



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Business Meeting of March 09, 2021

Business Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Louisville, Kentucky, on Tuesday, March 09, 2021, at 6 p.m.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter

Mr. James Craig

Mr. Joseph Marshall

Dr. Corrie Shull

Vice-Chair Chris Kolb

Mrs. Linda Duncan

Ms. Sarah McIntosh

Board members Kolb and Duncan attended the meeting via videoconference.

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.

Jimmy Adams, Chief Human Resources

Kevin Brown, General Counsel

Dr. Carmen Coleman, Chief Academic Officer

Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement

Dr. John Marshall, Chief Equity Officer

Robert Moore, Chief of Schools

Chris Perkins, Chief Operations Officer

Eva Stone, Health Coordinator

This meeting was conducted via videoconference pursuant to KRS 61.820 and KRS 61.823. The primary location for this meeting was VanHoose Education Center, Stewart Auditorium. Members were permitted to attend in-person or by videoconference.

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, public attendance at this meeting is permitted, however, it was advised that COVID-related mitigation efforts would require a severely reduced seating capacity in Stewart Auditorium to ensure social distancing.

As a result, all interested members of the public were strongly encouraged to view the meeting virtually, which was available for live public viewing online.

REGULAR MEETING

Chair Porter called the March 09, 2021, Business Meeting of the Board of Education to order at 6 p.m. This was followed by a traditional moment of silence and The Pledge of Allegiance. Mr. Craig then read the District Vision Statement.

III. Recommendation for Approval of Meeting Agenda

Order #2021-41 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for March 9, 2021. The recommendation passed with a motion by Mr. James Craig and a second by Mr. Joseph Marshall.

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

IV. Recommendation for Approval of Minutes of Previous Meeting

Order #2021-42 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the February 16, 2021, regular meeting, February 18, 2021, Town Hall, February 23, 2021, special meeting, and February 25, 2021, special meeting. The recommendation passed with a motion by Mr. James Craig and a second by Mr. Joseph Marshall.

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

V. Superintendent's Report

Dr. Pollio thanked everyone in JCPS who is working to prepare for the implementation of the in-person learning plan. He briefly highlighted the work to meet the needs of our District for a safe return to in-person school. He said, "It's been a long road to get to the point where we are right now, to be able to open our school doors. We still have a lot of work to do and a long road ahead of us but I'm confident our schools are going to be ready." He then thanked Union Partners and discussed the effective collaboration to ensure a safe and healthy return to school for employees and union members. He concluded by congratulating the 38 JCPS teachers who recently received their National Board Certification and Gabby Wilson of Fern Creek High School for being the first female to win a KHSAA wrestling championship.

VI. Persons Requesting to Address the Board (Deferred to Email Due to COVID Attendance Limitations)

Due to the reduction in meeting room capacity due to COVID social distancing requirements, and recognizing many members of our community were not yet ready to attend in-person public meetings, in-person comments to the Board were deferred. Members of the public had the opportunity to voice opinions or express concerns by submitting remarks via email or mail.

VII. Action Items

There were no action items.

VIII. Information Items

A. Acceptance of Report on the District's Equity Plan for Reopening Schools

Dr. Pollio introduced this item. Dr. John Marshall, Chief Equity Officer; Robert Moore, Chief of Schools; and Dr. Carmen Coleman, Chief Academic Officer; presented the District's Equity Plan for the reopening of schools. The presentation addressed:

- An equity action plan for the next ninety (90) days;
- Steps that will be taken, including the allocation of funding, resources, and supports, to create greater racial equity as schools reopen;
- Actions to support the social, emotional, and physical well-being of students and staff;
- Work to develop more effective virtual teaching strategies and expanded virtual learning opportunities for students; and
- Key components of a long-term equity plan, with a five (5) year outlook.

Each Board member had an opportunity to comment and ask questions.

Dr. Shull asked questions regarding: Central Office staff working at AIS schools; the processes and plans being implemented to identify our most high-needs students; remedial work for high-needs students; retired counselors; summer camps and learning hubs; CTE certification; kindergarten recovery; incentives for disenfranchised students; and teacher decompression opportunities. He concluded by saying, "Please, let's work very hard to identify the students who need us the most. We talk about them all the time as data-points, the achievement gap, let's do all we can to really put our hands on them and meet their needs."

