



JEFFERSON COUNTY BOARD OF EDUCATION
Minutes of Special Business Meeting of September 29, 2020

Special Business Meeting of the Jefferson County Board of Education held via Video Teleconference, on Tuesday, September 29, 2020, at 6 p.m.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter
Mr. Chris Brady
Mrs. Linda Duncan
Dr. Corrie Shull

Vice-Chair Chris Kolb
Mr. James Craig
Mr. Joseph Marshall

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.
Kevin Brown, General Counsel
Dr. Kermit Belcher, Chief Information Officer
Dr. Carmen Coleman, Chief Academic Officer
Kim Chevalier, Chief Exceptional Child Education
Cordelia Hardin, Chief Financial Officer
Renee Murphy, Chief Communications and Community Relations 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."

Members of the public had the opportunity to voice opinions or express concerns by submitting remarks via email or mail.

SPECIAL BUSINESS MEETING

I. Call to Order

Chair Porter called the September 29, 2020, Special Business Meeting of the Board of Education to order at 6:02 p.m.

II. Recommendation for Approval of Meeting Agenda

Order #2020-143 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for September 29, 2020. The recommendation passed with a motion by Mr. Joseph Marshall 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
Dr. Corrie Shull	Yes

III. Recommendation for Approval of Minutes of Previous Meeting

Order #2020-144 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the September 15, 2020, and September 17, 2020, meetings. The recommendation passed with a motion by Mr. Joseph Marshall and a second by Mrs. Linda Duncan.

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

IV. Superintendent's Report

Dr. Pollio began his report by welcoming back Kevin Brown, General Counsel, who was serving as acting commissioner for the Kentucky Department of Education since last winter. He then highlighted the importance of the upcoming tax increase vote and discussed how the investment will allow the District to better supports schools and students.

V. Action Items

V.A. Recommendation for Approval of the Opening of School Plan and Acceptance of a report on Non-Traditional Instruction

Dr. Pollio and his team presented a report on the continuation of NTI along with plans for returning to in-person learning. Each Board member had an opportunity to comment and ask questions.

Dr. Kolb asked if any schools are offering in-person help like the community learning hubs. He discussed the recent rise in COVID-19 cases and stated that he wants kids back in school but cannot see how it will be possible in the very near future. He expressed frustration with the lack of action from Federal, State, and local government to help prevent the spread of the virus.

Mr. Craig stated that he supports the continuation of NTI and the use of data to drive that decision. He questioned recent changes to the COVID-19 Metrics for K-12 Education and the use of data from surrounding schools who have already or will soon return to in-person learning. He requested the creation of a NTI dashboard to have a better idea of how the District is performing.

Mr. Marshall questioned transition time from NTI to in-person learning and the possibility of adjusting the school calendar. He asked about support services for ECE students. He then questioned specific details regarding the plan to reopen schools. He echoed the request for a NTI dashboard, specifically, with demographic data of students who are struggling. He expressed concern regarding the abundance of work that some students are required to do which has been cumbersome on families.

Mrs. Duncan agreed with the use of trend-data to drive the decision of returning to in-person learning. She questioned how a hybrid model would work for students on days where they are at home. She expressed concern with being able to enforce compliance with face masks.

Dr. Shull questioned student access to library books and the restart of extra-curricular activities with in-person learning. He expressed appreciation for the use of multicultural books to assist in racial equity in elementary schools.

Mr. Brady questioned and requested clarification regarding: the upcoming parent survey; the use of the COVID-19 Metrics for K-12 Education; calendar considerations; specialized programs for students who choose to remain in the Virtual Academy; resources available to assist Virtual Academy ECE teachers/students; the option to live-stream classrooms for students at home; the possible use of rapid testing; separation of sick students on buses; possible dates of returning to in-person learning; and the number of custodians available to keep schools sanitized. He concluded by thanking the District for moving forward with their efforts in racial equity conversations.

Chair Porter stated that she had a list of questions but would get most of those answers after the meeting in the interest of time. She did ask two questions regarding the number of teachers available once the District returns to in-person learning and the availability of electrostatic disinfectant sprayers for each school. She then asked Dr. Pollio to clearly restate his recommendation that the Board will vote on.

