



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Regular Meeting of March 27, 2018

Regular Meeting of the Jefferson County Board of Education held at VanHoose Education Center Stewart Auditorium, Louisville, Kentucky, on Tuesday, March 27, 2018, at 7 p.m.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter
Chris Brady
Mr. Benjamin Gies
Dr. Chris Kolb

Vice-Chair Lisa Willner
Mrs. Linda Duncan
Mrs. Stephanie Horne

STAFF MEMBERS PRESENT:

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

SPECIAL MEETING

The Board held a 4:30 p.m. executive session for the purpose of discussions that might lead to the appointment of an individual employee per KRS 61.810(1)(f) of the Kentucky Open Meeting Act.

II. Enter into Executive Session per KRS 61.810(1)(f)

The Board entered executive session at 4:35 p.m.

Order #2018-64 - Motion Passed: A motion that the Board of Education enter executive session for the purpose of discussions that might lead to the appointment of an individual employee pursuant to KRS 61.810(1)(f) passed with a motion by Mr. Benjamin Gies and a second by Dr. Lisa Willner.

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

II.A. Adjourn from Executive Session

The Board adjourned from executive session at 4:57 p.m. and returned to open session.

Order #2018-65 - Motion Passed: A motion that the Board of Education adjourn executive session and return to open session passed with a motion by Mr. Chris Brady and a second by Mr. Benjamin Gies.

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

Chair Porter made the following announcement:

“The Board of Education met in closed session for the purpose of discussions which might lead to the appointment of an individual employee pursuant to KRS 61.810(1)(f) of the Kentucky Open Meetings Act. No action was taken. I will now entertain any motion by any member of the Board. Is there a motion?”

Order #2018-66 - Motion Passed: A motion that the Board of Education appoint Dr. Martin Pollio as Superintendent of the Jefferson County Public Schools for a term of office beginning April 1, 2018, and expiring March 31, 2022, and that the Board of Education approve the contract negotiated by the attorneys for the Board of Education and the attorney for Dr. Pollio and authorize the Board Chair to sign the contract on behalf of the Board of Education passed with a motion by Mr. Benjamin Gies and a second by Mr. Chris Brady.

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

WORK SESSION

The Board held a 5 p.m. work session for a presentation and discussion regarding a proposed racial equity policy. All Board members were present.

REGULAR MEETING

Chair Porter called the March 27, 2018, Regular Meeting of the Board of Education to order at 7 p.m.

I. Moment of Silence

Chair Porter briefly discussed the March for Our Lives movement before the traditional moment of silence.

II. The Pledge of Allegiance

The Pledge of Allegiance was led by Farnsley Middle School student Jessica Ferguson and Medora Elementary School student Jack Ferguson.

II.A. Vision Statement

The vision statement was read by Board Member Dr. Chris Kolb.

III. Recognitions and Resolutions

III.A. Recognition of Farnsley Middle School Student Jennifer Ferguson, Featured in the National Dance Across the U.S.A. Book

III.B. Recognition of Jonathan Joseph, Sixth Regional Finalist for the Secretary of State's 2018 Outstanding Civic Education Leadership Award

Order #2018-67 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive the recognitions and resolutions for March 27, 2018. The recommendation passed with a motion by Mr. Benjamin Gies and a second by Mr. Chris Brady.

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

IV. Recommendation for Approval of Meeting Agenda

Order #2018-68 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for March 27, 2018. The recommendation passed with a motion by Mrs. Linda Duncan and a second by Mr. Benjamin Gies.

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

V. Recommendation for Approval of Minutes of Previous Meeting

Order #2018-69 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the March 13, 2018, regular meeting. The recommendation passed with a motion by Dr. Christopher Kolb and a second by Mr. Chris Brady.

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

VI. Superintendent's Report

Dr. Pollio stated that he is very proud to officially be recognized as the Superintendent of Jefferson County Public Schools, he announced that he signed his contract prior to the 7 p.m. meeting.

The superintendent began his report by discussing the central office reorganization and stated that it will be the first of several recommendations to come. The goal is to have an efficient and extremely professional central office that supports the District's vision of student success for all. He also plans to return more teaching positions to the schools and the classrooms. He then discussed the work to provide an updated *Vision 2020* that specifically addresses the work that will happen within the District over the next 30 months. The goal will be to have a strategic plan with a dashboard and quarterly reports that provide the Board with information to include laser-like focus on success.

