



## **JEFFERSON COUNTY BOARD OF EDUCATION**

### **Minutes of Special Business Meeting of March 23, 2021**

**Special Business Meeting** of the Jefferson County Board of Education held at VanHoose Education Center, Louisville, Kentucky, on Tuesday, March 23, 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

Dr. Kermit Belcher, Chief Information Officer

Kevin Brown, General Counsel

Kim Chevalier, Chief Exceptional Child Education Officer

Dr. Carmen Coleman, Chief Academic Officer

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

Dr. Aimee Green-Webb, Executive Administrator Personnel

Cordelia Hardin, Chief Financial Officer

Dr. John Marshall, Chief Equity Officer

Robert Moore, Chief of Schools

Chris Perkins, Chief Operations Officer

Sheree Thompson, Manager HR Quality Control

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.

## SPECIAL MEETING

Chair Porter called the March 23, 2021, Business Meeting of the Board of Education to order at 6 p.m. and reviewed meeting procedures and expectations. She then briefly discussed House Bill 208 and read the following statement:

“I just have a few lines to read about House Bill 208 and if you're more interested, I would encourage you to go online and see the exact wording. House Bill 208, which provided for the critical flexibilities we have used for implementing our hybrid return-to-school, only applies to this school year. The language simply provides that for each section outlining those flexibilities, they will only apply to the 2020-2021 school year. Therefore, districts will be required to return fully to in-person learning five days a week when they return for the 2021- 2022 school year.”

There was a traditional moment of silence and The Pledge of Allegiance. Mr. Marshall then read the District Vision Statement.

### III. Recommendation for Approval of Meeting Agenda

**Order #2021-48 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the agenda for March 23, 2021. The recommendation 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 |

### IV. Recommendation for Approval of Minutes of Previous Meeting

**Order #2021-49 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the minutes of the March 9, 2021, special meeting. The recommendation 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 |

## **V. Superintendent's Report**

Dr. Pollio began his report by recognizing all JCPS staff, students, and parents for what has been a great opening to in-person instruction over the last week. He went on to discuss multiple school visits. He then discussed proposed legislation and said, "It is important to speak about this officially at a board meeting, and I would ask our Board members to join me in the absolute opposition to House Bill 563 and call on Governor Beshear to veto this terrible piece of legislation for public schools in the Commonwealth of Kentucky." He concluded by congratulating Chair Porter for being nominated to the Executive Committee with the Council of the Great City Schools.

## **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**

### **A. Recommendation for Approval of the Proposed 2020-2021 Graduation Schedule**

Dr. Pollio introduced this item and Robert Moore, chief of schools, presented the proposal. The proposal stated that all ceremonies would be held at a JCPS school or facility with controlled entrance, limited capacity, and would follow all current health department and Kentucky Department of Education health and safety guidelines, including mask-wearing and social distancing.

Ms. McIntosh wanted to ensure that resources are available for both students and families including diaper changing areas and handicap accessible facilities. She questioned custodial services and help with traffic control.

Mr. Marshall expressed appreciation for including 2020 JCPS graduates in the ceremonies.

**Order #2021-50 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the attached 2020-2021 proposed graduation schedules. The recommendation 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 |

## VIII. Information Items

### A. Acceptance of Report on Organizational Coherence

Dr. Pollio introduced this item and stated that the report would look at organizational charts and how changes are recommended to the Board. Jimmy Adams, chief human resources, Dr. Aimee Green-Webb, executive administrator personnel, and team presented the Report on Organizational Coherence. Each Board member had an opportunity to comment and ask questions.

Dr. Shull asked, "With this alignment, how much money do we expect to be able to save and to reallocate to schools?"

Ms. McIntosh asked, "Prior to any changes of positions that would impact any of our collective bargaining agreements, would those changes wait until a new contract was up for renewal, or would those take place immediately?"

