



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Regular Meeting of October 24, 2017

Regular Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Stewart Auditorium, Louisville, Kentucky, on Tuesday, October 24, 2017, at 7 p.m.

BOARD MEMBERS PRESENT:

Chair Chris Brady
Mrs. Linda Duncan
Dr. Chris Kolb

Vice-Chair Lisa Willner
Mr. Benjamin Gies
Ms. Diane Porter

BOARD MEMBER ABSENT:

Mrs. Stephanie Horne

STAFF MEMBERS PRESENT:

Acting Superintendent Martin A. Pollio, Ed.D.
Francis J. Mellen, Jr., Wyatt Tarrant & Combs LLP
Angie Gilpin, Assistant Secretary to the Board

WORK SESSION: 5 p.m. Transportation Update

The Board received an update from Chief Operations Officer Dr. Michael Raisor and Director of Transportation Randy Frantz regarding the current state of the Transportation workforce. No action was taken.

REGULAR MEETING

Chair Brady called the October 24, 2017, Regular Meeting of the Board of Education to order at 7:01 p.m. The meeting began with the Pledge of Allegiance.

I. Moment of Silence

Ms. Porter delivered remarks regarding the recent passing of former longtime Board member Ann Elmore. Ms. Elmore served four terms on the Jefferson County Board of Education before retiring in 2010. She was previously a JCPS teacher and administrator for several decades. The District is grateful for all her contributions, tireless work, and dedication.

II.A. Vision Statement

Mr. Gies read the vision statement.

III. Recognitions and Resolutions

III.A. Recognition of duPont Manual High School Students, 2017 Intel International Science and Engineering Fair Winners

III.B. Recognition of the 15th District Parent Teacher Association Recipients of the Kentucky PTA Awards

III.C. Recognition of JoAnn James, 2017 Kentucky School Social Worker of the Year

Order #2017-304 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education receive the recognitions and resolutions for October 24, 2017. The recommendation passed with a motion by Ms. Diane Porter and a second by Mr. Benjamin Gies.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

IV. Recommendation for Approval of Meeting Agenda

Order #2017-305 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education approve the agenda for October 24, 2017. The recommendation passed with a motion by Dr. Christopher Kolb and a second by Dr. Lisa Willner.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

V. Recommendation for Approval of Minutes of Previous Meeting

Order #2017-306 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education approve the minutes of the October 10, 2017, regular meeting and October 13, 2017, special meeting. The recommendation passed with a motion by Dr. Christopher Kolb and a second by Ms. Diane Porter.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

VI. Superintendent's Report

Dr. Pollio congratulated Ms. Porter for being one of the 2017 Urban Educator of the Year Finalists selected for the nation's top award for urban education leadership.

He discussed new proposed pension legislation and the potential impact to the District. The total estimated cost for 2018–19 is \$4.8 million. Once all KTRS positions are placed in the 401K plan, the estimated cost is \$12 million. The biggest concern is workforce recruitment and development and

the increased number of retirements over the next three years. Another concern is the need for additional substitute teachers and administrators.

He then discussed efforts towards improving the three main focus areas: improve culture and climate, increase student learning, and improve organizational coherence. He briefly detailed the short comprehensive school survey and stated that he will have more information to present at the November 7 meeting. He shared comments related to MAP testing, deeper learning grants available to schools, and corrective action plans. He concluded by announcing a new focus on improved customer service within central office and schools.

VII. Persons Requesting to Address the Board Regarding Action, Information, or Consent Items

There were no speakers

VIII. Persons Requesting to Address the Board Regarding Non-Agenda Items

Ivonne Rovira addressed the Board and expressed her objection for consolidation of Westport and South Park TAPP. Darlene Snow discussed her experiences since becoming disabled while working as a pre-kindergarten teacher. Gay Adelman delivered an update from *Dear JCPS* and shared information regarding free parking passes and shuttle rides to and from the JCPS Showcase of Schools. Loren Gray expressed her concerns with the process for enrollment in the TAPP schools and her objection for consolidation of the schools.

