will now represent Kentucky in the 2015 National Teacher of the Year competition. And we will have her at another Board meeting, but we wanted certainly to recognize Ms. Reed. And when she sent me an e-mail, I asked her if I could share the quote. It's called *More*.

## **MORE**

*The more you read,  
The more you know.  
The more you know,  
The smarter you grow.  
The smarter you grow,  
The stronger your voice.  
When speaking your mind or making your choice.*

So, what a great selection, and we're so proud of Sarah.

I had promised that I would bring back improvements we have made based on the audit review:

- Finding 18 said that JCPS lacks a comprehensive and centralized manual of procedures to ensure that they are current and consistent with Board approved policies. The District's online Board policy manual will include procedures connected to the related policy, where applicable.
- In Finding 26, it was found that Internal Audit has not prepared an audit plan or implemented a risk-based audit approach. The audit plan was submitted to the Board in the October 10 Friday update.
- One of the other findings was 39—it was found that JCPS implemented a weak, inadequate password policy for Active Directory, MUNIS, and the Time & Attendance and failed to ensure staff compliance. So, we can report to the Board that a phased approach of a password change procedure is currently being implemented for staff. A document procedure has been created and will reside in the centralize manual of procedures. Additionally, this procedure is automated throughout Active Directory.

So, as I promised, in every Superintendent's Report, I will report at least three things that we've already completed.

At the work session, I want to thank the EQOC members—the Educator Quality Oversight Committee—and all the work they've done in presenting a draft Certified Evaluation Plan. So, the teachers have an evaluation system, TPGES; the principals have an evaluation system, PPGES; and on the Board, we're asking approval tonight of the superintendent's evaluation system, SPGES. So, we'll all be aligned with all our acronyms.

And, also, I point to your attention, in the bid award is an award to Heritage Petroleum for diesel fuel. Based on the prices we have paid and the price of diesel fuel on Friday, we estimate a savings of \$1.6 million this year.

So, Chairwoman Porter, at this time, I recommend the consent calendar for the Board's consideration."

## V. Consent Calendar for October 27, 2014

- A. Personnel Actions
- B. Approval of Certified Leaves of Absence
- C. Approval of Job Descriptions
- D. Approval of Organizational Charts
- E. Approval of Field Trip Requests
- F. Approval of Revised BG-1 Forms
  - 1. Walking Track at Rutherford Elementary School
  - 2. Shared Use Path at Stonestreet Elementary School
- G. Approval of Contract Completion and BG-4 Form for Chiller Replacement at Johnson Traditional Middle School
- H. Approval of Project Closeouts and BG-5 Forms
  - 1. Roof Replacement at Fairdale Elementary School
  - 2. Concrete Repairs at Various Schools
- I. Approval of Construction Change Orders
- J. Approval of Request for Proposal, Bid Tabulations, and Contract Renewal
- K. Acceptance of Purchase Order Report
- L. Acceptance of Voucher Report
- M. Approval of Professional Services Contracts of \$5,000 or More
- N. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More
- O. Acceptance of Unaudited Financial Report for Period Ended September 30, 2014
- P. Acceptance of Quarterly Report of Investment Performance for Quarter Ended September 30, 2014
- Q. Acceptance of Grants and Funding
  - 1. Acceptance of Donations and Small Grants
  - 2. Acceptance of Funding from the Jefferson County Public Education Foundation
  - 3. Acceptance of Funding for Title I, Part A, Project 310A
  - 4. Acceptance of Funding for Title I, Part D, Project 314A
  - 5. Acceptance of a MakingMUSIC Partnership Grant from The Gheens Foundation, Inc.
  - 6. Acceptance of Funding from the Kentucky Governor's Office for the **Every 1 Reads** Nurses Initiative
  - 7. Acceptance of Funding from the Kentucky Department of Juvenile Justice
  - 8. Acceptance of Funding from the University of Louisville for Westport Middle School
  - 9. Acceptance of Funding from Kentucky Department of Education for Alternative Certification and Secondary Program

- R. Approval of Agreements
  - 1. Approval of Contract with Scribbles Software LLC for Online Student Records Requests Software Services
  - 2. Approval of Memorandum of Agreement with the Meijer Great Lakes Limited Partnership
  - 3. Approval of Memorandum of Understanding and Data Sharing Agreement with Abt Associates for Study of Teacher Preparation Experiences and Early Teacher Effectiveness
- S. Approval of Fund-Raising Activities for the 2014–15 School Year
- T. Revision to Board Policies: Students (First Reading)
- U. Approval of Payment of Out-of-District Expenses for Board Members
- V. Adoption of Kentucky Department of Education Superintendent Professional Growth and Effectiveness System Evaluation Process
- W. Acceptance of Donation of a Turf Baseball Field at Eastern High School from Eastern Athletic Club, Inc.

