



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Special Business Meeting of July 21, 2020

Special Business Meeting of the Jefferson County Board of Education held
via Video Teleconference, on Tuesday, July 21, 2020, at 6 p.m.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter

Mr. Chris Brady

Mrs. Linda Duncan

Mr. Corrie Shull

Vice-Chair Chris Kolb

Mr. James Craig

Mr. Joseph Marshall

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.

Jimmy Adams, Chief Human Resources

Dr. Alicia Averette, Assistant Superintendent

Dr. Kermit Belcher, Chief Information Officer

Kim Chevalier, Chief of Exceptional Child Education

Dr. Carmen Coleman, Chief Academic Officer

Dr. John Marshall, Chief Equity Officer

Chris Perkins, Chief Operations Officer

In light of the Governor having declared a state of emergency within the Commonwealth on March 6, 2020, as a result of the COVID-19 outbreak and in compliance with guidance issued by the Executive Branch on March 12 and 16, 2020, regarding the conduct of meetings of state boards and commissions during the emergency period, this meeting was conducted by video-teleconference and available for live public viewing online.

The guidance from the Executive Branch provided that all Kentucky Boards and Commissions take proper health precautions to mitigate the spread of COVID-19 and accordingly, with respect to the public attendance at meetings of said bodies, states "members of the public will only be able to view video-teleconferenced meetings remotely."

SPECIAL BUSINESS MEETING

I. Call to Order

Chair Porter called the July 21, 2020, Special Business Meeting of the Board of Education to order at 6:02 p.m.

II. Recommendation for Approval of Meeting Agenda

Order #2020-98 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for July 21, 2020. The recommendation passed with a motion by Mr. James Craig and a second by Mr. Joseph Marshall.

Mr. Chris Brady	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Diane Porter	Yes
Mr. Corrie Shull	Yes

III. Recommendation for Approval of Minutes of Previous Meeting

Order #2020-99 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the June 23, 2020, special meeting. The recommendation passed with a motion by Mr. James Craig and a second by Mr. Joseph Marshall.

Mr. Chris Brady	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Diane Porter	Yes
Mr. Corrie Shull	Yes

IV. Superintendent's Report

Dr. Pollio dedicated his report to the Return to School Plan. He explained how his decision to return to school with Non-Traditional Instruction (NTI) was the most difficult decision of his career. He greatly hoped to return to in-person classes but ultimately, he had to make the health and safety of students, families, and staff the guiding principle in determining how to return to school. He reviewed the recent data regarding the ongoing COVID-19 pandemic and stated that he is confident that he is making the correct recommendation.

V. Information Items

There were no information items.

VI. Action Items

A. Recommendation for Approval of a Revised 2020-2021 Calendar and the Opening of School Plan

Dr. Pollio and his team presented the revised calendar and Opening of School Plan. Each Board member had the opportunity to comment and ask questions. Board members thanked staff for their continued work in preparing for the return to school.

Mr. Brady questioned the timeframe for 1:1 technology; the number of available hotspots and Chromebooks; facility improvements; Gifted/Advanced Programs; and ongoing improvements with NTI. He stated that he is not comfortable returning to in-person classes without a COVID-19 vaccine and wondered if it is possible to plan to continue NTI for a longer period rather than making the determination every six weeks. He inquired about a plan for fall sports. Mr. Brady concluded by encouraging employers to support parents who are helping their children during NTI.

Mr. Shull asked about the availability of a supply list during NTI.

Mrs. Duncan inquired about the process of distributing Chromebooks.

Mr. Marshall questioned the plan for support staff and bus drivers during NTI. He asked for more details regarding the planned *Learning Hubs* and urged staff to focus on students with higher needs. He wanted to ensure that the District would continue operating the Emergency Feeding Sites. He inquired about when teachers will have access to go into school buildings as they work through NTI. He concluded by advising that Councilwoman Keisha Dorsey had offered her support to the District and is willing to help in any way possible.

Mr. Craig discussed a possible return to fall sports and urged the District to consider those individually. He expressed concern in reaching homeless students during NTI and stated that COVID-19 Eviction Prevention needs to be extended. He advised that NTI will only be a success if everyone in the District is on board and engaged – we need 100 percent buy-in.

Dr. Kolb expressed gratitude for the feedback and questions sent to Board members. He questioned the process regarding making the determination every six weeks whether to continue NTI or move to in-person classes. He stated that the best thing Metro Government can do is extend the COVID-19 Eviction Prevention to help students through NTI.

Chair Porter inquired about reaching out to business partners to urge their support for parents working through NTI. She discussed fall sports and acknowledged that some students may need help getting to sporting locations. She questioned the flexibility with school events, activities, and orientations. She asked for more details regarding the process for Chromebook distribution at the school level. She asked about Kindergarten Readiness and also acknowledged Councilwoman Keisha Dorsey’s offer of assistance to the District. She urged the District to create a plan for students who fall behind due to NTI. She requested a very clear expectation of criteria be created regarding reevaluating a return to in-class learning. She concluded by requesting more information regarding Virtual Academy.

Order #2020-100 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve a revised 2020-2021 calendar and the opening of school plan. The recommendation passed with a motion by Mr. Chris Brady and a second by Mr. James Craig.