Dr. Pollio stated that he is recommending an extension of NTI past October 5. The dates in the presentation are included to show a pathway but he is not asking the Board to consider any return to school dates at this time. He will not make a recommendation for return dates until the COVID-19 rates go down and there will be a meeting before that recommendation with more details on how to proceed.

Order #2020-145 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education postpone in-person learning from the projected October 6 to a future date to be determined based on: designated criteria, approved opening of school plan and criteria; and accept a report on Non-Traditional Instruction. 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
Dr. Corrie Shull	Yes

Chair Porter stated that there is a graph available showing the COVID-19 data by zip code. She asked Dr. Pollio if it is something that could be posted online to help inform JCPS families.

V.B. Recommendation for Approval of the Working Budget for Fiscal Year 2020-21

Dr. Pollio introduced this item and Cordelia Hardin, chief financial officer, presented the working budget for approval. Each Board member had an opportunity to ask questions.

Mr. Marshall questioned the renovations at Waller-Williams and the move to Riverport.

Mrs. Duncan acknowledged that there is another way to reach a 4 percent tax increase and pointed out the information on page 22 of the Working Budget: *The property assessment increase also provides an opportunity to receive an optimal revenue increase in property taxes without increasing the rate.*

Order #2020-146 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the attached Working Budget for Fiscal Year 2020-21. The recommendation passed with a motion by Mr. Joseph Marshall 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
Dr. Corrie Shull	Yes

VI. Information Items

VI.A. Acceptance of Status Report on Minority Hiring

Dr. Pollio introduced this item and Ashley Duncan, previously the JCPS Diversity Hiring Specialist, presented the report. Each Board member had an opportunity to comment and ask questions. Multiple Board members thanked Ms. Duncan for her work and recommendations.

Mr. Brady asked about Ms. Duncan's recommendation regarding the ombudsman position and the staffing structure.

Order #2020-147 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive a status report on Minority Hiring. The recommendation passed with a motion by Mr. James Craig and a second by Dr. 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
Dr. Corrie Shull	Yes

VII. Consent Calendar

VII.A. Report of Certified Leaves

VII.B. Report of Personnel Actions

VII.C. Recommendation for Approval of Job Descriptions

VII.D. Recommendation for Approval of Organizational Charts

VII.E. Recommendation for Approval of Bid and Revised BG-1 Form for New Elementary School Newburg Area

VII.F. Recommendation for Approval of Contract Completion and BG-4 Form for Partial Roof Replacement at Fairdale Elementary School

VII.G. Recommendation for Approval of Construction Change Orders

VII.H. Recommendation for Approval of Utility Easement for Dixie Corridor New Elementary School

VII.I. Recommendation for Approval of Utility Easement for Newburg Area New Elementary School

VII.J. Recommendation for Approval of Bid Tabulations, Contract Renewals, and Amendment

VII.K. Recommendation for Approval of Professional Services Contracts of \$20,000 or More

VII.L. Acceptance of Orders of the Treasurer

VII.L.1. Acceptance of Orders of the Treasurer-Invoices

VII.L.2. Acceptance of Orders of the Treasurer-Purchase Orders

VII.L.3. Acceptance of Orders of the Treasurer-Vouchers

VII.M. Acceptance of Donations, Grants, and Funding

VII.M.1. Acceptance of Donations and Small Grants

VII.M.2. Acceptance of Intel Online Learning Initiative Grant

VII.M.3. Acceptance of Fresh Fruit and Vegetable Program Grant from the Kentucky Department of Education