He thanked schools for helping provide input on the Backpack of Skills the District is developing to ensure that every student is not only transition ready at every point, but also ready with the right skills to be successful in college and career.

He discussed the recommended facility changes that will bring better support to some of the District's most vulnerable students. He stated that the District is still in the process of developing a task force committee around alternative schools. The delivery of wrap-around services and quality instruction to the District's most at-risk students in alternative school settings is critical to success.

He concluded by reading the following excerpt from the Organizational Review Report and stated that it sums up exactly what the District needs to do:

Shortly after our site visit, the Board of Education announced the appointment of Acting Superintendent, Marty Pollio, as the new Superintendent of Schools. The Council team found Dr. Pollio to be acutely aware of the District's organizational challenges and the toll it was taking on the District's effectiveness. He appeared determined to sharpen the system's direction. It was also clear to the Council's team that District staff—and the school board—seemed hungry for leadership, clarity, and course-correction.

There is no reason to believe that the District's very experienced and committed staff will not rise to the occasion if appropriately led by the school board and superintendent. The Council of the Great City Schools emerged from the review very optimistic about the district's future and stands at the ready to help going forward.

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

Mark Bouchard, Jud Hendrix, Zam Zam Muhamad, and Marcos G. Morales spoke in favor of the proposed facility changes for ESL Newcomer Academy on agenda item IX.B.

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

duPont Manual High School student Sadie Finley discussed concerns regarding teacher bullying at her school. Noelle Guldenn and Ashley Eisenmenger discussed the need to remove school resource officers. duPont Manual High School student Darian White expressed his concerns regarding unfairness in employee investigations at his school. Hallie Dizdarezic expressed her concerns regarding a kindergarten teacher at Breckinridge/Franklin Elementary School.

Lavonne White discussed concerns regarding the principal at duPont Manual High School and the issues that her daughter has had to deal with during the current school year. duPont Manual High School student Sydney Finley discussed problems at her school including being bullied by staff as a freshman. Lesley Rivas discussed and requested information regarding the ongoing investigation of the principal at duPont Manual High School. Richard Wilson discussed concerns regarding unfairness in employee investigations and discrimination at duPont Manual High School. JCPS teacher Christy Kelly discussed unfairness in employee investigations and requested follow-up regarding the termination letters that she is receiving while she has been on FMLA.

IX. Action Items

IX.A. Recommendation for Approval of Budget Priorities for 2018–19

Chief Financial Officer Cordelia Hardin and Director of Financial Planning and Management John Collopy provided a very brief presentation of the preliminary list of budget requests for fiscal year 2018–19. There were no questions or comments from Board members.

Order #2018-70 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the attached Budget Priorities for fiscal year 2018–19. The recommendation passed with a motion by Mrs. Stephanie Horne and a second by Mr. Benjamin Gies.

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

IX.B. Recommendation for Approval of Facility Changes

Dr. Pollio presented the rationale for the following changes that will take place for the start of the 2018–19 school year.

- The Phoenix School of Discovery will move to 502 Wood Road, the current location of the Mary Grace Jaeger Education Center.
- The ESL Newcomer Academy Programs located at The Academy @ Shawnee, Iroquois High School, Gheens Education Center, and
- The Phoenix School of Discovery will be consolidated at 3741 Pulliam Drive, the current location of the Phoenix School of Discovery to create a single ESL Newcomer Academy.

Mr. Brady noted that each Board member was given the opportunity to meeting with administration individually to ask questions ahead of the meeting. There were no other comments or questions from Board members.

Order #2018-71 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the changes for the facilities listed in the rationale to better service JCPS students. The recommendation passed with a motion by Mr. Benjamin Gies and a second by Dr. Lisa Willner.

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

IX.C. Recommendation for Approval of Job Descriptions

Dr. Pollio presented the rationale for the recommended job descriptions and discussed the Organizational Review Report from the Council of the Great City Schools. He stated that the District is starting to enact recommendations with Cabinet and the structure of assistant superintendents.