Ms. McIntosh asked questions regarding: certification for CTE students and participation in summer programs; special schools and alternative programs; staff supports regarding secondary trauma support; and Community Learning Hubs.

Mr. Marshall asked questions regarding: additional supports from Central Office staff; availability of nurses in all schools and orientation for new nurses; UV systems; and a long-term commitment to student achievement through the equity lens;

Mrs. Duncan asked questions regarding: third meals and third runs; racial trauma; the cost for the District to pay for college applications; student Equity Groups; and a safety plan for schools.

Mr. Craig asked questions regarding: the possibility of having a virtual or hybrid schedule during the 2021-2022 school year; the ability to build trust in our communities and how to measure that success; dashboard for mental health supports; moratorium on suspensions for students in K – 3; and potential calendar adjustments.

Dr. Kolb agreed with Mr. Craig that he also supports the suspension moratorium. He asked questions regarding accountability testing; infusing racial equity into instructional practices; medical professionals in schools; parent equity councils; and potential calendar adjustments. He also discussed the need/process of building trust in the community and emphasized the need to get funding to our neediest students. He requested quarterly updates on racial equity.

Chair Porter asked questions regarding; medical professionals in schools; kindergarten recovery services; potential calendar adjustments and the Calendar Committee; school building maintenance/repairs; and plans for using CARES funding. She requested the District hire an outside vendor to review JCPS facilities and prepare a comprehensive report.

Order #2021-43 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive a report on the District's equity plan for reopening schools. The recommendation passed with a motion by Dr. Corrie Shull and a second by Mr. James Craig.

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

B. Discussion of 2021-22 Budget Priorities

Dr. Pollio gave a short presentation and asked for Board members' input on budget priorities. He said, "We really want to hear from you tonight as we build this budget for 2021- 2022 – what some of your priorities are, and especially we want your input on CARES funding." Each Board member had an opportunity to comment.

Dr. Shull asked for clarification regarding if CARES funding is included in the General Fund or a separate pot of money. He expressed concern in funding, especially our AIS schools, and questioned strategies to accommodate the needs of schools with special concerns. He stated that he would discuss/question funding for bus drivers and food service workers later in the meeting when the Board considers the Consent Calendar.

Ms. McIntosh wanted to ensure that individual teachers/teams have funds available to access great resources to utilize in their classrooms. She asked for clarification regarding allocations of CARES funding to individual schools. She questioned teacher recruitment and extra service pay to support after-school activities. She advocated for social studies and civics education and said that it is important for folks to be informed and engaged in their communities.

Mr. Marshall said that the main thing he is looking for is a lot of innovation regarding: racial equity; staffing; before- and after-school programming; training; resources for educators; class size; and salary increases. He stated, "I think that we have an opportunity as we've talked a lot about racial equity tonight, to use this funding in a way that clearly says that we're looking to fundamentally change the way we reach and educate our kids."

Mrs. Duncan discussed the following issues, which she would like to see included as priorities: school safety; technology; and recovery of lost learning/interventions for ESL and ECE students.

Mr. Craig asked if revenue from the tax increase would be included in the 2021-2022 budget and about creating a website dashboard of accountability to the community. He wanted to include the following budget priorities: a salary increase for teachers and supports for LGBTQ students. He discussed the negative impact of SROs and said that SROs are not a priority that he would like to see included.

Dr. Kolb stated, "I feel a particular sense of urgency around changing the funding formula so that we ensure that schools who have higher need kids get more resources." He said that is the only way we can reasonably expect those schools to improve. He stated, "I am officially requesting that we see the specific details spelled out for us and not just in the kind of monthly budget reports but in a trackable sort of way so that we can see how specifically we are resourcing those schools more equitably." He questioned the flexibility in how we use CARES money. He urged the District to think outside the box to come up with ideas to improved educational outcomes and discussed providing more resources for families. He then said that he would like to see the District invest in resources for increased training on restorative practice to improve school safety and overall school culture and climate. He concluded by agreeing with Mr. Craig and said he would like to see teachers receive a meaningful raise.