VII.M.4. Acceptance of Grants from the WHAS Crusade for Children

VII.M.5. Acceptance of Funds from KDE for Last Mile Internet Service Program
VII.M.6. Acceptance of Grant Funds from Louisville Metro Public Health and Wellness
VII.M.7. Acceptance of Funding from Family and Children's Place for a 21st Century Community Learning Center at Engelhard Elementary School
VII.N. Recommendation for Approval of Agreements
VII.N.1. Recommendation for Approval of Addendum to Memorandum of Agreement with Jefferson Community & Technical College for the Accelerate to College Program
VII.N.2. Recommendation for Approval of JCPS Data Sharing Agreements
VII.N.2.a. Recommendation for Approval of JCPS Data Sharing Agreement with Cengage Learning, Inc
VII.N.2.b. Recommendation for Approval of JCPS Data Sharing Agreement with Discovery Education
VII.N.2.c. Recommendation for Approval of JCPS Data Sharing Agreement with Frontline Technologies Group
VII.N.2.d. Recommendation for Approval of JCPS Data Sharing Agreement with Global Game Changers Children's Education Initiative
VII.N.2.e. Recommendation for Approval of JCPS Data Sharing Agreement with GMETRIX-Certiport
VII.N.2.f. Recommendation for Approval of JCPS Data Sharing Agreement with Mackin Educational Resources
VII.N.2.g. Recommendation for Approval of Data Sharing Agreement with Metro United Way, Inc. Regarding United Community
VII.N.2.h. Recommendation for Approval of JCPS Data Sharing Agreement with Pear Deck
VII.N.2.i. Recommendation for Approval of JCPS Data Sharing Agreement with School Specialty
VII.N.2.j. Recommendation for Approval of Amendment to JCPS Data Sharing Agreement with Library World
VII.N.3. Recommendation for Approval of Memorandum of Agreement with Western Kentucky University
VII.N.4. Recommendation for Approval of 21st Century Community Learning Centers Contract Modification From the Kentucky Department of Education
VII.N.5. Recommendation for Approval of an Amendment to Memorandum of Agreement with Evolve502
VII.O. Recommendation for Approval of Contracts for Non-Resident Pupils for Fiscal Year 2021-22
VII.P. Recommendation for Approval of the Use of the Kentucky Department of Education Course Code 909999 by Schools
VII.Q. Revision of Board Policies 03.1211 Salary Deductions (Certified), 03.2211 Salary Deductions (Classified), and 09.33 Fundraising Activities (First Reading)
VII.R. Revision of Board Policies 03.13251 Drug-Free/Alcohol Free Schools (Certified), 03.23251 Drug-Free/Alcohol Free Schools (Classified) (First Reading)
VII.S. Revision of Board Policy 03.2232 Sick Leave (Classified) (First Reading)
VII.T. Revision of Board Policy 04.32 Model Procurement Code Purchasing (First Reading)

Order #2020-148 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the consent calendar for September 29, 2020. The recommendation passed with a motion by Mr. Joseph Marshall 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
Dr. Corrie Shull	Yes

VIII. Board Planning Calendar

There was no discussion.

Order #2020-149 - 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 Mr. James Craig and a second by Mrs. Linda Duncan.

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

IX. Committee Reports

There were no reports.

X. Board Reports

Mr. Craig expressed support for the use of multicultural books to assist in racial equity in schools and then extended support to the football team at the Academy @ Shawnee.

Chair Porter congratulated King Elementary School teachers Ms. Holloway and Mr. Newton for their retirement. She then briefly discussed the YMCA Black Achievers Program and recent conversations at a local church where JCPS students shared their experiences with NTI.

XI. Executive Session (If Needed)


XII. Action Item (If Needed)

XIII. Adjournment

The meeting adjourned at 8:46 p.m.

Order #2020-150 - Motion Passed: A motion to adjourn the September 29, 2020, meeting of the Jefferson County Board of Education at 8:46 p.m. passed with a motion by Mr. Joseph Marshall and a second by Dr. Christopher Kolb.

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

September 29, 2020

amanda gellhaus amandagellhaus@yahoo.com

Are kids going back to in person classes October 5? Will parents have a choice? We need to know!

Ms. Gilpin-

I have a question that I would like submitted to the board for the 9/29/20 meeting:

The Board is asking parents to decide between in-person instruction and a virtual academy, but no information has been given out about the virtual academy. Are students who attend the virtual academy still students of their same school and being taught by their same teachers? Or is it a completely separate entity with separate/new teachers? For instance, my daughter is in the Gifted & Talented program at Noe. If she chooses the virtual academy in October, will she still be taught by her same Noe teachers? Or does she get pulled away from the teachers that she's made relationships with since August in NTI and suddenly taught by different "virtual academy" teachers? How do you ensure that she continues to receive the Gifted & Talented education track?