Mr. Marshall questioned the rationale behind going through all the org charts at this time. He asked, "A lot of times we're talking about cutting and taking away, are there any circumstances in which we're seeing that positions need to be added in certain places to increase that efficiency and effectiveness?" He also asked, "Have we noticed any inequities that have come up between departments that, as we're reorganizing, that certain departments are suffering a little bit more from our reorganization - are we noticing any of that?"

Mrs. Duncan expressed appreciation for the systematic approach and how the information would be presented to the Board. She stated, "The whole point of this organization is to support student achievement, once we have moved to this transformational process of reorganizing, I hope we keep our eye on how it is supporting student achievement and are we getting improvements."

Mr. Craig discussed the size of Central Office and the goal to get as many dollars as possible to schools. He expressed appreciation for the formulaic way that the Board would be receiving information going forward. He concluded by stating that he supports adding more staff to the Office of General Counsel.

Dr. Kolb questioned the role of the report from the Council of the Great City Schools. He stated, "I think it's, as you mentioned, really important to check back in with the guiding principles very regularly." He then discussed receiving feedback from schools and other entities about how changes are affecting them. He stated, "As a Board member, our job is to make sure that we're allocating resources in a way that gets the best results for children. And so, the question for me is not how many people work in Central Office, how much are they paid, how much are we spending here and there. The question for me is - is the way that we're spending money effective in improving outcomes for kids?"

Chair Porter requested clarification with the equity piece of aligning staff and the process of allocating personnel dollars.

**Order #2021-51 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education receive a report on District organizational coherence. The recommendation 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 |

## **B. Acceptance of Update on the District's Racial Equity Policy**

Dr. Pollio presented this item. Dr. John Marshall, chief equity officer, and his team of stakeholders and division chiefs presented the update. Each Board member had an opportunity to comment and ask questions.

Dr. Shull asked if the District has secured enough minority, women, and veteran-owned business contracts to meet the quota that they were trying to achieve for the new buildings. He also asked how the District is embedding anti-racism and critical race theory into curriculum. He wanted to know, in reference to curriculum, what ways School-Based Decision Making (SBDM) Councils can block racial equity. He requested information regarding who is accountable for each step in the Racial Equity Action Plan. He concluded by saying that he has many additional questions that he will forward.

Ms. McIntosh expressed appreciation for all the conversations around curriculum and asked, "You mentioned the curriculum frameworks, are those being constantly updated and the resources are being added and they're not housed in a separate place - is that correct?" She said that she would like to advocate for special and alternative schools and wanted to ensure that the U of L program with the dual credit courses would be offered at all high schools. She concluded by discussing the importance of making sure that students are exposed to teachers and administrators that look like them and also that white students see people of color in roles of authority and leadership. She said, "I think that that's so important for preparing our students for the 20<sup>th</sup> century, and I say that intentionally because we should have already been there but I just want to commend the work that's being done."

Mr. Marshall questioned the process of identifying Accelerated Improvement Schools (AIS). He asked, "If we're going to continue to push for more resources to get what we need for our AIS schools, how are we overcoming a state accountability system that within itself is not equitable and really isn't going to speak to the needs of our most vulnerable students? How do we continue to push racial equity and move curriculum and do the things that are great for our kids if we're still going to allow our state accountability system to identify what our needs really are?"

Mrs. Duncan stated that she loves the expansion of curriculum and discussed a virtual U.S. history classroom lesson that she observed. She asked what the District has done to address some of the concerns of our Asian students. She then went on to ask if the message that the District is trying to express is that all disparities are products of inequities. She questioned disparities among participants in JCPS athletic teams. She discussed disproportionate suspensions and asked about the systems in place to review every suspension.