Mr. Chris Brady	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Diane Porter	Yes
Mr. Corrie Shull	Yes

VII. Consent Calendar

- A. Recommendation for Approval of Job Descriptions
- B. Recommendation for Approval of Organizational Charts
- C. Recommendation for Approval of BG-1 Forms

- 1. Recommendation for Approval of BG-1 Form for Phase I HVAC Renovation at Ahrens Educational Resource Center/J. Graham Brown School**
- 2. Recommendation for Approval of BG-1 Form for Phase I HVAC Renovation at Mill Creek Elementary School**
- D. Recommendation for Approval of Revised BG-1 Forms**
 - 1. Recommendation for Approval of Revised BG-1 Form for Track Conversion and Resurfacing at Ballard High School**
 - 2. Recommendation for Approval of Revised BG-1 Form for Phase I HVAC Renovation at Bates Elementary School**
 - 3. Recommendation for Approval of Revised BG-1 Form for Partial Roof Replacement at Hazelwood Elementary School**
- E. Recommendation for Approval of Bid and Revised BG-1 Form for Bleacher Foundation Repair at Marion C. Moore School**
- F. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and BG-1 Forms**
 - 1. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Carrithers Middle School**
 - 2. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Doss High School**
 - 3. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Eastern High School**
 - 4. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Fern Creek Elementary School**
 - 5. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Window Replacement at Hawthorne Elementary School**
 - 6. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Iroquois High School**
 - 7. Recommendation for Approval of Project, Assignment of Architects/Engineers, and the BG-1 Form for Switchgear Replacement at Jeffersontown High School**
 - 8. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Lincoln Elementary Performing Arts School**
 - 9. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Meyzeek Middle School**
 - 10. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Newcomer Academy**
 - 11. Recommendation for Approval of Project, Assignment of Architects/Engineers, and the BG-1 Form for Boiler Replacement at Okolona Elementary School**
 - 12. Recommendation for Approval of Project, Assignment of Architects/Engineers, and the BG-1 Form for Chiller and Water Heater Replacement at Rutherford Elementary School**
 - 13. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Partial Roof Replacement at Seneca High School**
 - 14. Recommendation for Approval of Project, Assignment of Architects/Engineers, and the BG-1 Form for Boiler Replacement at Stuart Academy**
 - 15. Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Wood Door Replacement at Barret Traditional and Jefferson County Traditional Middle Schools**

- 16.** Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Window Replacement at Waller-Williams Environmental
- 17.** Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Boiler Replacement at Wellington Elementary School
- 18.** Recommendation for Approval of the Project, Assignment of Architects/Engineers, and the BG-1 Form for Chiller and Water Heater Replacement at Westport Middle School
- G.** Recommendation for Approval of Project Closeouts and BG-5 Forms
 - 1.** Recommendation for Approval of Project Closeout and BG-5 Form for Diesel Lab Renovation at Fairdale High School
 - 2.** Recommendation for Approval of Project Closeout and BG-5 Form for Wood Door Replacement at Highland Middle School
 - 3.** Recommendation for Approval of Project Closeout and BG-5 Form for Culinary Arts Renovation at Iroquois High School
 - 4.** Recommendation for Approval of Project Closeout and BG-5 Form for Window Replacement Ph II at J. Graham Brown School
 - 5.** Recommendation for Approval of Project Closeout and BG-5 Form for Chiller/Cooling Tower at Seneca High School
 - 6.** Recommendation for Approval of Project Closeout and BG-5 Form for Phase I HVAC Renovation at Westport Early Childhood Center
- H.** Recommendation for Approval of Construction Change Orders
- I.** Recommendation for Approval of Declaration of Restriction for Ballard High School Detention Basin
- J.** Recommendation for Approval of Bid Tabulations and Amendments
- K.** Recommendation for Approval of Professional Services Contracts of \$20,000 or More
- L.** Acceptance of Summary of Professional Services Contracts
- M.** 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
- N.** Acceptance of Monthly Financial Report for Period Ended May 31, 2020
- O.** Acceptance of Donations, Grants, and Funding
 - 1.** Acceptance of Donations and Small Grants
 - 2.** Acceptance of Community Education Grant from Kentucky Department of Education
 - 3.** Acceptance of IDEA-B State Share Restricted Funds from Kentucky Department of Education
 - 4.** Acceptance of Funding from Kentucky Department of Education for The Office of Transition Readiness
 - 5.** Acceptance of Funding From the University of Louisville Research Foundation
 - 6.** Acceptance of FY20 Title I School Improvement Funds from the Kentucky Department of Education
 - 7.** Acceptance of FY20 Title I School Improvement Funds from the Kentucky Department of Education
 - 8.** Recommendation for Acceptance of Funding from No Kid Hungry
- P.** Recommendation for Approval of Agreements
 - 1.** Recommendation for Approval of Memorandum of Agreement with Campbellsville University for Dual Credit

2. Recommendation for Approval of the Memorandum of Understanding with Kentucky Higher Education Assistance Authority and Kentucky Campus Compact on Behalf of Valley and Southern High Schools
3. Recommendation for Approval of Data Sharing Agreement with Learning A-Z
4. Recommendation for Approval of Service Agreement with UofL Health - Louisville, Inc dba Frazier Rehabilitation Institute
5. Recommendation for Approval of Renewal of the Lease Agreement with University of Louisville/Belknap Campus and Jefferson County High School/Jefferson County Public Schools
6. Recommendation for Approval of Teacher Retention Agreement with Teach Upbeat
7. Recommendation for Approval of Modification of Memorandum of Agreement with Kentucky Department of Education for Education Recovery Leader
- Q. Recommendation for Approval of Contracts for Nonresident Pupils for Fiscal Year 2020-21
- R. Recommendation for Approval of 2020-2021 Schoolwide Fundraising Activities
- S. Recommendation for Approval of the Student Support and Behavior Intervention Handbook and The Student Bill of Rights for the 2020-21 School Year (Second Reading)
- T. KSBA 2020 Board Policy Update – Adoption of Revised Board Policies (Second Reading)
- U. Adoption of Board Policy 05.51 Information Security and Privacy Program (First Reading)
- V. WITHDRAWN: Revision of Board Policies 10.4 Business Partnership Recognition and Advertising in Schools and 05.11 Naming of Facilities and Alterations (First Reading)
- W. Revisions of Board Policies (First Reading)
- X. Recommendation for Approval to Request a Finding to Add a New Middle School in the West End to the District Facility Plan

Order #2020-101 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the consent calendar for July 21, 2020. The recommendation passed with a motion by Mr. James Craig and a second by Mr. Chris Brady.