Amber D. Nicely

Attorney

Direct: 502-681-0531

Cell: 502-724-3114

Fax: 502-560-5361

anicely@stites.com

-----Original Message-----

From: Michael Idle <mikeidle01@gmail.com>

Sent: Wednesday, September 23, 2020 9:23 AM

To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>

Subject: JCPS NTI Feedback

Good Morning-

I feel I need to provide some feedback as the county moves towards next steps in this school year. I fully understand the reasons for a virtual classroom, I know this virus is a serious threat.

However, I feel the setup we have is not working. My wife and I both have full time jobs, and it has been chaotic ensuring we are able to get out 1st grade daughter in all her classes. That would be fine if it were working, but multiple times per week the teacher has internet connection issues. My daughter feels like she is not learning anything and misses being in class.

I think we have seen that in controlled environments, the virus can be prevented from initial infection and/or spread. If the county feels that they are unable to provide that controlled environment, then I feel strongly that the school year should be delayed. The NTI is not working and it is frustrating as parents when we adjust our schedules around only to have the class canceled due to a connection issue.

I understand the county is receiving a lot of feedback and this is just one opinion, we will certainly continue to do everything we can to make this work, but I wanted to ensure I shared this with someone at JCPS.

Thank you for your time,

Mike Idle

Mikeidle01@gmail.com

Sent from my iPhone

From: Sarah Muntz <semuntz10@gmail.com>
Sent: Thursday, September 17, 2020 4:16 PM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: JCPS ECE questions

My name is Sarah Muntz. I have two questions. My oldest son is a 9th grader in the ECE class at Waggenner High School. He has a current IEP and receives Speech therapy. He will definitely require more services, like Occupation therapy and possibly others due to regression etc.. We must do NTI because of multiple health conditions making in class learning impossible at this time.

- 1.) How will these extra needs/accommodations be met?
- 2.) How will we go about holding IEP meetings, and making sure we are ALL properly tracking data?

From: Ashley Combs <ashes7984@gmail.com>
Sent: Wednesday, September 23, 2020 12:45 PM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: NTI and returning back to school

Good afternoon,

I wanted to take the time to reach out and express my support for returning back to school as soon as possible. I have a 5 year old in her first year of school and my child and family are suffering. My child has been in a private preschool program for the previous 2 years and loved school. She now hates the word school. On top of the 2 hours she is on the computer with her regular teacher everyday, she has at least another 30 minutes online with her special area for the day, and this does not count the additional videos she has to watch on her own. Since starting school, she has 2 to 4 paper worksheets, 2 to 3 online activities, not to mention small projects, and the homework she has for her 6 special areas which include; PE, STEM, MUSIC, FRENCH, ART, and LIBRARY.....she has homework in all these areas every day. While we are lucky to have my parents watch her and her younger brother, they are not computer savvy and struggle with keeping up. Our evening consists of at least 2 hours of catch-up on the computer and homework. Our family gets home at 5, homework until 7 to 730, bath time, then bed. We have not had a family dinner since school started. I am in no way shape or form upset at our teachers....they are amazing and in this with us. We need to get back to school. We are not the only family suffering.

-The Combs Family

From: Tiffani Sparks <loureceptionist@wittrans.com>
Sent: Thursday, September 17, 2020 10:53 AM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: Students should return to in-person classes!

To whom it may concern:

I am writing to express my opinion and concern for these kids. I just want to say I believe Covid is real. But it's not as big of a deal people are making it. These kids and their mental health state is very real. Their education and mental health, and immune systems, and social skills are more important against a .1% chance of them getting covid. We do not do online schooling and wear masks for the flu we should not do it for this. Point blank. And honestly, a lot of them probably already had this virus last year. I am not saying when they go back to in-person we shouldn't take precaution but I do believe if you are at high risk student you should wear a mask or opt to do NTI learning. Most of these students are well and healthy and should be able to go back to their normal schooling. That should go for the teachers and staff as well.

Thank you!

One very concerned and frustrated parent.

Tiffani Sparks

Louisville WIT Receptionist

"Choose to Shine"

From: Traci Brown <tracibrown76@gmail.com>
Sent: Wednesday, September 16, 2020 11:04 PM
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>
Subject: NTI Comments

Thanks for the opportunity to offer comments and the hard work the board is doing to make difficult decisions. My hope is that the next meeting will result in a decision to send children back into schools, or at least to send younger children into the classroom.