Mr. Craig discussed AIS schools and asked, “Remind me about the change in the law, are we at risk of seeing in the future more recommendations from KDE to remove black female principals essentially again from these schools? Is that something that's still ongoing or have we finally moved past that?” He continued, “It is a procedure that has disproportionately impacted black female principles in the District and I’m just cognizant of that. I want to make sure that we recognize that as we move forward through that evaluative process.” He then asked about future recommendations concerning labor contracts. He discussed inequities in dress-codes and hair policies and wanted clarification on the Board's role with those issues that are specifically limited by statute to SBDMs

Dr. Kolb wanted to ensure that the equity piece is always included in future recommendations to the Board. He then discussed the measures of improvements and outcomes for students. He said, “We're starting to see some (improvements) which is great but we just need to see results.” He then discussed disproportionality in student discipline and the racism that is embedded within the systems in our country and our education system. He said, “I’m interested in some real public accountability around that because we've been talking about it for a long time and it's time to really see some results around that.”

Chair Porter requested that someone from Diversity, Equity, and Poverty be included on all JCPS committees. She discussed the value of the work and the importance of people being at the table for those meetings. She then briefly discussed retired black principals. She requested information regarding funding for schools in 2020 and what it will look like going forward. She questioned the process moving forward in reaching the students that we have not heard from during NTI, she acknowledged that has been an equity issue too. She concluded by discussing the importance of conversations regarding ECE students and the nationalities of the students in this diverse district. She said, “As we focus tonight on students and conversations, it is not just about equity, diversity, and poverty - it is about all students and making sure that there is equity for all students.”

**Order #2021-52 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education receive an update on the District’s Racial Equity Policy. The recommendation 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 |

## **IX. Consent Calendar**

**A.** Report of Certified Leaves

**B.** Report of Personnel Actions

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

**1.** Recommendation for Approval of Bid and Revised BG-1 Form for Stage Floor Replacement at Atherton High School

**2.** Recommendation for Approval of Bid and Revised BG-1 Form for Gym Floor Replacement at Highland Middle School

**D.** Recommendation for Approval of Contract Completions and BG-4 Forms

1. Recommendation for Approval of Contract Completion and BG-4 Form for Boiler Replacement at Jefferson County Traditional Middle School
2. Recommendation for Approval of Contract Completion and BG-4 Form for Boiler Replacement at Zachary Taylor Elementary School
- E. Recommendation for Approval of Project Closeouts and BG-5 Forms
  1. Recommendation for Approval of Project Closeout and BG-5 Form for Track Conversion & Resurfacing at Ballard High School
  2. Recommendation for Approval of Project Closeout and BG-5 Form for Partial Roof Replacement at Fairdale Elementary School
- F. Recommendation for Approval of Construction Change Orders
- G. Recommendation for Approval of Competitive Negotiation, Bid Tabulations, Contract Renewals, and Amendments
- H. Recommendation for Approval of Professional Services Contracts of \$20,000 or More
- I. 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
- J. Acceptance of Donations, Grants, and Funding
  1. Acceptance of Donations and Small Grants
  2. Acceptance of Funding from the Jefferson County Public Education Foundation
- K. Recommendation for Approval of Agreements
  1. Recommendation for Approval of Memorandum of Understanding with Digital Promise Global
  2. Recommendation for Approval of Data Sharing Agreement with Carnegie Learning, Inc., dba Scientific Learning Corporation
  3. Recommendation for Approval of Louisville Water Company Water Main Extension Refunding Agreement for the New Elementary School – Dixie Corridor.
  4. Recommendation for Approval of District Agreement to Participate in Local Laboratories of Learning
- L. Recommendation for Approval of Carl D. Perkins Career and Technical Education Assurances
- M. Recommendation for Approval of JCPS Request to the Kentucky Board of Education to Not Administer the BRIGANCE Assessment in the 2020-2021 School Year

**Order #2021-53 - Motion Passed:** Superintendent Martin Pollio recommends the Board of Education approve the consent calendar for March 23, 2021. The recommendation passed with a motion by Mr. James Craig and a second by Mrs. Linda Duncan.

|                      |     |
|----------------------|-----|
| 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 |

Vice-Chair Kolb drew lots for Tie Bids and they were awarded as follows:

Envelope 1: BID ID #7956 - **Flashlights, Batteries, Etc.**

ONE DRAW FOR TWO ITEMS

Item No. 2 and 8 - **Batteries Plus Store 813**

Envelope 2: BID ID #7954 - LOCKS & MISCELLANEOUS HARDWARE

ONE DRAW FOR MULTIPLE ITEMS

Item No. 42, 43, 44, 45, 46, 47, 48, 49, 50, and 51 - **D.H. Pace Company, Inc.**

Envelope 3: BID ID #7954 - LOCKS & MISCELLANEOUS HARDWARE

ONE DRAW FOR TWO ITEMS

Item No. 114 and 115 - **Accredited Lock Supply**

Envelope 4: BID ID #7950 - Music: K-12 Instruments, Supplies & Accessories

ONE DRAW FOR ONE ITEM

Item No. 244 - **SHAR Products Company**

Envelope 5: BID ID #7950 - Music: K-12 Instruments, Supplies & Accessories

ONE DRAW FOR ONE ITEM

Item No. 267 - **Universal Melody Services**

## **X. Board Planning Calendar**

There was no discussion.

**Order #2021-54 - 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. Joseph Marshall 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 |



## **XI. Committee Reports**

There was no discussion.

## **XII. Board Reports**

Ms. McIntosh celebrated elementary schools that competed in the Mayor's Cup.

Mr. Marshall gave a shout out to all JCPS personnel including elementary principals and teachers for a successful rollout with in-person learning.

Mrs. Duncan complimented the staff at Greenwood Elementary School for how well they handled a surprise threat situation and asked if schools have had an opportunity to review lockdown procedures.

Chair Porter gave a shout out to Lincoln Elementary Performing Arts School for their recognition and celebration of a staff member who they lost.

XIII. Executive Session (If Needed)

XIV. Action Item (If Needed)

## **XV. Adjournment**

**Order #2021-55 - Motion Passed:** A motion to adjourn the March 23, 2021, meeting of the Jefferson County Board of Education at 8:45 p.m. passed with a motion by Mr. Joseph Marshall and a second by Dr. Christopher Kolb.

|                      |     |
|----------------------|-----|
| 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 |

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Diane Porter  
Chairwoman

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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](mailto: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

Dear JCPS Board Members:

BELOW IS AN EMAIL MANY OF US WILL BE SENDING YOU IN COMING DAYS/WEEKS. LET ME MAKE THIS PERSONAL TO MY FAMILY....MY 6 YEAR OLD SON WAS DIAGNOSED WITH "SEVERE, PROFOUND, EXTREME ANXIETY" THIS MONDAY. TWO CLINICAL PSYCHOLOGISTS ARE RECOMMENDING PROZAC AND AS A PHARMACIST I KNOW THIS MEDICATION IS NOT EVEN FDA APPROVED FOR A CHILD HIS AGE. THIS IS NOT MY CHILD PRIOR TO NEARLY A YEAR OF NTI. AFTER ONE SINGLE DAY OF IN PERSON LEARNING I SAW A GLIMPSE OF MY HAPPY, EXCITED, KIND AND FRIENDLY CHILD AGAIN. THESE SAME CLINICAL PSYCHOLOGISTS RECOMMENDED DOING ANYTHING I CAN TO GET MY CHILD BACK TO IN PERSON LEARNING AS QUICKLY AS POSSIBLE FOR THE BEST POSSIBLE OUTCOME FOR HIM. I AM BEGGING EACH OF YOU TO FOLLOW THE SCIENCE, LISTEN TO THE PARENTS, ADMINISTRATORS AND TEACHERS THAT ARE BEGGING YOU TO DO WHAT IS BEST FOR OUR CHILDREN AND RETURN TO 5 DAYS OF IN PERSON NOW. PLEASE DO NOT THINK THAT ONLY 6 WEEKS WON'T MAKE A DIFFERENCE. I'M HERE TO TELL YOU IT ABSOLUTELY WILL MAKE A DIFFERENCE FOR EVERY STUDENT CHOOSING TO RETURN. PLEASE DON'T FAIL MY SON. PLEASE RETURN MY SON TO HIS FORMER LOVING, HAPPY, BRIGHT BOY. I'M PLEADING FOR YOU TO LISTEN SO THAT MY CHILD AND OTHERS LIKE HIM ARE NOT A STATISTIC OF POOR OUTCOMES IN MORE WAYS THAN ONE OF THIS PANDEMIC. YOU CAN CHANGE HIS LIFE!!!