Mr. Chris Brady	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Diane Porter	Yes
Mr. Corrie Shull	Yes

VIII. Board Planning Calendar

Mr. Brady questioned the ability to begin allowing public comments as a part of virtual meetings. Dr. Pollio stated that he would consider that possibility. Chair Porter shared information regarding the public comments that were emailed to Board members.

Mr. Craig asked if the number of Board meetings scheduled before the start of the school year would be enough. Dr. Pollio stated that he feels like they will be able to prepare for the start of school with the current number of meetings scheduled and acknowledged that more meetings will be called if needed. Mr. Craig requested updates at the next Board meetings regarding the Opening of Schools Plan.

Order #2020-102 - 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 Mrs. Linda Duncan and a second by Mr. Corrie Shull.

Mr. Chris Brady	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Diane Porter	Yes
Mr. Corrie Shull	Yes

IX. Committee Reports

There were no committee reports.

X. Board Reports

Mr. Shull gave a shout-out to Erika Walker who was named the new principal at Audubon Traditional Elementary School.

XI. Executive Session (If Needed)

XII. Action Item (If Needed)

XIII. Adjournment

The meeting adjourned at 7:54 p.m.

Order #2020-103 - Motion Passed: A motion to adjourn the July 21, 2020, meeting of the Jefferson County Board of Education at 7:54 p.m. passed with a motion by Mr. Chris Brady and a second by Mr. James Craig.

Mr. Chris Brady	Yes
Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Diane Porter	Yes
Mr. Corrie Shull	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**



JEFFERSON COUNTY BOARD OF EDUCATION

Persons Requesting to Address the Board

(Deferred to Email Due to COVID Attendance Limitations)

Until meeting room capacity returns to normal, members of the public will have the opportunity to voice opinions or express concerns by submitting remarks via email. Remarks should be limited to 500 words or less and sent to the Assistant Secretary to the Board (angela.gilpin@jefferson.kyschools.us) for dissemination purposes prior to the meeting. Public remarks will be shared with each Board member and recorded in the Official Minutes.

Public Comments

Do not make the mistake of using our children as a political tool.

--

James Sweasy, *NCIP*

Co-Founder

Evolve Indy

8770 Guion Rd Suite B

Indianapolis, IN 46268

Dear JCPS:

My main concern is that all students and staff get the choice to work remotely, when possible.

I teach at UofL and we are trying for 50% hybrid/in person classes and 50% completely online schedule. I very much want my son and all the staff to get the same choice.

NTI wasn't perfect, but my son still made progress and that is reasonable during a pandemic.

Thank you,
Amy Mansfield

Dear JCPS Board Members:

My name is Tamara Williams and I am a working, single parent of three JCPS students. I constructed this statement to express my concerns regarding Dr. Polio's recommendation to start the first 6 weeks of the 2020-21 JCPS school year with NTI. I feel that this plan is not conducive to our children's educational welfare and places an extreme burden on working parents, especially working single parents. As a parent of one special needs child who attends Phoenix School of Discovery, an 8th grader who attends Meyzeek Middle School, and a 7th grader who attends JCTMS, I can tell you that the success of the NTI program greatly depends on one-on-one support and assistance from parents. From March until June 2020, I spent 3 to 4 hours per day completing weekly work board assignments with my daughter who attends Phoenix School of Discovery. Completion of these assignments included me watching all the required weekly videos with my daughter, discussing the subject topics with her, then

scribing her comments, and then submitting her assignments for grading. In addition, I had to attend weekly morning meetings and scheduled assessments with her instructors. With regards to my son, I had to constantly stay on top of his assignments because they were often graded incorrectly due to incorrect virtual answer keys (this consistently occurred in his math and science classes). Finally, I had to teach my youngest daughter core subjects in science and math because her teachers often redirected her to Google or the assigned YouTube videos that initially confused her. One time, I called a teacher to discuss an assignment during her scheduled “office hours” and she informed me she was busy with her grandchild. All my children were able to meet their NTI requirements and made good grades, but that was because I was at home and was able to be the “onsite” teacher that they needed for guidance.

But now things are different. I am back at work and will be working when the 2020-21 school starts. I am an engineer at a manufacturing plant, and I work 9 to 11 hours a day. It will be year almost impossible for parents, like me, who were essential to what little success JCPS experienced through the 2020 NTI program, to play an active and an engaging role this time around. So, without our support, how will the kids succeed?

Distance learning requires discipline and study skills that the majority of JCPS kids have not fully developed. During the 2020 NTI program, I sat in all of my children’s virtual classes. Except for Phoenix, most of the classes consisted of 2-5 kids and the teacher. There was no core curriculum being taught, yet core assignments were given and expected to be turned in on time. The You-tube videos and other digital resources that were used as supplemental resources were jumbled and chaotic. As a result, my kids, as well as others who left similar responses online, were confused on the subject matters and concepts that they were supposed to learn. Teachers were not there to answer questions. Some teachers took up to 24 hours to respond, even when I emailed them. And then there were the excessive amount of emails with misinformation, emails stating that assignments were late, when they were not. Others stating that children were not meeting standards and failing classes when answer keys were wrong. And you want us to support this again?

I understand that COVID-19 has changed the world as we know it, but now is not the time to fail our children. Giving them a “pass and providing an indefinite answer as to when in-class learning will resume is not the answer. Our children need a structured and safe face-to-face learning environment and it will take that experiences and minds of the entire JCPS village to make it happen. This village includes administrators, teachers, but most importantly PARENTS! I am appalled that Dr. Polio did not actively engage and include parents, who are not employed by the JCPS school system, when exploring potential solutions for the 2020-21 school year. I feel that his unwillingness or inability to include this essential group of men and women was a very misguided step.