My daughter is in Kindergarten at Stopher Elementary. The work her teacher's team completes is abundantly evident. That said, NTI is still difficult. My daughter struggles in school (she is repeating Kindergarten) in the best of scenarios, let alone while trying to have a positive attitude in front of a screen. Add in three younger siblings and her already short attention span is dramatically reduced.

It is difficult for me to monitor her work, and I have the "best" scenario of many parents. I am a stay at home mom with a 6, 3, 2, and 1 year old. Our kiddos are wonderful, but quite demanding as all are either adopted from the foster care system or currently in the system. That said, directing daily activities generally takes work. Once school is added into the picture, I find myself in the position of seriously shortchanging both my Kindergartner, who needs constant attention and coaching, and my younger children who also need constant attention and coaching.

My heart aches for the situation my daughter could have been in, with birth parents entirely incapable of offering a stable environment, let alone direction in school. That heartache stretches to those children in abusive and neglectful homes currently. They are being further harmed, whether directly by their parents or indirectly by inattention to education.

My heart aches for single parents who have to scramble daily to fulfill all obligations for their families. My heart aches for dual working parents who have to either pay for someone to teach/monitor their children or determine who might have to forego work in order to provide for their children's public education.

I understand there are grave concerns about COVID-19. There seem, however, to be options to mitigate those concerns to at least some degree. Staggered school days, use of high school space for younger students while offering online classes for the more capable high schoolers, and offering the choice of NTI vs. in school options to both families and teachers all seem better than the current situation.

Again, thank you for your consideration and for the very hard decisions you face. I do not envy your current position and appreciate you greatly.

Sincerely,

Traci J. Brown

Dear JCPS,

I respectfully request that the following message be included with the minutes for the Sept 29, 2020 JCPS Board Meeting. Due to possible word count limitations, an online version can also be found in its entirety at <https://dearjcps.com/earn-the-peoples-vote/>.

I want to thank Senator Adams for following up with district leaders on the concerns we shared previously regarding the disconnect between the information communicated by Dr. Pollio during the Sept. 1 board meeting, and the responses provided by the open records attorney on two separate occasions. By way of this email, I want to let everyone that has been part of these conversations know that immediately after I forwarded an email to Dr. Pollio demonstrating these disparities, I received a prompt text message from him that stated,

"I now know what the problem has been. ... We completed multiple REAPS on the current student assignment plan but did various parts of the plan. The task force never did one single REAP on the entire plan. I believe you aren't asking for the parts. You are asking for one REAP on the entire plan. We did not perform that. We have made the decision to do that at our next task force mtg. I apologize for the misunderstanding."

I appreciate Dr. Pollio's prompt reply and his commitment to provide the long-awaited analysis at the next task force meeting.

As a result of these latest developments, our Coalition has some additional questions we are hoping Dr. Dossett can help us with.

1). In the email below, you state that "we are still in the process of gathering feedback." Can you please provide the methods and audiences where feedback is still being gathered? The [online survey](#) is "no longer accepting responses." What are the timelines and venues for these feedback opportunities for those who still feel unheard or shut out, especially in light of the evolving pandemic, the movement for Black lives nationally, [Breonna Taylor \(a JCPS graduate\)](#), and the #SayHerName movement locally? What may have been "the best we can hope for" prior to these developments deserves bold and innovative solutions moving forward.

2). In Dr. Pollio's text message referenced above, he states there will be a [Racial Equity Analysis Protocol \(REAP\)](#) done on the current plan in its entirety at the next task force meeting. Can you provide that date and time? Will there be opportunity for public comments to be heard at the end of the meeting, like the task force used to allow before COVID?

3). As the parameters of the requested REAP are examined, please examine "downhill" impacts, as well, such as what role student assignment plays in a school community's capacity to cultivate meaningful and enduring relationships, outside supports, donations, volunteer involvement, SBDM power, fundraising, political influence, booster organizations, athletic programs, and the like. Please also examine the ability of "disenfranchised and disconnected" families from having a child apply/be accepted into a higher performing magnet program. How do test scores, Great Schools reviews, and other factors drive higher concentrations of poverty, minority or disability to some schools, leading

to self-fulfilling gap wideners, and other domino effects? Our Coalition would like an opportunity to feel confident that the REAP has not overlooked any glaring concerns prior to presenting it to the public prior to the Coalition's Oct. 11 deadline.