Dear JCPS Board Members:

JCPS parents have a right to be heard, and that right is being denied by refusing to allow the public to speak at board meetings. Please read this message aloud in its entirety at the board meeting on March 23 and answer the questions at the end, or we will need to stand up and ask them.

This board has cited reasons that they allege prevent JCPS students from attending school on a full-time basis five days a week, even though every surrounding county has transitioned to a full in-person schedule. Yet the following have all been resolved:

### **Infection rate and level of spread:**

- The CDC has placed Jefferson County in the Green Zone for return-to-school purposes
- Even the more restrictive chart used by the State of Kentucky shows Jefferson County just 1.6 points from the Yellow Zone

### **Health/safety:**

- Medical professionals Drs. Sarah Moyer and Connie White gave their full support and recommendation that students return to school in-person full time

- The State of Kentucky and this school district prioritized educators and non-teaching staff to be vaccinated so that students could return to school in-person full-time
- As of March 19, the CDC has updated its spacing recommendation to 3' to allow more students to return to in-person school at the same time (eliminating the need for a hybrid model)

**Equity:**

- A racial equity plan that prioritizes black, Latin x students, and immigrant students has been approved

Again, we ask this board to stop moving the goalposts and allow students to return to school in-person five days a week. This board has admitted that none of them are trained medical professionals. They need to accept expert medical advice and trust the plans of their own administrators to let our students learn on a full-time basis with full-time access to long-overdue instruction and supports.

**JCPS parents want these three questions answered tonight:**

1. What is the reason that students cannot be in school five days a week right now?
2. Will this board commit to take a vote to immediately return all students to school five days a week?
3. Can this board commit now that school will resume in person five days a week in August?

Regards,  
Let Them Learn in JCPS

SINCERELY,  
Nicki Cooper  
PharmD  
Concerned Kindergarten Parent

My children and the other children of JCPS need and deserve 5 day/week instruction. Here are many of the reasons why, I look forward to you voting in alignment with the actual science and not continue to make a political issue of returning to school.

Dear JCPS Board Members:

JCPS parents have a right to be heard, and that right is being denied by refusing to allow the public to speak at board meetings. Please read this message aloud in its entirety at the board meeting on March 23 and answer the questions at the end, or we will need to stand up and ask them.

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**Health/safety:**

- Medical professionals Drs. Sarah Moyer and Connie White gave their full support and recommendation that students return to school in-person full time
- The State of Kentucky and this school district prioritized educators and non-teaching staff to be vaccinated so that students could return to school in-person full-time
- As of March 19, the CDC has updated its spacing recommendation to 3" to allow more students to return to in-person school as the same time (eliminating the need for a hybrid model)

**Equity:**

- A racial equity plan that prioritizes black, Latin x students, and immigrant students has been approved

Again, we ask this board to stop moving the goalposts and allow students to return to school in-person five days a week. This board has admitted that none of them are trained medical professionals. They need to accept expert medical advice and trust the plans of their own administrators to let our students learn on a full-time basis with full-time access to long-overdue instruction and supports.

**JCPS parents want these three questions answered tonight:**

4. What is the reason that students cannot be in school five days a week right now?
5. Will this board commit to take a vote to immediately return all students to school five days a week?
6. Can this board commit now that school will resume in person five days a week in August?