I believe that there are better alternatives for the start-up of 2020-21 school year than the one proposed by Dr. Polio. Some suggestions include:

- Allowing the 2020-21 school year to begin on Monday, October 5, 2020 (Monday after St. James Art Show and six weeks from the reevaluation date that Dr. Polio proposed in his 2020-2021 school year proposal). Students enter this school year in their promotional grade, as intended. JCPS would provide supplemental lessons for every student, 6 weeks prior to the first day of school to refresh core curriculum from before COVID-19. The work would not be graded, but be used to prepare students for the start

of the school year. This proposal could allow a smoother transition between JCPS students and teachers and ensure a good success to the 2020-21 school year.

- Start the 2020-2021 school year in January 2021, at which time JCPS students will return to the grade that they were in before COVID-19. Allow the period from January-May 2021 to serve as a “catch up” and refreshing of core curriculum prior to COVID-19, while introducing new concepts that would have been taught if school was not been let out due to the pandemic. Students would start the 2021-22 school year in their “current” promotional grade

During this time, Dr. Polio and his team need to come up with a more robust, comprehensive plan of how they plan to keep teachers and students safe in a face-to-face environment. This includes establishing unique strategies for mandating and managing mask usage among young, special needs, and at-risk students, providing hourly cleaning schedules of shared common areas (i.e. bathrooms and cafeterias), and defining and implementing an isolation plan should a student and/or adult arrive to school with possible symptoms. I suggest that Dr. Polio and his team review current “best practices” from local manufacturing and other facilities where people are working near one another.

The excuses and passive actions of our school system must stop. I, along with all parents, want all kids and teachers to be safe at school, but waiting on a vaccine is not the answer. It is hard to support Dr. Polio’s plan when teachers and administrators are picking and choosing when COVID-19 matters. If children and adults can actively protest throughout the city, go to Kentucky Kingdom, or take mini-vacations outside of Kentucky during a global pandemic, then our children, teachers, and administrators can go to school. It is time for Kentucky to make education essential and not an escape goat for our own selfish needs. Our children are depending on us.

Thank you.

Sincerely,



Tamara Williams
Project and Innovation Manager
www.greenfield.com

Good morning, Angela.

I wanted to share my comments about the plan for this fall amid the coronavirus.

Given that there are still people of all ages and backgrounds that believe coronavirus pandemic is a hoax, that they cannot catch it and get sick and die, that they cannot spread it to others, that even if they catch it they're invincible, that there are those who refuse to wear masks and so their part to social distance, reports of supremacist groups who want to purposely infect blacks and other minorities, there are reports of children have died from pediatric covid-19 inflammatory diseases like MIS-C, aren't our students precious enough to not take risks with their health?

It is hard enough all the white supremacists, who are normally covert, are coming out of the woodwork and being openly racist because they feel comfortable like it's 1810 all over again. Everyone knows racism and prejudice flourished, because those ugly ideals were passed down generation to generation. What real actions will JCPS take to prevent white parents and their students openly practice their hate at schools? What real, effective, and swift action will you take when you take it happens? If they don't see there are real consequences of their racist ways and acts, they will continue to engage in their racism. For some families, their one child is their only one due to fertility issues and complications. I can't even have my own kids now, and I always wanted to be a mother. Now, I would have to consider the high cost of adoption. No amount of pressure and funding threats from Trump, DeVos, or anyone else that would be enough to jeopardize anyone's child, when it is well established that not everyone takes either of these issues seriously enough. One parent or family should not have to risk their child's life just because someone else does not care. Make decisions that are in the best interests of all children, not just a few. Common sense rules the day everyday. We must stop problems where they start, so a plan that calls for taking temperatures at school after kids have already been on buses is already too late. I do not want my niece, who is the future of my family, being around people who don't care to do their part, and let's face it: you cannot control what other JCPS families are doing outside of school.

The New Albany, Indiana school system has implemented the only plan I have heard that makes sense. Their plan gives parents a choice to allow their child to learn remotely, and their school day stays the same as those who are in school. Until there is a vaccine, their plan gives families options. Furthermore, this is 2020. Online education is nothing new, and will teach children discipline in learning and responsibility. Give people this choice.

Thanks,

Stefany

Hello,

As a parent of twin daughters who are rising sophomores in Jefferson County, I would like to commend all efforts of JCPS to build new schools, especially in the West End!

This new elementary school location looks good from the viewpoint of being able to partner with the YMCA for activities. I hope that the Y has been involved in the planning process and that they feel equipped to welcome students if this school site is approved?

I think it's very important that the school have its own playground for recess, and I have concerns about the small lot size from that standpoint.

I also have concerns regarding the intent to consolidate 2 schools and only replace with 1. Even though capacity appears to meet current enrollment number needs, this does not address potential future growth.

I wonder if JCPS has considered what would happen if all the kids who currently attend private schools in Jefferson County started attending public schools; would space permit this?

Even though my own children will graduate from high school in a few years, I think good public education is critical to the future of our city. I feel like extensive bussing has soaked up a disproportionate amount of resources in the school system, and funds could be better spent by hiring more teachers and staff within the schools with the most needs. I have always been appalled at the wasted miles spent by kids on busses and empty miles driven by busses to depots. Please help all kids in the city attend schools closer to their homes. This can only help parents have better opportunities to be involved in their childrens' education.

Thank you,
Sara Ceresa

I have a twice exceptional JCPS Middle Schooler and here are my top concerns/questions and recommendations:

1) How will NTI be specifically designed to support & teach Magnet Program (GT) students? Please consider these kids and meeting their potential!

I recommend full time Virtual Academy specific for AP/ GT students thru use of combining classrooms across JCPS Magnet Schools/Program. This collaboration of Magnet Instruction among JCPS schools will hopefully provide the JCPS accelerated learners the academic opportunity they equitably deserve.

2) How will NTI provide learning support and social structure to special learners, specifically to those who are academically bright? Please consider your high functioning students who need social connection and classroom setting for academic interest/ learning.

I recommend JCPS provide weekly classroom (1 or 2 days) in-school instruction to qualifying students who need direct school instruction and teacher connection to learn. My son's acronym for NTI was " No Teaching Involved". Please let's not start the school year off this way.