4). In order to know the extent of the inequities, it is imperative that the plan be evaluated from its current, entire state, so that any racial barriers can be identified and eliminated immediately, the extent of the remaining disparities can be communicated to the public and intermediate and long-term goals can be set, prior to moving away from any baseline data. It is imperative that the community hear the truth about these disparities and the harms our actions (or inactions) have caused, no matter how painful, so that we can make informed decisions about the importance of the tax increase and begin to allocate the attention and resources necessary to make repairs. What is the plan to share these findings with the community ahead of the critical tax vote? How can we help?

Most, if not all, of the members of our Coalition understand the importance and urgency of the tax increase. Our concerns are that (for various reasons, ranging from too many competing priorities to a lack of trust that the district will do what it says it will do) there is currently not enough community support for this ballot measure to pass. The purpose of the Coalition is to seek to remedy this by bringing forward concerns from the impacted communities our organizations represent, and working toward taking back to these stakeholders a demonstration of understanding and commitment to how the district seeks to remedy these concerns, in order to mobilize Black and West End voters and their allies to turn out on November 3. After all, Black voters in West Louisville represent a significant voting bloc. We feel their votes alone could determine if this measure were to pass or fail.

We also want to be clear that we acknowledge and appreciate the tremendous gains Dr. Pollio has made weaving racial justice into the district's culture and climate, developing equitable policies and protocols, and even moving on to evaluating the renaming of schools and changing mascots, if appropriate. However, we can't continue to dance around the elephant in the room, which is our grossly inequitable Student Assignment Plan. In a vacuum, the proposed changes that came out of 2 ½ years of committee work do a great job realigning the existing student assignment map for those who live in the West End, but they don't begin to address the broad, glaring inequities that come from the overall admittedly structurally racist plan that forces ONLY West End students to travel in the name of "equity." The tweaks that represent the changes to the plan still do not make it EQUAL. Therefore, we have a LONG WAY to go before the plan even begins to approach EQUITABLE. When in fact, in an equitable plan, the burden of diversity would be placed on those with the greatest access to resources, transportation, flexibility, and means, not those with the least. Furthermore, voting on these changes prior to learning the extent of the harm also risks kicking the can down the road another 10 years before our community can muster up the political will to entertain making another round of changes. Furthermore, it could put the only part of the student assignment plan that strives to continue integrated schools by providing an opportunity for students to attend school outside of their high-minority, impoverished neighborhood in jeopardy. The impacted communities have proposed solutions that have gone largely unheard and ignored. These inequities continue to compound every year they remain unaddressed. We understand district leadership's concern of moving slowly and cautiously to avoid "unintended consequences," however, there are also possible consequences from delay or from unwinding a piece without looking at the whole. And as William E. Gladstone said, "Justice delayed is justice denied."

Now more than ever, Jefferson County (not just JCPS, but all of us) has a responsibility to end and repair the harm that continues to be done to our West End communities. Now, more than ever, we have an opportunity to speak truth to power and push back on those who seek to oppress our most vulnerable community members. Now more than ever, under the leadership of Dr. Pollio, JCPS is in a position to make meaningful, transformative change for our black, brown, poor, disabled and disenfranchised students and their families. And we – all of us – have an obligation to do so urgently.

When creating solutions for people who are closest to the pain, we must ensure impacted community members have a seat at the table. This includes not only meeting them where they are, but also not turning a blind eye when we see grassroots voices being shut out by powerful white business elites with a different agenda than what's best for our students and our tax dollars. Trust taxpayers, parents, community members and allies to support you as you continue to make monumental gains against racial injustice. Trust grassroots leaders to bring a groundswell of support as you do what is right and what is just.