Chair Porter said that she would like the District to consider a plan to look at the deficiencies in reading and math. She discussed the importance of parent and community engagement. She said that she would like to see additional supports for teachers especially in schools where we have our neediest kids. She requested the District use an outside agency to evaluate the custodial plan that was created a couple of years ago. She said, "The other items I have on my list have been mentioned already but I think it's extremely important that we focus on the needs of all of our students in our district and how we are taking care of the student's needs - how we're providing education and support systems for them to be successful in our district. And, I want us to pay strict attention to the fact that our international population will increase."

IX. Consent Calendar

A. Report of Certified Leaves

B. Report of Personnel Actions

C. Recommendation for Approval of Projects, Assignment of Architects/Engineers, and BG-1 Forms

1. Recommendation for Approval of Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Farmer Elementary School

2. Recommendation for Approval of Project, Assignment of Architect/Engineer, and BG-1 Form for Outdoor Air Unit Replacement at Farnsley and Newburg Middle Schools

3. Recommendation for Approval of Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Newburg Middle School

D. Recommendation for Approval of Bids and Revised BG-1 Forms

1. Recommendation for Approval of Bid and Revised BG-1 Form for Science Lab Renovation at Jeffersontown High School

2. Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Newcomer Academy

3. Recommendation for Approval of Bid and Revised BG-1 Form for Chiller and Water Heater Replacement at Rutherford Elementary School

- 4.** Recommendation for Approval of Bid and Revised BG-1 Form for Partial Roof Replacement at Seneca High School
- 5.** Recommendation for Approval of Bid and Revised BG-1 Form for Boiler Replacement at Stuart Academy
- 6.** Recommendation for Approval of Bid and Revised BG-1 Form for Wood Door Replacement at Barret Traditional and Jefferson County Traditional Middle Schools
- E.** Recommendation for Approval of Contract Completions and BG-4 Forms
 - 1.** Recommendation for Approval of Contract Completion and BG-4 Form for Custodial Room Renovation at Atherton High School
 - 2.** Recommendation for Approval of Contract Completion and BG-4 Form for Partial Roof Replacement at Butler Traditional High School
 - 3.** Recommendation for Approval of Contract Completion and BG-4 Form for Track Repaving & Striping at Butler Traditional High School
 - 4.** Recommendation for Approval of Contract Completion and BG-4 Form for Print Shop HVAC Unit Replacement at C.B. Young Jr. Service Center
 - 5.** Recommendation for Approval of Contract Completion and BG-4 Form for Partial Roof Replacement at Marion C. Moore School
- F.** Recommendation for Approval of Project Closeouts and BG-5 Forms
 - 1.** Recommendation for Approval of Project Closeout and BG-5 Form for Phase I HVAC Renovation at Georgia Chaffee TAPP
 - 2.** Recommendation for Approval of Project Closeout and BG-5 Form for Stadium Light Pole Replacement at Male High School
 - 3.** Recommendation for Approval of Project Closeout and BG-5 Form for Window Replacement at St. Matthews Elementary School
 - 4.** Recommendation for Approval of Project Closeout and BG-5 Form for Partial Roof Replacement at Stuart Academy
- G.** Recommendation for Approval of Construction Change Orders
- H.** Recommendation for Approval to Request a Waiver from the Kentucky Board of Education, Division of District Support on the Design of the New Echo Trail Middle School
- I.** Recommendation for Approval of Bid Tabulations, Contract Renewals, and Amendments.
- J.** Recommendation for Approval of Professional Services Contracts of \$20,000 or More
- K.** Acceptance of Summary of Professional Services Contracts
- L.** Acceptance of Monthly Financial Report for Period Ended January 31, 2021
- 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 Donations, Grants, and Funding
 - 1.** Acceptance of Donations and Small Grants
 - 2.** Acceptance of Offers of Assistance from the Kentucky School Facilities Construction Commission Education Technology Funding Program
 - 3.** Acceptance of Funding from the Kentucky Department of Education for the Office of Transition Readiness
 - 4.** Acceptance of Funding from the Jefferson County Public Education Foundation

5. Acceptance of Coronavirus Response and Relief Supplemental Appropriations - Elementary and Secondary School Emergency Relief Fund II