IX. Action Items

IX.A. Recommendation for Approval of the 2017–18 Head Start/Early Head Start Corrective Action Plan

Dr. Pollio introduced this item and stated that there is a lot of work to be done in this corrective action plan.

Acting Chief Academic Officer Dr. Carmen Coleman and Early Childhood Director Rina Gratz presented the action plan. This plan will fully correct the three main deficiencies identified by the Office of Head Start, Administration for Children and Families (ACF).

1. Failure to ensure staff abides by Standards of Conduct regarding child abuse and neglect, Head Start Program Performance Standards 1302.90 (c)(1)(ii)(A-B, D, F-G);
2. Failure to ensure appropriate supervision of children in our care, HSPPS 1302.90 (c)(1)(v); and
3. Lack of efficient and effective reporting systems, HSPPS 1302.102 (d)(1)(ii)(A).

Dr. Colman stated that this will be a fluid document that guides the work moving forward. They are being very intentional about systemic implication and trying to identify the root causes of the issues. Additional support for staff members and safeguards are already in place. They have raised awareness and sent a clear message about what is acceptable behavior and what is not.

Dr. Willner requested that all policy issues be fast-tracked to the Board for consideration. The Board is committed to doing their part.

Ms. Porter asked if the District has everything they need in place to make this a successful program. She stated that failure is not an option. Ms. Gratz stated that they have the plans in place and they are ready to move forward. Dr. Coleman stated that as of today, they do not have

everything they need, they struggle with the lack of substitutes. There are not enough people. Ms. Porter advised that this program must be successful, the Board supports the plan.

Mr. Gies echoed Ms. Porter's comments. He stated that the safety and well-being of students is the main priority. He questioned the difference between certified and noncertified educators in the Head Start classrooms. He requested data regarding the number of certified and noncertified teachers and the chief roles and responsibilities of each. He suggested that they look into the possibility of using certified teachers in all classrooms.

Dr. Kolb suggested including a snapshot of the main issues in the quarterly updates to the Board. He would like to hear what is being done, ideas for improvement, and how the Board can help.

Chair Brady stated that the Board was surprised by many of the issues; they can only address the issues that they are made aware of. He believes this is not a silo issue. He discussed culture and climate and progressive discipline. He stated that he does not want to be in this position again on any issue.

Order #2017-307 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education approve the 2017–18 Head Start/Early Head Start Corrective Action Plan in response to the Office of Head Start Review Report issued by the Administration for Children and Families (ACF). The recommendation passed with a motion by Ms. Diane Porter and a second by Mrs. Linda Duncan.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

IX.B. Approval of Firm to Provide Public Relations and Community Relations Services Related to the Superintendent Search Process

Chair Brady introduced this item and Mr. Mellen explained the process being used to select a firm. The Board referred to the firms as A, B, or C, instead of by name.

Dr. Willner: "I'm going to start the discussion at a very high level and then if we need to go into details then we can. Maybe we'll have consensus right off the bat. From my perspective, two of the proposals better met what we were looking for which was to draw out the community. This is not a PR effort this is a community relations effort to hear from the community. I thought two of the proposals met that better than the other and one of them had a higher blended hourly rate than the other. My preference is proposal B." She later stated that her second choice was C.

Mr. Gies stated that he is in perfect agreement with Dr. Willner.

Dr. Kolb stated that he is in agreement with proposal B as well, he felt that the proposal hit everything they were asking for.