Regards, Emily Hardymon

Let Them Learn in JCPS

Dear JCPS Board Members:

JCPS parents have a right to be heard, and that right is being denied by refusing to allow the public to speak at board meetings. Please read this message aloud in its entirety at the board meeting on March 23 and answer the questions at the end, or we will need to stand up and ask them.

This board has cited reasons that they allege prevent JCPS students from attending school on a full-time basis five days a week, even though every surrounding county has transitioned to a full in-person schedule. Yet the following have all been resolved:

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Medical professionals Drs. Sarah Moyer and Connie White gave their full support and recommendation that students return to school in-person full time

The State of Kentucky and this school district prioritized educators and non-teaching staff to be vaccinated so that students could return to school in-person full-time

As of March 19, the CDC has updated its spacing recommendation to 3" to allow more students to return to in-person school as the same time (eliminating the need for a hybrid model)

Equity:

A racial equity plan that prioritizes black, Latin x students, and immigrant students has been approved.

I AM HALF BLACK, HALF WHITE AND MARRIED TO AN IMMIGRANT WITH BILINGUAL CHILDREN. TWO DAYS OF IN PERSON INSTRUCTION, WHILE NTI CHILDREN GET FIVE DAYS IS JUST PLAIN WRONG AND NOT EQUITABLE AT ALL! Kids at traditional school are also getting five days of instructional time with teachers.

Again, we ask this board to stop moving the goalposts and allow students to return to school in-person five days a week. This board has admitted that none of them are trained, medical professionals. They need to accept expert medical advice and trust the plans of their own administrators to let our students learn on a full-time basis with full-time access to long-overdue instruction and supports.

JCPS parents want these three questions at the board meeting on March 23rd:

- 1) What is the reason that students cannot be in school five days a week right now?
- 2) Will this board commit to take a vote to immediately return all students to school five days a week?
- 3) Can this board commit now that school will resume in person five days a week in August?

Sincerely, Mother of Three JCPS students

**Laila Talibdin**

*The following email was sent separately from each individual listed below.*

Dear JCPS Board Members:

JCPS parents have a right to be heard, and that right is being denied by refusing to allow the public to speak at board meetings. Please read this message aloud in its entirety at the board meeting on March 23 and answer the questions at the end, or we will need to stand up and ask them.

This board has cited reasons that they allege prevent JCPS students from attending school on a full-time basis five days a week, even though every surrounding county has transitioned to a full in-person schedule. Yet the following have all been resolved:

**Infection rate and level of spread:**

- The CDC has placed Jefferson County in the Green Zone for return-to-school purposes
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**Health/safety:**

- Medical professionals Drs. Sarah Moyer and Connie White gave their full support and recommendation that students return to school in-person full time
- The State of Kentucky and this school district prioritized educators and non-teaching staff to be vaccinated so that students could return to school in-person full-time
- As of March 19, the CDC has updated its spacing recommendation to 3" to allow more students to return to in-person school as the same time (eliminating the need for a hybrid model)

**Equity:**

- A racial equity plan that prioritizes black, Latin x students, and immigrant students has been approved

Again, we ask this board to stop moving the goalposts and allow students to return to school in-person five days a week. This board has admitted that none of them are trained medical professionals. They need to accept expert medical advice and trust the plans of their own administrators to let our students learn on a full-time basis with full-time access to long-overdue instruction and supports.

**JCPS parents want these three questions answered tonight:**

7. What is the reason that students cannot be in school five days a week right now?
8. Will this board commit to take a vote to immediately return all students to school five days a week?
9. Can this board commit now that school will resume in person five days a week in August?