Thank you for your time,
Eileen DeVille

My name is Maria Hunter. I am a single mother with no support system. If I don't work I have no help or income. I will lose everything. Please reconsider NTI. I know many people who are not equipped to teach their children and work. We should be able to choose how our children are taught, not you.

Maria Hunter
502-553-9575
maria.hunter006@gmail.com

Thank you for sending. I'd like to submit comment for consideration.

I'd like to see this site design enhanced to specifically cater to people walking and biking to/from the school. I cannot tell from the site plan what sidewalks and crosswalks will be available. Also, a walking-friendly school design aims to have the building actually front the sidewalk - as opposed to having parking lots in between the sidewalk and the school doors. Please consider these types of changes to make people walking and biking to school safe and more comfortable/convenient.

Also, I'd like to see the site plan outline specifically where trees will be planted. I'd like JCPS to plant as many trees as possible on this site.

Thank you,
Jackie Cobb

On Mon, Jun 29, 2020 at 7:51 AM Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us> wrote:

Thanks!

From: Biasioli, Susan M <susan.biasioli@jefferson.kyschools.us>
Sent: Monday, June 29, 2020 7:51 AM
To: jackiercobb@gmail.com
Cc: Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>; Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: RE: Site Plan Broadway School

Attached is a copy of the preliminary site plan that was included in the presentation June 25th.

Susan Biasioli, AIA

Director, Facility Planning

Jefferson County Public Schools

From: Jackie Cobb <jackiercobb@gmail.com>
Sent: Monday, June 29, 2020 5:09 AM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: Site Plan Broadway School

Hello,

Could you please send me a copy of the preliminary site plan for the new school on Broadway? I'd like to review in order to potentially send public comment.

Thank you,

Jackie Cobb

Her response is ill-informed and parents do not agree with her decision.

You can forward that to her ipad for a response. There is not a vaccine for AIDS, FLU or STREP, let we don't allow that to keep our schools from opening.

The parents were not even given the opportunity to respond or have their input heard. We pay for our schools through our tax dollars and this is a huge hardship on parents AND STUDENTS.

I will not go back and forth as her response was judgemental and ill informed as well.

Lora Bentley
502-387-4775

On Thu, Jul 16, 2020 at 9:39 AM Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us> wrote:

Ms. Bentley,

Linda Duncan is the Board member for district 5.

Angie

From: Lora Bentley <lorabentley1@gmail.com>
Sent: Thursday, July 16, 2020 9:23 AM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: Re: FW: JCPS reopening in the fall, 2020

I respectfully fully disagree. The statistics do not support kids spreading or even getting Covid 19.

I wanted my concerns expressed to the school board, are you on the school board? I don't see your picture as one of the school board members.

Lora Bentley

502-387-4775

On Thu, Jul 16, 2020 at 7:35 AM Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us> wrote:

From: Linda Duncan <lindadduncan@live.com>
Sent: Thursday, July 16, 2020 2:24 AM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: Re: JCPS reopening in the fall, 2020

Lora, my grandson is going into his senior year, so I know your regrets about missed special events from last year.

Bottom line - kids carry this virus and spread it to others. As long as there is the likelihood that some child can infect other students as well as staff, causing others to carry this home to their caregivers, many of whom are grandparents, I cannot support bringing kids back together for in-person instruction. I am afraid preserving life outranks in-person instruction at this point.

We will offer instruction virtually until a vaccine can keep people from dying. I hope that vaccine will be available to all by late fall. I just have to put life ahead of everything else.

Linda

On Jul 15, 2020, at 3:10 PM, Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us> wrote:

From: Lora Bentley <lorabentley1@gmail.com>
Sent: Wednesday, July 15, 2020 3:08 PM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: JCPS reopening in the fall, 2020

Good afternoon.

I would like to express my deep concerns for schools not reopening in the fall, 2020.

My son is now a senior and this will be his senior year. He is a 4.0 student and has already been accepted at Sullivan University. I believe it is imperative for the schools to reopen.. My son was robbed of his junior ring ceremony, ring dance and his last 2 1/2 months of his junior year.

If masks work, like the governor is touting, then why would this not work for the schools? When a student enters the room he/she can wipe down their desk with a lysol wipe, dispose of it and the same be repeated when the next class enters. This can be done for those who want to be there, and my son is one of them.

I implore you, don't rush to a decision to not reopen and allow the parents to decide what is best for our children. We are intelligent, tax-paying Jefferson county residents and our children should be allowed their basic right to education.

Respectfully submitted,

Lora Bentley

502-387-4775

Inconsistencies in salary for the OT/PT staff

Board Meeting. Tuesday July 21. 7:00pm.

Good evening board members. As I speak to you today, I represent myself and five other physical and occupational therapists from JCPS. We collectively represent 56 years of service to this district. Our services in the schools are required by federal law (IDEA) to serve students with disabilities.

We are speaking to you this evening in response to certified letters that we received in June 2019. This letter informed us that due to an "error" in our initial salary offer, our salary would be frozen for a year and then reduced for the following years. This leads to an average annual salary reduction of \$4,000. This is a permanent reduction, not a one time loss. In the summer of 2019, we addressed this with a former HR specialist, Dr. Aimee Green Webb. Dr. Green Webb stated that the decision had been finalized, and the only way to have these changes amended would be for Jimmy Adams, the Chief of HR, to bring the matter before the board. He decided not to gain the board's approval for this salary reduction. Jimmy Adams did not respond to our written grievance sent in June 2019.

In fall of 2019, we hired an attorney to help us with this matter. Since that time our lawyer has acquired hiring documents for the OT/PT staff which confirms that this reduction in salary has not been applied equally across the department, which is a violation of the Kentucky Wages and Hour Act, KRS161.760. He sent a demand letter to the superintendent's office, and JCPS has not provided any explanation as to why some staff members received a reduction while others did not despite holding the same job description. This violates federal labor policy. We have provided you with the supporting documentation.