O. Recommendation for Approval of Agreements

1. Recommendation for Approval of Lease Agreement with Kentucky State Fair Board

2. Recommendation for Approval of Memorandum of Agreement with the Ohio Valley Educational Cooperative

3. Recommendation for Approval of Memorandum of Understanding National CARES Mentoring Movement

4. Recommendation for Approval of Memorandum of Understanding with University of Kentucky Cooperative Extension

5. Recommendation for Approval of JCPS Data Sharing Agreement with Learning Ally Inc.

6. Recommendation for Approval of JCPS Data Sharing Agreement with WeVideo

7. Recommendation for Approval of JCPS Data Sharing Agreement with Heartland School Solutions

P. Recommendation for Approval of Request from CMTA, Inc. to Apply for Commercial Buildings Tax Deduction under Section 1331 of the Energy Policy Act of 2005

Q. Recommendation for Approval of Temporary Changes to Salary Pay Rates

Consent Item **IX.Q. *Recommendation for Approval of Temporary Changes to Salary Pay Rates*** was pulled down for discussion and a separate vote.

Order #2021-44 - Motion Passed: A motion to approve the consent calendar for March 9, 2021, minus consent item IX.Q. *Approval of Temporary Changes to Salary Pay Rates* passed with a motion by Mr. James Craig and a second by Mr. Joseph Marshall.

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

IX.Q. Recommendation for Approval of Temporary Changes to Salary Pay Rates

Dr. Shull questioned why nutritional service workers received an increase of \$2.50 and bus drivers and custodians received an increase of \$3.50. Each Board member had an opportunity to comment and ask questions.

Jimmy Adams, chief human resources, discussed the rationale for the pay difference and said, “The whole goal there is to make sure that we can fill these positions.”

A motion was made by Mr. James Craig, seconded by Ms. Sarah McIntosh to approve the attached Temporary Changes to Salary Pay Rates.

Dr. Shull requested an amendment. Each Board member had an opportunity to comment on the amendment.

▪ **Primary Amendment**

Motion Passed: A motion that the Board of Education AMEND the recommended motion on the floor to approve the attached Temporary Changes to Salary Pay Rates and include an additional rate for nutrition services workers of \$1.00 per hour (from \$2.50 to \$3.50 added to the base hourly rate) passed with a motion by Dr. Corrie Shull, seconded by Dr. Chris Kolb.

Dr. Kolb requested an amendment to Dr. Shull's amendment. Each Board member had an opportunity to comment on the amendment.

▪ **Secondary Amendment**

Motion Passed: A motion that the Board of Education AMEND the primary amendment on the floor to approve the attached Temporary Changes to Salary Pay Rates and include an additional rate for nutrition services and custodian workers of \$1.00 per hour (from \$2.50 to \$3.50 added to the base hourly rate) passed with a motion by Dr. Chris Kolb, seconded by Dr. Joseph Marshall.

The Board then voted on the amended motion.

Order #2021-45 - Motion Passed: A motion that the Board of Education approve the attached Temporary Changes to Salary Pay Rates and include an additional rate for nutrition services and custodian workers of \$1.00 per hour (from \$2.50 to \$3.50 added to the base hourly rate) passed with a motion by Mr. James Craig and a second by Ms. Sarah McIntosh.

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

X. Board Planning Calendar

Order #2021-46 - 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. Corrie Shull and a second by Mr. Joseph Marshall.

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

XI. Committee Reports

There were no committee reports.

XII. Board Reports

Mrs. Duncan recognized her grandson, Edward Smith a senior at Pleasure Ridge Park High School, who has been honored as one of PBS News Hour's *20 Under 20 Up-And-Coming Storytellers*. She then extended comfort to the Troutt family with the tragic loss of 17-year-old Butler High School cheerleader Madelynn Troutt.

Chair Porter recognized the Academy @Shawnee for their virtual social justice program. She then gave a shout-out to Louisville Urban League CEO Sadiqua Reynolds as she discussed the ribbon-cutting ceremony for the Norton Healthcare Sports and Learning Complex in West Louisville.

XIII. Executive Session (If Needed)

XIV. Action Item (If Needed)

XV. Adjournment

The meeting adjourned at 9:36 p.m.

Order #2021-47 - Motion Passed: A motion to adjourn the March 9, 2021, meeting of the Jefferson County Board of Education at 9:36 p.m. passed with a motion by Mr. Joseph Marshall and a second by Mr. James Craig.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Yes
Ms. Sarah McIntosh	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.