Regards,  
Let Them Learn in JCPS

Steve Ullum  
Jennifer Gibson  
Laura Jones  
Julie McCrocklin  
Jennifer Atkinson  
Jamie L Owen  
Minja Mujic  
Shannon Pawul  
Judith Wilson  
Alicia Meuschke  
Leigh Roberts Cameron  
Beanie Geoghegan  
Rita Cameron  
Angie Gossman  
Cortney Bevilacqua  
Valerie Lawrence  
Monica Taylor  
Nicki Cooper  
Sara Hagan  
Jennifer Griffin  
Tiffney Ann Landberg Ryan  
Holly Andre  
Jennifer Dwyer  
Diane Hargrove  
Julie M. Lee  
Dannyyelle Justice

Shannon Zimmerman  
Eleanor & Shannon Poynter  
Cheryl DeLong  
Katie Theobald  
Jeremy Atkinson  
Mike Sims  
Kathleen Sims  
Kelly Jackson  
Emily Hardyman  
Farran Chaffins  
Carrie Wheeler  
Anthony Griffin  
Ginger Torrens  
Hollis V. Edwards  
Jill Vickers  
Karin Martin  
Kristen Smotherman  
Laila Talibdin  
Robert Fowler  
Michelle Butler  
Michael and Rachel Atwell  
Erin Dykes  
Janice Cowan  
Natasha Reimer  
Joe Hulsey



On Fri, Mar 19, 2021, 11:36 AM Linda Duncan <lindadduncan@live.com> wrote:

Are you giving us permission to ignore CDC guidance on social distancing on our buses bringing sick kids to school?

Linda Duncan

Please provide me with the numbers if you feel it would be against CDC guidelines. Instead of coming up with excuses, come up with solutions. How many bus riders do you have? Are more parents willing to drive students to get kiddos back full time?

Why is there a total lack of solutions from the board? Only more and more reasons why JCPS cannot lead like other districts in Kentucky.

I look forward to getting some numbers from you.

Jen Gibson

**From:** Chris Kolb <chris@kolbforschoolboard.com>

**Sent:** Tuesday, March 23, 2021 9:25 AM

**To:** jhulsey74@yahoo.com

**Cc:** Diane Porter <porterschoolboard@gmail.com>; Craig, James R. <james.craig@jefferson.kyschools.us>; Marshall, Joseph C. <joseph.marshall2@jefferson.kyschools.us>; Linda Duncan <lindadduncan@live.com>; Shull, Corrie C. <corrie.shull@jefferson.kyschools.us>; Pollio, Marty A <marty.pollio@jefferson.kyschools.us>; Sarah McIntosh <sarah@sarah4jcps.com>; Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>; Letthem Learn <letthemlearninjcps@gmail.com>

**Subject:** Re: Kids returning to school

The CDC has not changed their guidance about what it means to be a high risk area. We are still a high risk area. The new CDC guidelines apply only to kids in classrooms. No other area. Not for adults. See the attached photo for what the CDC says we should do. Just replace the "6 feet" with "6 feet except, for children, 3 feet while in classrooms."

| Low Transmission <sup>1</sup><br>Blue   | Moderate<br>Transmission<br>Yellow   | Substantial<br>Transmission<br>Orange   | High<br>Transmission<br>Red                            |
|---|--|---|--|
| <b>All schools implement 5 key mitigation strategies:</b> Universal and correct use of masks required; physical distancing; handwashing and respiratory etiquette; cleaning and maintaining healthy facilities; contact tracing in combination with isolation and quarantine. |  |   |  |
| <b>Diagnostic testing<sup>2</sup>:</b> Symptomatic students, teachers, and staff and close contacts referred for diagnostic testing   |  |   |  |
| <b>Screening Testing<sup>3</sup></b>  |  |   |  |
| Routine screening testing of teachers and staff offered once per week   |  |   |  |
| No screening testing for students   | Routine screening testing of students offered once per week <sup>4</sup>   |   |  |
| <b>School Status</b>  |  |   |  |
| K-12 schools open for full in-person instruction<br>Physical distancing of 6 feet or more to the greatest extent possible <sup>5</sup>  | K-12 schools in hybrid learning mode or reduced attendance <sup>6</sup><br>Physical distancing of 6 feet or more is required |   |  |
| Sports and extracurricular activities occur; physical distancing of 6 feet or more to the greatest extent possible <sup>7</sup>   | Sports and extracurricular activities occur with physical distancing of 6 feet or more required                              | Sports and extracurricular activities occur only if they can be held outdoors, with physical distancing of 6 feet or more | Sports and extracurricular activities are virtual only |