The practice that JCPS referred to as an "error", is a long standing hiring practice, approved by many HR specialists over a 28 year period. This is explicitly listed on hiring documentation. The salary placement rules were NOT applied incorrectly for 28 years, as they were specifically part of the job offer to all therapists hired from 1989 to 2017.

We ask that you reinstate the salary scale that we accepted upon hiring and that was detailed in our original hiring documentation. Thank you for your time and consideration during this difficult time.

JEFFERSON COUNTY BOARD OF EDUCATION
☐ NOTIFICATION OF CLASSIFIED EMPLOYMENT
☐ NOTIFICATION OF PROFESSIONAL EMPLOYMENT

Name: [REDACTED]
Address: [REDACTED]
LOUISVILLE KY

Soc. Sec. No.: [REDACTED] Sex Code: B Phone: [REDACTED] Today's Date: 01/23/07
Department: 01 Budget Slot (1): 0044 Budget Slot (2): Budget Slot (3):
Job Code (1): 03405 Job Code (2): Job Code (3): Effective Date: 02/05/07
Birth Date: 02/24/81 Board Action Date: Hire Date: 02/05/07 Outside Exper.: 06 Military:
Representation Code: 1 Perm. Rep. Code: 1 EMPLOYMENT STATUS: A /PERMANENT FULL-TIME
004032 582660 2-03405-0004

EDUCATION

Education: BACHELORS Approved Training: Test Results:
College: Degree: Or Hrs: College: Degree: Or Hrs:
EASTERN KY. U. B
Related Work Experience: 06 Military Experience:

CERTIFICATION

CERTIFICATION	CODE	EXP. DATE	CERTIFICATION	CODE	EXP. DATE
OTA-OCCUP THERA ASST	904	033010			

HISTORY

Job Assignment*: OCCUPATION THERAPIST Work Loc.: 001K/PT/OT STAFF
Job Family: 3 Grade/Rank/Step: 30/06 Admin. Tch. Rank/Step: Base Days/Hrs: 190/ 7.00
Hourly Rate: Daily Rate: 208.15 Annual Salary: 39548.50
Addition: Replacement: Person replaced - Name/Reason:
FICA: CERS: KTRS: X

FUNDING SOURCE

Funding Source: GENERAL
Account No. (1): 7-0100-01-2296-118-5-237-00 Pct. (1): 1.00
Account No. (2): Pct. (2):
Account No. (3): Pct. (3):

REMARKS

CONGRATULATIONS NEW HIRE! WELCOME TO JCPS. 6 YEARS EXP.
FINANCE: PLEASE ADD PERSONAL, SICK AND EMERGENCY DAYS.
Copies: L.CULLENS. BENEFITS, FINANCE, FILE,

DIVISION OF PERSONNEL SERVICES

Signed: Personnel Administrator: [Signature] Date: 1/24/07
(2/88) *Subject to Change

Human Resources

VanHoose Education Center
3332 Newburg Road
Louisville, KY 40218

JEFFERSON COUNTY PUBLIC SCHOOLS
Notification of ChangeJCPS Employee Number: 13740SSN: [REDACTED]Seniority Date: 08-29-2016Work Location: 001K

October 07, 2016

Dear JCPS Employee:

The following changes have been made to your assignment, personal information, and/or salary placement effective 08-29-2016. Please check the information below for accuracy. For further understanding or your JCPS employment information, go to Employee Self Service at <http://employee.jefferson.kyschools.us/ess/>

R/S	1	F	FROM	TO
			Job Title: <u>PHYSICAL THERAPIST</u>	<u>PHYSICAL THERAPIST</u>
			Work Location: <u>001K/ ECE PROGRAMS</u>	<u>001K/ECE PROGRAMS</u>
			Hourly/Daily/Annual Salary: <u>[REDACTED] / [REDACTED] / [REDACTED]</u>	<u>[REDACTED] / [REDACTED] / [REDACTED]</u>
BU:			<u>CLA1</u>	<u>CLA1</u>
Grade (rank) / Step:			<u>31 / RANK III / 7</u>	<u>12 / DOCTORATE / 10</u>
Days / Hours:			<u>205.00 / 7.00</u>	<u>205.00 / 7.00</u>
Position Number:			<u>5284</u>	<u>5284</u>
LEAVE OF ABSENCE				
Type of Leave:			Effective Date: <u> </u>	Return Date: <u> </u>
LAYOFF - DISCHARGE - RESIGNATION - RETIREMENT				
Type of Separation:			Effective Date: <u> </u>	

Comments: CORRECTION TO RANK & STEPS (SEE NOTES)

SALARY: RANK CORRECTIOIN TO REFLECT DOCTORATE DEGREE.

SALARY: STEP INCREASE TO REFLECT; 5 YRS FROM NORTON HEALTHCARE + 2 YRS FROM THE REHAB HOSPITAL OF INDIANA + 3 YRS FOR PT POSITION = THIS BRINGS EMPLOYEE TO 10 YEARS MAXIMUM PREVIOUS EXPERIENCE ALLOWED.

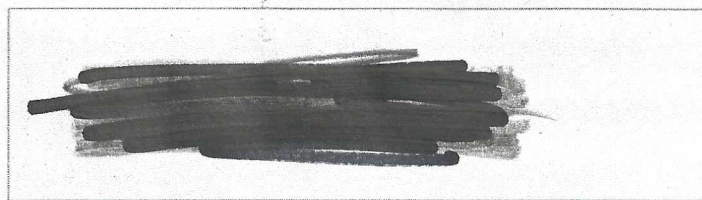
Approved By: G. Hofsa

Prepared By: poconn1 10-07-2016 09:28:55

JEFFERSON COUNTY BOARD OF EDUCATION

- ☒ NOTIFICATION OF CLASSIFIED EMPLOYMENT
☐ NOTIFICATION OF PROFESSIONAL EMPLOYMENT

Name: _____
 Address: _____



Soc. Sec. No.: _____ Sex Code: B Phone: (000)0000000 Today's Date: 08/16/03
 Department: 01 Budget Slot (1): 0020 Budget Slot (2): _____ Budget Slot (3): _____
 Job Code (1): 03405 Job Code (2): _____ Job Code (3): _____ Effective Date: 08/01/03
 Birth Date: _____ Board Action Date: _____ Hire Date: 08/01/03 Outside Exper.: 09 Military: _____
 Representation Code: 1 Perm. Rep. Code: 1 EMPLOYMENT STATUS: A / PERMANENT FULL-TIME
005224 249799 2-03405-0025