Speakers

Please share tonight with the board and Dr. Polio.

I am very concerned with seniors only having approx 16 days of in person options if they aren't allowed to start back in class until April 5 and can only attend two days per week.

As this is what remains of their high school career and given they have lost (last year's) Junior ring ceremony and dance, walking the halls as a Senior, the camaraderie with under-classmen, teachers and fellow Seniors, does it not seem of utmost importance for them to return to the classroom as soon as the time you are allowing elementary schools to resume in person?

This is their final opportunity before entering their adult world outside highschool, and while all students are important, I believe we owe this to our Seniors.

Respectfully submitted,

Lora Bentley

I know you; the Jefferson County Board of Education made a tough decision on Thursday February 25th. However, it was the wrong decision and the board members who voted for a hybrid AB schedule should know that you have created very difficult circumstances for JCPS families and JCPS employees in an already difficult time. Lots of folks will now be faced with again finding childcare when it is already scarce. If they can't find childcare the next step is to take unpaid leave of absence (if the employer offers it). Then if that avenue doesn't work out JCPS families will be forced to resign to care for their children. I have heard many say contact the CEP program and for 2 children it would be approximately \$550 bi-weekly. I know I can't afford this, and I believe many others are in the same situation. I do not believe those who voted for this in-person schedule really thought about those it would affect and how deeply it will affect them. Requiring JCPS employees to return to the building with barely any notice and hardly any options for childcare is despicable. JCPS employees are underpaid, and most cannot afford rates that would take their entire or whole paycheck. In addition, parents who do not work for JCPS are in an even worse situation. This decision is a slap in the face to those who are struggling and proof that JCPS doesn't truly care about their families like they repeatedly state.

Thanks so much for your time.

Margaret Young

Dear JCPS Superintendent and Board of Education,

Thank you for your continued leadership and public service during this difficult time. I apologize that my message tonight is agitated. Not everyone copied here was instrumental in the examples I will share below, but all of you share responsibility for stopping it and finding solutions. And these concerns are not new.

The Coalition for the Peoples Agenda Education Committee has set forth as our primary objective to dismantle structural racism in JCPS. The examples presented below share this commonality.

I would first like to express my continued disappointment that speakers are still not permitted to speak on record during board meetings. It's been a year since we've been able to have you hear our voices, and to allow us to speak passionately, authentically and extemporaneously to you about our concerns. It takes considerably more preparation for some of us to be able to sit down in front of a computer to find the right words for an email than it does for us to show up and speak from the heart. Also, adding these comments to the official minutes instead of part of the public forum buries our words in a time capsule making it less and less likely they will find the ears that need to hear them. And while we know you are working on making this possible, it is disingenuous to pretend not allowing virtual appearances via Zoom is "inequitable" when we are only asking for it to be ADDED, not to replace any other options, adding one more option increases the equity for access reasons. Especially when we are expecting our most underserved JCPS families to utilize the exact same types of technology to participate in non-traditional instruction. This is one more example of the gaslighting and toxic positivity we see coming from the district, despite the welcome and long overdue changes in leadership. I hope both of these concerns are among the highest priorities to address.

I and many others are also frustrated that there is a rush to put our most vulnerable students back into classrooms that could be unsafe, especially for our Black students and educators. And it becomes urgent when these inequities seem to still lack understanding by so many in district leadership as plans are being made to reopen, when previous dangers have not been addressed. Changes to the student assignment plan should have been finalized before students started getting placed with new teachers in new settings when a closer to home option might have been available. We hope to see a vote for this plan on the calendar soon, so we don't lose another year before new construction can begin in West Louisville.

This year, we have seen not only an insurrection in our nation's capital, but one that is currently taking place in Frankfort of a different sort. Today's insurrection, by a failed splinter of Bevin's GOP, appears to be aided and abetted by JCPS graduate, Mitch McConnell. The lack of resistance that impacted community members have been able to muster against this assault has been directly impacted by failures of leadership across the spectrum, but in particular on several affronts within the district over the past few years. These concerns existed prior to this year's onset of the pandemic and injustices against another JCPS graduate on the other end of the spectrum, Breonna Taylor. Yet, the urgency of these disparities and the Movement for Black Lives in our own town continue to be largely ignored by district leaders, while McConnell's ilk move with impunity.