Ms. Porter: "I think the choices are between B and C. I would like to say, this was an RFP that was put out and one of the things that continues to concern me is the lack of diversity which we don't control but based on the city of Louisville, Kentucky it's really important that we do outreach for the entire community. B and C speak to things that they have done - very few pictures indicating that unless they are pictures of our children in the Jefferson County Public Schools. I'm not a PR firm but I am a board member and I just want to go on record to say that equity and diversity do matter in this and I'm saying that because I want it in the Minutes and it was put out, people had an opportunity to submit but I will be curious to see how we will go about getting some responses community-wide and for the various ESL population that we serve in this community in order for this to be effective. So, I'm torn between B and C. I'm going to continue to say that because I must. As we keep going forward on things, to not point it out is a mistake and to not write it down, we don't have a history. So, I'm not trying to be argumentative, I'm trying to be factual based on what I have looked at. So, those are my thoughts."

Mrs. Duncan was also in agreement with proposals B or C. She stated that either one was fine with her.

Chair Brady: "I have to agree with Ms. Porter, I was disappointed that some of the respondents to the RFP were not a minority-owned company or didn't seem to have a lot of minority voices within that company. However that being said, proposal C did speak to disenfranchised communities by name, I did like that. Proposal B was also fairly strong, that firm has had experience with another school district, so I thought that was something that was in their favor. To me, B and C were both fairly close. I think A seemed to be a fine company, a little smaller, but I think B and C really addressed some of the issues a little more directly. I think in the final analysis, for me, if I were to score all of those, I think C comes out just a little bit ahead of B but not marginally so. It seems to be the consensus of the Board, as I'm hearing it now, it seems to be B which I'm perfectly fine with."

Dr. Willner: "I'm also hearing a consensus toward B. To piggyback on what Ms. Porter was saying, I think it would be important for us to communicate to whichever proposal we vote to accept that reaching out to the community broadly - reaching people of color and certainly in my district, reaching Arabic-speaking and Spanish-speaking constituents would be very important and to make that explicit that if they come back and say sorry we can't do that, then we would have to reconsider. But I would want to make that recommendation part of the motion to approve, I suppose B."

Chair Brady: "I agree with that. As we know, we have well over 120 languages spoken in our schools. I know that within one of the high schools in my district we have a very large Nepali student population there, so that's not something you would think of in terms of Louisville but it's a thriving community here and probably not a whole lot of resources to be able to reach out to that but it's something we must do as a board and that's the point of this entire process. What we would like to do is to have everyone, all segments across our community to be able to participate in this. Whether you're talking about minority communities, faith communities, business communities, educational communities, parent communities, senior communities, I don't care if you're talking about the East End, West End, South End, Southeast, Southwest, Okolona, Shively, J-Town, wherever - I'm not going to go through the entire list. The point is we have so many different ways that you can slice and dice our community, we really need to make sure that we are making the effort to reach everyone. Because the idea here is that we want to make sure that

everyone has a chance to be heard and we're bringing everyone along with us on this process. The Board has the final say on this, we're your representatives and we're going to make that decision. But that's not to say that this is not your district – this is your district and this will be your superintendent. And we have to give everyone a chance to be able to speak to that.”

Ms. Porter: “... I like that we get some specifics with whoever we ask, whoever we decide on and if they cannot do that then we would perhaps defer to the second choice. My choices are still B or C, but we have not said specifically how will you – I think they deserve an opportunity to speak to that. I think that if we don't start saying that upfront, people will never realize that we're serious about it and we will continue to get things like this because people don't think that we're serious about it. So either B or C with the stipulation that they have to give us some pretty concrete thoughts about how they will manage the reach to the population of Louisville, Kentucky.”

Chair Brady stated that he prefers firm B and then asked each Board member to state their preference before the official motion was made. Each Board member chose firm B.

Order #2017-308 - Motion Passed: A motion that the Board of Education select firm "B" who submitted a bid in response to Request for Proposals (RFP) 3079 for Public Relations and Community Relations Services, and authorize the Acting Superintendent to enter into a Professional Services Contract with the selected firm on the form of such Professional Services Contract that was included in the RFP with the stipulation that the Board must receive and approve the firm's plan of outreach to all areas of the community and diverse populations and allow the Board the right to reject the proposal if the plan is unsatisfactory and then defer to firm "C" to receive and approve their outreach plan. The motion passed with a motion by Mr. Benjamin Gies and a second by Mrs. Linda Duncan.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

X. Information Items

X.A. Student Assignment Review Update

Dr. Pollio introduced this item: “The Committee that is being put together of community members has been a topic over the past four or five weeks since our work at Valley High School. Dena has worked extensively to make sure that we gather a committee together and that we begin a plan for community conversations. We want to update the Board on where we are in this process and take any questions or concerns before we move forward.”