In closing, this past Wednesday, [our Coalition had our first opportunity to share community concerns with Dr. Pollio since July 16](#). (The coalition had sent a [prior email during the last regular Board meeting raising concerns and objecting to the fact](#) that the public has not been able to have their voice heard at board meetings since COVID.) We informed him of the Coalition's four reasonable demands to "EARN the People's Vote" prior to a "decision date" of October 11. Leaders from the Coalition's [majority-Black decision-making council](#) have requested a follow-up meeting with Dr. Pollio as soon as possible. Until the district demonstrates a good-faith effort to work with these grassroots groups to address our demands, Coalition members' position on supporting the tax increase remains "no," "not yet," and "not until/unless." We appreciate the open and transparent dialogue and look forward to working together to dismantle the structures that have caused (and continue to cause) great harm to our most impacted students, and to create sustainable solutions that not only repair that harm, but propel ALL JCPS students forward.

Please do not hesitate to let us know how we can be of service in this regard.

Thank you for all you do,

Gay Adelman

Co-founder, President

[Dear JCPS & Save Our Schools KY](#)

Voice & Text (502) 565-8397

Voicemail (260) 633-0463



From: Julie Raque Adams <julieradams@twc.com>
Sent: Friday, September 25, 2020 2:33 PM
To: Moderator@dearjcps.com
Subject: Fwd: Student Assignment Plan REAP

Begin forwarded message:

From: "Piper, Abby E." <abby.piper@jefferson.kyschools.us>
Date: September 25, 2020 at 2:06:28 PM EDT
To: Julie Adams <julieradams@twc.com>
Subject: Fwd: Student Assignment Plan REAP

Senator Adams,

See below. Thank you for asking!

Abby

Begin forwarded message:

From: "Dossett, Dena H" <dena.dossett@jefferson.kyschools.us>
Date: September 24, 2020 at 11:38:05 AM EDT
To: "Piper, Abby E." <abby.piper@jefferson.kyschools.us>, "Dennes, Amy P" <amy.dennes@jefferson.kyschools.us>
Cc: "Blausey, Cassiopia" <cassiopia.blausey@jefferson.kyschools.us>
Subject: RE: Student Assignment Plan REAP

The attached document in the email below are the REAPs that have been conducted thus far. At our last student assignment review advisory committee meeting, we discussed the possibility of conducting additional REAPs.

Also, please note that the board is not expected to vote on the proposed student assignment changes on Sept 29th. We are still in the process of getting feedback.

From: Piper, Abby E. <abby.piper@jefferson.kyschools.us>
Sent: Thursday, September 24, 2020 11:29 AM
To: Dennes, Amy P <amy.dennes@jefferson.kyschools.us>; Dossett, Dena H <dena.dossett@jefferson.kyschools.us>
Cc: Blausey, Cassiopia <cassiopia.blausey@jefferson.kyschools.us>
Subject: Fwd: Student Assignment Plan REAP

See below. Please advise.

Begin forwarded message:

From: "Adams, Julie (State Sen.) (LRC)" <Julie.Adams@LRC.KY.GOV>
Date: September 24, 2020 at 11:24:45 AM EDT
To: "Piper, Abby E." <abby.piper@jefferson.kyschools.us>
Subject: FW: Student Assignment Plan REAP

Abby,

Senator Julie Raque Adams asked that I forward this email to you and ask for a response.

--

Peggy Rayborn

Leadership Staff

Senate Majority

Legislative Research Commission

Capitol Annex, Rm. 242 | 702 Capital Ave. | Frankfort, KY 40601-3448 | 502-564-2450 ext. 287

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From: moderator@dearjcps.com [<mailto:moderator@dearjcps.com>]