EDUCATION

Education: BACHELORS Approved Training: _____ Test Results: _____
 College: _____ Degree: _____ Or Hrs: _____ College: _____ Degree: _____ Or Hrs: _____

 Related Work Experience: 09 Military Experience: _____

CERTIFICATION

CERTIFICATION

CODE

EXP. DATE

CERTIFICATION

CODE

EXP. DATE

HISTORY

Job Assignment*: OCCUPATION THERAPIST Work Loc.: 001K/PT/OT STAFF
 Job Family: 3 Grade/Rank/Step: 20/09 Admin. Tch. Rank/Step: _____ Base Days/Hrs: 205/ 7.00
 Hourly Rate: _____ Daily Rate: 227.45 Annual Salary: 46627.25
 Addition: _____ Replacement: _____ Person replaced - Name/Reason: _____
 FICA: _____ CERS: _____ KTRS: _____

FUNDING SOURCE

Funding Source: CATEGORICALLY
 Account No. (1): 4-0551-01-2296-118-5-237-00 Pct. (1): 1.00
 Account No. (2): _____ Pct. (2): _____
 Account No. (3): _____ Pct. (3): _____

REMARKS

CONGRATULATIONS NEW HIRE!
 WELCOME TO JCPS.
 FINANCE: STEP NINE FROM FAIRFAX COUNTY PUBLIC SCHOOL. PLEASE ADD
 PERSONAL, EMERGENCY AND SICK DAYS.
 OCCUPATIONAL, FINANCE, SUB CENTER, FILE, BENEFITS
 Copies: _____

DIVISION OF PERSONNEL SERVICES

Signed: _____ Date: 8-19-03
 Personnel Administrator: Stephen L. St. Clair
 (2/88) *Subject to Change

Human Resources

VanHoose Education Center
3332 Newburg Road
Louisville, KY 40218

JEFFERSON COUNTY PUBLIC SCHOOLS
Notification of ChangeJCPS Employee Number: 145447SSN: XXX-XX-4190

September 22, 2016

Seniority Date: 08-01-2016

Work Location: 001K

KRISTEN M. BLACK
7009 PEPPER MILL LANE
LOUISVILLE, KY 40228

Dear JCPS Employee:

The following changes have been made to your assignment, personal information, and/or salary placement effective 08-01-2016. Please check the information below for accuracy. For further understanding or your JCPS employment information, go to Employee Self Service at <http://employee.jefferson.kyschools.us/ess/>

R/S	1	F	FROM	TO
			Job Title: <u>OCCUPATION THERAPIST</u>	<u>OCCUPATION THERAPIST</u>
			Work Location: <u>001K/ ECE PROGRAMS</u>	<u>001K/ECE PROGRAMS</u>
			Hourly/Daily/Annual Salary: <u>31.8994 / 223.2960 / 43,542.72</u>	<u>41.9292 / 293.5046 / 57,233.40</u>
BU:			<u>CLA1</u>	<u>CLA1</u>
Grade (rank) / Step:			<u>31 / RANK III / 0</u>	<u>21 / RANK II / 7</u>
Days / Hours:			<u>195.00 / 7.00</u>	<u>195.00 / 7.00</u>
Position Number:			<u>1031</u>	<u>1031</u>
LEAVE OF ABSENCE				
Type of Leave:			Effective Date: _____	Return Date: _____
LAYOFF - DISCHARGE - RESIGNATION - RETIREMENT				
Type of Separation:			Effective Date: _____	

Comments: SALARY INCREASE: 3 YRS PREV EXP FROM THE CHATTER BOX
+ 4 YEARS PREV EXP FOR OT POSITION. RANK CHANGED TO REFLECT MASTER'S DEGREE.

Approved By: 

Prepared By: poconn1 09-21-2016 14:58:27

JEFFERSON COUNTY BOARD OF EDUCATION
☐ NOTIFICATION OF CLASSIFIED EMPLOYMENT
☐ NOTIFICATION OF PROFESSIONAL EMPLOYMENT

Name: [REDACTED]
Address: [REDACTED]

Soc. Sec. No.: [REDACTED] Race/Sex Code: [REDACTED] Phone: [REDACTED] Today's Date: 07/29/06
Department: 01 Budget Slot (1): 0057 Budget Slot (2): [REDACTED] Budget Slot (3): [REDACTED]
Job Code (1): 03405 Job Code (2): [REDACTED] Job Code (3): [REDACTED] Effective Date: 08/01/06
Birth Date: [REDACTED] Board Action Date: [REDACTED] Hire Date: 08/01/06 Outside Exper.: 07 Military: [REDACTED]
Representation Code: T Norm. Rep. Code: T EMPLOYMENT STATUS: A / PERMANENT FULL-TIME

EDUCATION
Education: MASTERS Approved Training: [REDACTED] Test Results: [REDACTED]
College: OUT OF STATE Degree: B Or Hrs. [REDACTED] College: OUT OF STATE Degree: M Or Hrs. [REDACTED]
Related Work Experience: 07 Military Experience: [REDACTED]