Board members pulled down the following Consent Calendar items for additional comment and discussion:

- V.Q.6. Acceptance of Funding from the Kentucky Governor's Office for the **Every 1 Reads** Nurses Initiative: Mr. Haddaway requested background information and a program overview. Chief Financial Officer Cordelia Hardin presented information and answered Board members' questions.
- V.Q.8. Acceptance of Funding from the University of Louisville for Westport Middle School: Mrs. Duncan requested additional information concerning the Professional Learning Communities at Westport Middle School. Dr. Dewey Hensley, chief academic officer, presented information and answered Board members' questions.
- V.Q.9. Acceptance of Funding from Kentucky Department of Education for Alternative Certification and Secondary Program: Mr. Haddaway voiced his support for this program and requested an overview of the program. John Marshall, chief equity officer, presented information and answered Board members' questions. Mr. Haddaway requested data concerning teacher demand for the program and if there is a budgetary limit.
- V.S. Approval of Fund-Raising Activities for the 2014–15 School Year: Mr. Brady commented that based on his experience with fundraisers at his children's school, the list of fund-raising activities does not appear to be a comprehensive list. Chief Financial Officer Cordelia Hardin presented information and answered Board members' questions.

**Order #2014-161 - Motion Passed:** Superintendent Donna Hargens recommends that the Board of Education approve the Consent Calendar for October 27, 2014. The recommendation passed with a motion by Mrs. Debbie Wesslund and a second by Mr. Chuck Haddaway.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

## VI. Action Items

### VI.A. Approval of *Vision 2015: Streamlined, Aligned, and Focused for 2014–15*

Superintendent Donna Hargens presented information and answered Board members' clarifying questions concerning proposed changes to *Strategic Plan: Vision 2015*.

**Order #2014-162 - Motion Passed:** Superintendent Donna Hargens recommends that the Board of Education approved the streamlined version of the *Strategic Plan: Vision 2015*. The recommendation passed with a motion by Mr. David A. Jones, Jr. and a second by Mr. Chuck Haddaway.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

## VII. Discussion Items

### VII.A. Trends in Staffing Report

Dr. Michael Raisor, chief operations officer, and Mr. Mark Rosen, director of Human Resources, came forward to present information concerning trends and statistics surrounding teacher staffing across the district. Each Board member had an opportunity to comment and ask questions.

Mr. Haddaway requested trend data for National Board Certified Teachers that shows their migration within and without the district. Board members voiced their concern about the percentages of white and minority teachers for 2008 through 2014. Ms. Porter requested a recruitment plan to address this issue. What is the recruitment budget and is it enough or does it need to be increased? She also requested information concerning the recruitment strategies for the five peer districts. Mr. Haddaway requested demographic data for other large, urban school districts.

**Order #2014-163 - Motion Passed:** Superintendent Donna Hargens recommends that the Board of Education receive a report on trends in staffing across the district. The recommendation passed with a motion by Mr. David A. Jones, Jr. and a second by Mrs. Carol Ann Haddad.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

## VII.B. 2014–15 Board of Education Discussion Agenda Planning Calendar

**Order #2014-164 - Motion Passed:** Superintendent Donna Hargens recommends that the Board of Education receive for information a planning calendar outlining discussion agenda items to occur during the 2014–15 fiscal year. The recommendation passed with a motion by Mrs. Carol Ann Haddad and a second by Mrs. Debbie Wesslund.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

## VIII. Board Reports and Requests

- Mr. Brady thanked Jeffersontown High School for hosting his Community Conversation and the Communications staff for their assistance with the event, the 15th District PTA for hosting the school board candidate forum, Attorney General Jack Conway for visiting Jeffersontown High School and speaking to the students about distracted and impaired driving, and all who were involved with the Showcase of Schools.
- Mrs. Haddad commented on the recent *The Courier-Journal* opinion editorial, “The facts about Kentucky’s improving schools.”
- Mrs. Duncan reminded staff of her previous request for Phoenix School of Discovery data. She reported that she attended Blue Lick Elementary School’s fall festival, attended the Neighborhood Place annual meeting, and visited Hazelwood Elementary School where she spoke with Kindergarten, first-grade, and second-grade students during their Citizen of the Month program. She commented on the KSBA Legislative Issues Group meeting that she and Mrs. Wesslund attended.
- Mr. Haddaway requested a report on the district’s marketing efforts.
- Mrs. Wesslund commented on the topics discussed at the Local School Board Member Advisory Council meeting as well as the priorities discussed at the KSBA Legislative Issues Group meeting.
- Ms. Porter commented on the closing ceremony for The Bingham Fellows and their ongoing efforts.

## **IX. Persons Requesting to Address the Board on Non-Agenda Items**

Ms. Deborah O’Gorman addressed the Board concerning Epilepsy Awareness Month.

## **X. Executive Session (If Needed)**

## **XI. Adjournment**

**Order #2014-165 - Motion Passed:** A recommendation to adjourn the October 27, 2014, regular meeting of the Jefferson County Board of Education at 9:26 p.m. passed with a motion by Mr. Chuck Haddaway and a second by Mrs. Carol Ann Haddad.

Mr. Chris Brady	Yes	Mrs. Linda Duncan	Yes
Mrs. Carol Ann Haddad	Yes	Mr. Chuck Haddaway	Yes
Mr. David A. Jones, Jr.	Yes	Ms. Diane Porter	Yes
Mrs. Debbie Wesslund	Yes		

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Diane Porter, Chairwoman

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Dr. Donna Hargens, Superintendent/Secretary

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