I can't help but feel these oversights wouldn't be the happening to this degree if the advocacy coming from education-focused grassroots groups in Jefferson County had not been allowed to be muted and trampled on (even more than usual) over the past 12 months. We have been documenting and

providing evidence of these events to district leaders, only to continue to see anyone who pushes for equity come under attack by entrenched white union leaders who refuse to recognize that it is time to step aside. Instead, leaders turn a blind eye when they utilize questionable and unethical practices to hold on to that power, and they collaborate with others in the district to derail our voices and our work. Dr. Pollio has been provided with this information on more than one occasion.

Today alone I discovered two more little details that makes me question the district's commitment to racial equity and diversity. On the district's home page on the website, under the heading "Demographics" the actual racial makeup of our district is not even mentioned. Are we not proud of our rich tapestry? Why is it not the first thing you see? Secondly, I did a search through the powerpoint presentation that was created for the return to school plan. The words race and racial equity are not in there once. Were the racial inequities of COVID on our minority families specifically considered in determining a back to school plan? And if so, why weren't they addressed? These are examples of the types of things that Black caregivers and educators tell me give them zero reason to trust that their children will be safe in some of our historically underserved schools. This is another type of culture shift that must take place before trust can be earned. They know that once the machine starts back up, their children are the ones who will again fall through the cracks. As if COVID doesn't create enough additional risk, the previous harms never went away. Where is the REAP on the back to school plan? Has it been shared publicly (loudly) so everyone understands the sacrifices we are asking others to make?

Please don't try to trick parents into sending their students into buildings that aren't safe by posting sugar-coated realities. If there is a possibility their students may be riding with unmasked students, tell them now. If there is a chance their schedules could become suddenly upended, tell them now. If there is a chance they could be required to take KPREP in person, tell them now. If parents want to choose to keep their students home in order to avoid subjecting them to high-stakes testing, tell them how. Tell your administration that this is your policy, so they won't secretly try to game the system and create barriers for parents who want to keep their children home. Should the district not reach the state required numbers because parents are not returning, push back on the bullies in Frankfort. Give us a chance to have your backs! Haven't we shown you what we are capable of?

I also want to share my disappointment in the patterns of questionable hiring, promotion and demotion practices that have repeatedly been brought to Dr. Pollio's attention without resolution. Our group has consistently provided Dr. Pollio with more proof these things are happening and that staffing decisions are not based on what's best for kids, but who you know. We presented evidence that union practices targeted Black educators and those who stood up against racist practices. We informed them that investigations had modified witness testimonies to side with white educators, while punishing or demoting those who fought for Black students and teachers. It seems like not a day goes by where blackballing and the good old boy network isn't the primary driving force in who gets hired, promoted or denied opportunity. Just like LMPD, JCPS cannot police itself. And just like with the FOP, sometimes we allow certain leaders of outside organizations to have undue influence over day to day operations, funding, policies, elections and more. I spoke about this in July of 2019, when it was the PTA exercising tools of white supremacy. Please look into these events so impacted students and staff may find justice. <https://dearjcps.com/the-boards-role-in-oversight-of-external-organizations/>

The above list is not exhaustive. It's reflective of many more instances just like them. There are patterns and people who are perpetuating structural racism, and they need to be isolated and removed before

they cause any more harm to this district. Our efforts to raise these concerns over the years have been met with more gaslighting, denial, delays, deflection, discrediting, disrespect, tampering with or manufacturing evidence, rigged elections, bullying, retaliation, lies and fraud. Why are whistleblowers against racism in JCPS not supported and protected? It's not enough for any of us to be observers, we must be agents of change. Especially white people and people sitting in leadership positions. We must act with intention. <https://dearjcps.com/daquans-first-weapons-charge/>

The People's Agenda Education Committee meets Mondays at 4 PM on Zoom. As always, you are invited to join us to learn more about our concerns, expectations and demands. In those meetings, or at your request, we would be happy to share evidence of any of the claims above.

Thank you,

Gay Adelman

Dear JCPS, Co-founder & President

Save Our Schools KY, Co-founder & President

Kentucky Alliance Against Racist and Political Repression, Board Member 2020-2022

Coalition for the People's Agenda Education Committee Chair