Chief of Data Management, Planning, and Program Evaluation Dr. Dena Dossett presented a brief update. Each Board member had an opportunity to comment and ask questions.

Dr. Dossett and multiple Board members agreed that student-voice is a very important part of this process.

Order #2017-309 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education receive a report on the student assignment review. The recommendation passed with a motion by Ms. Diane Porter and a second by Dr. Lisa Willner.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

XI. Consent Calendar

XI.A. Certified Leaves of Absence

XI.B. Report of Personnel Actions

XI.C. Recommendation for Approval of Field Trip Requests

XI.D. Recommendation for Approval of Contract Completion and BG-4 Form for Paving Package III at Laukhuf Elementary School

XI.E. Recommendation for Approval of Project Closeouts and BG-5 Forms

XI.E.1. Recommendation for Approval of Project Closeout and BG-5 Form for Paving Package I at Doss High School and Trunnell Elementary School

XI.E.2. Recommendation for Approval of Project Closeout and BG-5 Form for a New Elementary School at Norton Commons

XI.F. Recommendation for Approval of Construction Change Orders

XI.G. Recommendation for Approval of Bid Tabulations, Contract Renewals, and Amendments

~~XI.H. WITHDRAWN: Recommendation for Approval of Professional Services Contracts of \$5,000 or More~~

XI.I. Acceptance of Monthly Financial Report for Period Ended September 30, 2017

XI.J. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More

XI.K. Acceptance of Quarterly Report of Investment Performance

XI.L. Acceptance of Purchase Order Report

XI.M. Acceptance of Voucher Report

XI.N. Acceptance of Donations, Grants, and Funding

XI.N.1. Acceptance of Donations and Small Grants

XI.N.2. Acceptance of Funding from the Jefferson County Public Education Foundation

XI.N.3. Acceptance of Funding from Louisville Metro Government for Sponsorship of Neighborhood Place

XI.O. Recommendation for Approval of Agreements

XI.O.1. Approval of Memorandum of Agreements for Behavioral and Mental Health Services

XI.O.2. Recommendation for Approval of Amended TreesLouisville Memorandum of Understanding

XI.O.3. Recommendation for Approval of Construction and Use Agreement with St. Matthews Baseball and Softball

XI.O.4. Recommendation for Approval of Memorandum of Agreement with the University of Louisville

XI.P. Recommendation for Out-of-District Expenses for Board Members

XI.Q. Recommendation for Approval of Shortened School Day for One Exceptional Child Education Student

XI.R. Revision of Board Policies: Kentucky School Boards Association 2017 Updates (First Reading)

Order #2017-310 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education approve the consent calendar for October 24, 2017. The recommendation passed with a motion by Dr. Christopher Kolb and a second by Mrs. Linda Duncan.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

- TIE BID on BID ID# 7482 - Furniture, Classroom & Office (Percentage)
The award went to *Hurst Office Supplier, Inc.* with Board Consensus.

XII. Board Planning Calendar

Dr. Kolb suggested adding a discussion regarding revenue generators. Dr. Pollio stated that a work session could be held on December 12 or January 9.

Dr. Willner discussed possible training regarding changes with the CDIP. Chair Brady stated that they will probably receive an update from KSBA at the annual conference. Dr. Pollio stated that they could probably do an information item at the November 28 Board meeting which would be two weeks before the final document is presented.