CERTIFICATION

CERTIFICATION	CODE	EXP. DATE	CERTIFICATION	CODE	EXP. DATE

HISTORY
Job Assignment*: OCCUPATION THERAPIST Work Loc.: 001K/PT/OT STAFF
Job Family: 3 Grade/Rank/Step: 21/07 Admin. Tch. Rank/Step: [REDACTED] Base Days/Hrs: 190
Hourly Rate: [REDACTED] Daily Rate: 246.06 Annual Salary: 46751.40
Addition: [REDACTED] Replacement: [REDACTED] Person replaced - Name/Reason: [REDACTED]
FICA: [REDACTED] CERS: [REDACTED] KTRS: X

FUNDING SOURCE
Funding Source: GENERAL
Account No. (1): 7-0100-01-2296-118-5-237-00 Pct. (1): 1.00
Account No. (2): [REDACTED] Pct. (2): [REDACTED]
Account No. (3): [REDACTED] Pct. (3): [REDACTED]

REMARKS
CONGRATULATIONS NEW HIRE! WELCOME TO JCPS.
FINANCE: PLEASE ADD PERSONAL, SICK AND EMERGENCY DAYS.
L. CULLENS, BENEFITS, FINANCE, FILE,
ON OF PERSONNEL SERVICES
Personnel Administrator: [Signature] Date: 7/29/06
Subject to C

JEFFERSON COUNTY BOARD OF EDUCATION

☒ NOTIFICATION OF CLASSIFIED EMPLOYMENT☐ NOTIFICATION OF PROFESSIONAL EMPLOYMENTName: [REDACTED]Address: [REDACTED][REDACTED]

Soc. Sec. No.: [REDACTED] Race/Sex Code: B Phone: [REDACTED] Today's Date: 07/24/08
Department: 01 Budget Slot (1): 0022 Budget Slot (2): _____ Budget Slot (3): _____
Job Code (1): 03247 Job Code (2): _____ Job Code (3): _____ Effective Date: 07/25/08
Birth Date: 01/28/81 Board Action Date: _____ Hire Date: 07/25/08 Outside Exper.: 03 Military: _____
Representation Code: T Perm. Rep. Code: T EMPLOYMENT STATUS: A / PERMANENT FULL-TI
006695 701061 2-03247-0005

EDUCATION

Education: RANK I Approved Training: _____ Test Results: _____
College: _____ Degree: _____ Or Hrs: _____ College: _____ Degree: _____ Or Hrs: _____
U. OF KY. B U. OF KY. M
U. OF KY. D
Related Work Experience: 03 Military Experience: _____

CERTIFICATION

CERTIFICATION	CODE	EXP. DATE	CERTIFICATION	CODE	EXP. DATE
<u>EMER TEACHER CERT</u>	<u>SX</u>	<u>063008</u>	<u>PHYSICAL THERAPIST</u>	<u>PT</u>	<u>033109</u>
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

HISTORY

Job Assignment*: PHYSICAL THERAPIST Work Loc.: 001K/PT/OT STAFF
Job Family: 3 Grade/Rank/Step: 10/08 Admin. Tch. Rank/Step: _____ Base Days/Hrs: 205
Hourly Rate: _____ Daily Rate: [REDACTED] Annual Salary: [REDACTED]
Addition: _____ Replacement: _____ Person replaced - Name/Reason: _____
FICA: _____ CERS: _____ KTRS: X

FUNDING SOURCE

Funding Source: GENERAL
Account No. (1): 9-0100-01-2296-118-5-237-00 Pct. (1): 1.00
Account No. (2): _____ Pct. (2): _____
Account No. (3): _____ Pct. (3): _____

REMARKS

CONGRATULATIONS NEW HIRE, WELCOME TO JCPS!!!!
PLACED ON STEP 4 PER L CULLENT
CREDITED 3 YEARS WORK EXPERIENCE FROM JEWISH HOSPITAL
Copies: BENEFITS, FINANCE, PAYROLL, PRINCIPAL, SUB CENTER, FILE, DAWSON

DIVISION OF PERSONNEL SERVICES

Signed: _____

Personnel Administrator: [Signature]Date: 7/25/08

Jefferson County Public Schools
Administrative Offices
VanHoose Education Center
P.O. Box 34020
Louisville, Kentucky 40232-4020
(502) 485-3011



June 11, 2019

[REDACTED]
[REDACTED]
[REDACTED]
RE: CORRECTION OF OVERPAYMENT IN SALARY
[REDACTED]

A recent compensation audit revealed an error in your current salary. When you were initially hired as a physical or occupational therapist, the salary placement rules were applied incorrectly and you were awarded additional steps for which you do not qualify.

Current Position	Salary	Steps Over
Occupation Therapist	[REDACTED]	4 steps over

From July 1, 2019, through June 30, 2020, your salary shall be frozen at the current rate/amount listed above. On July 1, 2020, your salary shall become commensurate with the position and appropriate steps for which you hold on that date. You are notified that the resulting reduction in salary starting July 1, 2020, is based on the correction of steps. Please note that no recovery of funds to the district will be collected.

Thank you for your service to the children of Jefferson County.

Sincerely,

Martin A. Pollio, Ed.D.
Superintendent

Jefferson County Public Schools
Administrative Offices
VanHoose Education Center
P.O. Box 34020
Louisville, Kentucky 40232-4020
(502) 485-3011



June 11, 2019

[REDACTED]
[REDACTED]
[REDACTED]
RE: CORRECTION OF OVERPAYMENT IN SALARY
[REDACTED]

A recent compensation audit revealed an error in your current salary. When you were initially hired as a physical or occupational therapist, the salary placement rules were applied incorrectly and you were awarded additional steps for which you do not qualify.

Current Position	Salary	Steps Over
Physical Therapist	[REDACTED]	3 steps over

From July 1, 2019, through June 30, 2020, your salary shall be frozen at the current rate/amount listed above. On July 1, 2020, your salary shall become commensurate with the position and appropriate steps for which you hold on that date. You are notified that the resulting reduction in salary starting July 1, 2020, is based on the correction of steps. Please note that no recovery of funds to the district will be collected.

Thank you for your service to the children of Jefferson County.

Sincerely,

Martin A. Pollio, Ed.D.
Superintendent