Dr. Willner stated that she received concerns from constituents regarding the elimination of the ombudsman position. She requested the District communicate where and how individuals can receive assistance when in need of confidential help in resolving concerns. She stated that she is feeling optimistic with where the District is heading.

Ms. Duncan expressed concern with the minimum qualifications required on job descriptions. She would like to see a principal background as a requirement of leadership roles.

Mr. Gies requested that assistant superintendents have experience in working with the school level that they are assigned to supervise.

Dr. Pollio stated that at the April Board meeting, he hopes to recommend a placement for special schools/alternative schools and a plan that will include an office of school turn-around to support priority schools.

Mr. Brady expressed gratitude regarding general counsel becoming an internal position and then made the following statement.

“I want the public to understand that this is not a reflection on the services that have been provided by Frank Mellen, at all. I can tell you that, especially through all of last year, I relied heavily on Frank’s guidance and I think we will still be engaging with Mr. Mellen and his law firm for other legal advice. I don’t want this to be in any way, shape, form, or any perception lingering out there that this is a statement against that. It’s not, and I think this makes a more efficient district. It makes for a better situation where our administrators can contact our legal team and the legal team makes the legal decision as to what to do next, not putting our assistant superintendents in that position to make legal judgements.”

Mr. Brady then stated that he would prefer the minimum qualifications include precise language regarding the knowledge/experience with school law on the job description for general counsel.

Dr. Pollio stated that the development of the job descriptions were dependent heavily on KDE recommendations.

Order #2018-72 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the attached job descriptions for Chief of Human Resources, Chief of Schools, Chief of Staff, General Counsel, Assistant Superintendent of Culture and Climate, Assistant Superintendent, Executive Administrator of Culture and Climate, Executive Administrator of School Support (Elementary, Middle, High), Chief Academic Officer, Chief Communications and Community Relations Officer, Chief Equity Officer, Chief of Data Management, Planning and Program Evaluation; Chief Operations Officer, and Chief Financial Officer. The recommendation passed with a motion by Mr. Benjamin Gies and a second by Mrs. Stephanie Horne.

Yes

Mr. Chris Brady

Mrs. Linda Duncan

Mr. Benjamin Gies

Mrs. Stephanie Horne

Dr. Christopher Kolb

Ms. Diane Porter

Dr. Lisa Willner

Yes

Yes

Yes

Yes

Yes

Yes

IX.D. Recommendation for Approval of Organizational Charts

Dr. Pollio presented the rationale for the initial recommended organizational charts and discussed next steps.

- Read and analyze the organizational review report more deeply
- Meet with Cabinet members
- Work with Board members at the April 13 Board retreat

Dr. Pollio stated that the proposed changes are cost neutral because the eliminated positions had budgeted funds and he expects to see savings with an in-house general counsel. The goal is to not raise spending in central office. He plans to return more teaching positions to the schools and the classrooms.

Order #2018-73 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the attached organizational charts. The recommendation passed with a motion by Mr. Benjamin Gies and a second by Mrs. Stephanie Horne.

Mr. Chris Brady

Mrs. Linda Duncan

Mr. Benjamin Gies

Mrs. Stephanie Horne

Dr. Christopher Kolb

Ms. Diane Porter

Dr. Lisa Willner

Yes

Yes

Yes

Yes

Yes

Yes

Yes

X. Information Items

~~X.A. WITHDRAWN: Acceptance of Report on Charter School Performance Framework~~

This item was withdrawn prior to consideration by the Board.