Order #2017-311 - Motion Passed: Acting Superintendent Martin Pollio recommends the Board of Education receive for information a planning calendar outlining discussion agenda items. The recommendation passed with a motion by Dr. Christopher Kolb and a second by Mrs. Linda Duncan.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

XIII. Board Reports

Mrs. Duncan reported on a discussion at Lassiter Middle School regarding state pension proposals and a training session at South Jefferson Neighborhood Place regarding trauma-informed care. She then discussed an Achievement GAP Team meeting and a webinar hosted by a school board member from Seattle, Washington.

Mr. Gies reported on school visits at Valley High, Farnsely Middle, and Wellington Elementary Schools.

Dr. Kolb reported on school visits at Waggener High, Barret Tradition Middle, and St. Matthews Elementary Schools.

Ms. Porter reported on the recent Facilities Committee meeting and then announced Metro United Way's upcoming 100th Anniversary Community Celebration. She attended the recent Council of the Great City Schools Annual Fall Conference in Cleveland and will report on that event at the next Board meeting. She then delivered a presentation regarding the GE Appliances and Metro United Way Fall Project.

Dr. Willner reported on a Louisville Promise Cabinet meeting and a Louisville Metro Human Rights Commission meeting. She then discussed the Leadership Louisville Bingham Fellows graduation ceremony.

Chair Brady thanked Dr. Pollio and Dr. Dossett for hosting the Greater Louisville Association of Realtors' Panel Discussion. He reported on school visits at Carrithers Middle and Wilt Elementary Schools. He thanked Western High School students and the 15th District PTA for the meeting held on October 23.

Chair Brady provided an update on the superintendent search:

"In late September, the Board issued an RFP for a firm to provide public relations and community relations services relating to the superintendent search. This firm will assist the Board to obtain input from the community and stakeholders about the qualities and capabilities that are desired in a superintendent by means of surveys, focus groups, and other methods of obtaining this input. Responses to the RFP were received and evaluated, and the Board selected the firm earlier this evening. Now that the firm has been selected, the firm will be asked to prepare and submit to the Board its plan for obtaining community and stakeholder input. The process of obtaining this input is expected to begin in November and to continue through December and January.

As required by state law, the Board will receive advice from a superintendent screening committee that will be composed of two teachers, elected by the teachers in the district; one Board member, appointed by the Board Chair; one principal, elected by the principals in the district; one parent, elected by the presidents of the PTA organizations of the schools in the district; one non-teacher employee, elected by the non-teacher employees in the district. If a minority member is not otherwise elected or appointed to the committee, one minority parent member elected by parents in an election conducted by the Board. As of tonight, all members of the committee except the minority parent have been selected. The election of the minority parent is currently underway among district parents and will be completed by early next week. When that member has been selected, the membership of the committee will be announced.

Beginning this week, the Board is advertising the superintendent position in national and state publications and online job listings that are widely read by educators, including minority educators. Interested educators will be provided, by the project manager, with an informational brochure about the district and an application form. The deadline for submitting applications will be December 1.

The process of reviewing applications is expected to take place through December and January. The Board hopes to select the finalists for the superintendent position and to interview the finalists in February. The Board hopes to select the superintendent by the middle of March, so that he or she can begin work by April 1.”

Ms. Porter expressed frustration that the District website is not being updated with information regarding the superintendent search. The process needs to be transparent and consistent.

Chair Brady concluded his report by congratulating Ms. Porter for receiving the Lifetime Achievement Award from the Eta Omega Chapter of Alpha Kappa Alpha. Ms. Porter thanked Spalding and announced that her work is not done yet.

XIV. Executive Session (If Needed)

XV. Action Item (If Needed)

XVI. Adjournment

The meeting adjourned at 9:15 p.m.

Order #2017-312 - Motion Passed: A motion to adjourn the October 24, 2017, meeting of the Jefferson County Board of Education passed with a motion by Ms. Diane Porter and a second by Dr. Christopher Kolb.

Mrs. Stephanie Horne	Absent
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Chris Brady
Chairperson

Dr. Martin A. Pollio
Acting Superintendent/Secretary

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