Sent: Tuesday, September 15, 2020 9:59 AM

To: 'Tyra Walker' <tyra.walker71@gmail.com>; 'Tia Edison' <edisontia10@gmail.com>; 'Greg Tichenor' <gregtich@hotmail.com>; 'Kirk Owens' <firstwave9@juno.com>; 'dre dawson' <dredawsonceo@gmail.com>; 'Shameka Parrish-Wright' <shamekapw@gmail.com>; 'Carla Robinson' <carladrobinson@live.com>; 'Carla Wallace' <cwallace33@gmail.com>; 'Sonja de Vries' <sonjadevries2017@outlook.com>; 'De'Nita Wright' <deana17610@aol.com>; kimberlymuckerjohnson@gmail.com; 'Vincent Gonzalez' <vjgonz01@gmail.com>; iragrupper@gmail.com; 'Michael Tee' <nathanieltturner1954@yahoo.com>; cb@hoodtotheholler.org; 'Michael McCloud' <drcloud05@gmail.com>; 'Ivonne Rovira' <missivonne2010@gmail.com>; chris@thieneman.com; PrincipledPennix@gmail.com; rhonda.blandford@namilouisville.org; president@louisvillepto.com; Jess.duenas@gmail.com; alexander@hoodtotheholler.org; 'Ivonne Rovira' <missivonne2010@gmail.com>; 'Tia Edison' <edisontia10@gmail.com>; 'Tyra Walker' <tyra.walker71@gmail.com>; 'Greg Tichenor' <gregtich@hotmail.com>; 'Sonja de Vries' <sonjadevries2017@outlook.com>; 'Carla Wallace' <cwallace33@gmail.com>; 'Cordia Pickerill' <cordiapickerill@gmail.com>; 'delores pregliasco' <deepregliasco@gmail.com>; 'Pat Murrell' <patriciamurrell2@aol.com>; 'LESLIE MARCELLINO' <bldg@aol.com>; 'Kirk Owens' <firstwave9@juno.com>; Adrianlayne1@gmail.com; Swiggin7@gmail.com; 'De'Nita Wright' <deana17610@aol.com>; 'Rebecca Harmon' <rlharm@aol.com>; 'Frances Cotton' <fsandifer@yahoo.com>; 'Kumar Rashad' <kumar.rashad@jcta.org>; crevolutionjourneys@gmail.com; 'Carla Robinson' <carladrobinson@live.com>; 'Jess Clark' <jclark@wfpl.org>; 'Jared Bennett' <jbennett@louisvillepublicmedia.org>; rhonda.blandford@namilouisville.org; chris@thieneman.com; 'William Komp' <pamdirac.geo@yahoo.com>; Chris@fairness.org; 'Michael McCloud' <drcloud05@gmail.com>; 'Shameka Parrish-Wright' <shamekapw@gmail.com>; kimberlymuckerjohnson@gmail.com; 'dre dawson' <dredawsonceo@gmail.com>; Tiffanyb_4@hotmail.com; 'Bojanowski, Christine B' <christine.bojanowski@jefferson.kyschools.us>; lgwillner@gmail.com; Adams, Julie (State Sen.) (LRC) <Julie.Adams@LRC.KY.GOV>
Cc: 'Jess Clark' <jclark@wfpl.org>; 'Jared Bennett' <jbennett@louisvillepublicmedia.org>; 'Krauth, Olivia' <OKrauth@gannett.com>; 'Diane Ravitch' <gardendr@gmail.com>; 'Alex Khan' <alex@soledadproductions.com>

Subject: FW: Student Assignment Plan REAP

Friends,

We need all eyes on this!

We asked JCPS Board Member Joe Marshall to ask the district if a REAP (Racial Equity Analysis Protocol) had been done on the current Student Assignment Plan. This was the result:

<https://dearjcps.com/wheres-the-reap/>

After forwarding the previous response we had received from Open Records to Mr. Marshall, stating one had not been done, he sent a follow-up email to Dr. Pollio. Below is the file he received in response.

This appears to be the exact same file the district sent me when I asked for the REAP and they told me one had not been done. They said only pieces of the proposed changes had been through the REAP, so I asked for a copy of those documents and this is what they sent me. They are being disingenuous by

pretending a REAP has been done on the full, current plan when it hasn't. Even to one of their own board members!

The board is expected to vote on the proposed changes and the budget on Sept. 29, and the Nov. 3 tax increase is tied to the implementation of this proposal, so it's imperative the public gets answers to these questions before they vote!

Gay

From: Marshall, Joseph C. <joseph.marshall2@jefferson.kyschools.us>

Sent: Monday, September 14, 2020 7:29 PM

To: moderator@dearjcps.com

Subject: Student Assignment Plan REAP

Here is the file I received in direct response to the question you asked me.

Joe Marshall

JCPS Board of Education Representative

District 4

"Children have never been very good at listening to their elders, but they have never failed to imitate them." James Baldwin