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 Bids and Revised BG-1 Forms
 - XI.D.1. Recommendation for Approval of Bid and Revised BG-1 Form for Fire Alarm Replacement at Audubon Traditional Elementary School
 - XI.D.2. Recommendation for Approval of Bid and Revised BG-1 Form for Elevator Addition at Thomas Jefferson Middle School
 - XI.D.3. Recommendation for Approval of Bid and Revised BG-1 Form for Food Service Phase 37 at Various Schools
- XI.E. Recommendation for Approval of Construction Change Orders
- XI.F. Recommendation for Approval of Bid Tabulations, Contract Renewals, and Amendments
- XI.G. Recommendation for Approval of Professional Services Contracts of \$5,000 or More
- XI.H. Acceptance of Monthly Report of Professional Services Contracts of \$5,000 or More
- XI.I. Acceptance of Monthly Financial Report for Period Ended February 28, 2018
- XI.J. Acceptance of Purchase Order Report
- XI.K. Acceptance of Voucher Report
- XI.L. Acceptance of Donations, Grants, and Funding
 - XI.L.1. Acceptance of Donations and Small Grants
 - XI.L.2. Acceptance of Funding from American Theatre Wing for Western Middle School for the Arts
 - XI.L.3. Acceptance of Modification of Funding from the Kentucky Department of Education for the Georgia Chaffee Teenage Parent Program
- XI.M. Recommendation for Approval of Agreements
 - XI.M.1. Recommendation for Approval of Memorandum of Agreement with Catskill Hudson Area Health Education Center
 - XI.M.2. Recommendation for Approval of Memorandum of Agreement with Walgreens for Experiential Learning Program
- XI.N. Recommendation for Approval of External Support/Booster Organizations
- XI.O. Recommendation for Approval of School Fees for the 2018-19 School Year
- XI.P. Recommendation for Approval of School and Community Nutrition Service Procurement Plan Update
- XI.Q. Recommendation for Approval of Carl D. Perkins Career and Technical Education Assurances
- XI.R. Recommendation for Approval of 2018-19 Head Start/Early Head Start Refunding Proposal
- ~~XI.S. WITHDRAWN: Acceptance of New Policies Relating to Charter Schools: Contracting, Finance, Monitoring, Renewal, Revocation, and Closure (First Reading)~~
- ~~XI.T. WITHDRAWN: Recommendation for Approval of New Policies Relating to Charter Schools: 01.91 Authorization of Charter Schools and 01.911 Charter School Application Process (Second Reading)~~
- XI.U. Recommendation for Approval of Board Policies (Second Reading)
- XI.V. Recommendation for Approval of the Proposed 2018 Graduation Schedules

Consent Items XI.S. and XI.T. were withdrawn prior to consideration by the Board.

Order #2018-74 - Motion Passed Superintendent Martin Pollio recommends the Board of Education approve the consent calendar for March 27, 2018. The recommendation passed with a motion by Mrs. Stephanie Horne and a second by Mr. Benjamin Gies.

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

TIE BID AWARDS

In accordance with model procurement guidelines, Vice-Chair Willner drew lots to determine the winners of tie bids submitted for the following items:

- TIE BIDS on BID ID# 7533 to Locks & Miscellaneous Hardware
Item No. 22 & 23 to Accredited Lock Supply
- TIE BIDS on BID ID# 7537 - Musical Instruments & Supplies
Item No. 47 to Washington Music Center
Item No. 93 to Noteworthy Sheet Music
Item No. 32, 33, 34, & 35 to Doo Wop Shop

XII. Board Planning Calendar

There was no discussion regarding the planning calendar.

Order #2018-75 - Motion Passed: 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.

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

XIII. Committee Reports

Mrs. Horne submitted a peer [district comparisons report](#) regarding finance committee functions. She stated that the Finance Advisory Committee is seeking Board input. She asked Board members to review the document and provide feedback by the end of April.

Mrs. Duncan stated that the Policy Committee has met twice recently and she briefly discussed a proposed equity policy.

XIV. Board Reports

Mr. Brady discussed the March for Our Lives movement and then congratulated the Fern Creek High School Boys Basketball team for competing in the elite eight games.

Dr. Willner discussed the March for Our Lives movement.

Chair Porter discussed the recent grand opening of the Smoketown Wellness Center and then congratulated duPont Manual High School seniors Quintez Brown and Nyah Mattison for being interviewed by MSNBC host Joy-Ann Reid, telling her that they would like to see some form of gun control in light of the recent school shootings.

XV. Executive Session (If Needed)

XVI. Action Item (If Needed)

XVII. Adjournment

The meeting adjourned at 9 p.m.

Order #2018-76 - Motion Passed: A motion to adjourn the March 27, 2018, meeting of the Jefferson County Board of Education passed with a motion by Mr. Benjamin Gies and a second by Dr. Lisa Willner.

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

Diane Porter
Chairwoman

Dr. Martin A. Pollio
Superintendent/Secretary

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