Christopher Kolb, Ph.D. (he/him/his)  
Vice-Chair and District 2 Representative

JCPS Board of Education

From: Chris Kolb <chris@kolbforschoolboard.com>

To: Monica Taylor <w5mon@aol.com>

Sent: Fri, Mar 19, 2021 10:37 am

Subject: Re: March 23rd Board Meeting Questions

Jefferson County is definitely heading in the right direction but we are still in the red (high transmission) category according to the CDC.

<https://covid.cdc.gov/covid-data-tracker/#county-view>

Well, you know what is killing kids more than COVID? Suicide. One of my son's soccer teammates just killed himself a few days ago. A beautiful 17 year old boy who attended Manual. Our soccer club is devastated by his loss. You better hope his parents don't seek retribution as I most certainly would.

Monica Taylor w5mon@aol.com

Students should be given the option of attending in person attendance 5 days a week instead of just 2 days a week. Students are so far behind in their instructions.

Patrick Mudd

I would like to request the Board take whatever action is left to complete, to begin the hiring and training process for our school School Security Officers, so they can be in place at the start of the 2021-22 school year.

Thank you,

Mike Beard, Business Teacher  
Iroquois High School  
Phone 502-485-8269

Hello, I am a elementary plant operator and am writing to you to express my voice on why we deserve the 3.50 extra an hour.

We as po's have been here in our building from the beginning checking our buildings and making sure things are maintained and properly running. When we were finally allowed to retuned to our we all got started doing our summer clean-up, not knowing what was in store in the up-coming August.

When summer clean-up was completed we were the ones to come in everyday to make sure the custodians was keeping the building clean and maintained.

Lastly, when finding out when school was finally starting back the po's was the ones who met with the admin to prepare for opening. I as a very proud and a very hard working plant operator. We have been working very hard and continuing long hours to make the building is clean and set up to make it safe for out kids and staff. Plant operators are the ones directing the custodians on how to clean and ways to make sure we are all safe at school.

Thank you Patricia Cooper

Cooper, Patricia J [patricia.cooper@jefferson.kyschools.us](mailto:patricia.cooper@jefferson.kyschools.us)

MRS.GILPIN

I AM A PLANT OPERATOR AT DIXIE ELEM. WHILE I AM CONSIDERED A PLANT OPERATOR BY TITLE, I AM ALSO A CUSTODIAN.

I NOT ONLY SUPERVISE BUT I ALSO DO CUSTODIAL WORK, EVEN BEFORE THE PANDIMIC. I AM THE ONE THAT CLEANS UP FECES AND URINE. I AM THE ONE THAT CLEANS VOMIT, TOILETS WHEN SOME ONE HAS HAD AN ACCIDENT AND I CLEAN THE CARPET FROM A THROW UP OR URINE ON CARPET OR FLOOR. I AM THE ONE THAT'S IN THE CAFETERIA FOR 2 HOURS CLEANING THE LUNCHROOM TABLES, THROWING TRASH AWAY AND SWEEPING AND MOPPING CAFETERIA FLOOR. I STOCK TOWELPAPER, TOILETPAPER, BUFF HALLS, CLEAN THE FRONT DOOR GLASS, VACUUM FRONT RUGS, CLEAN WATER FOUNTAINS, PICK TRASH UP OUTSIDE, AND WASH CLEANING RAGS. DURING THE SUMMER I ALSO CLEAN UP NOT TO MENTION ALL THE OTHER THING THAT ARE NOT RELATED TO CLEANING. THESE THINGS I DO EVER DAY. I DO NOT SIT BACK AND JUST SUPERVISE. WE AS PLANT OPERATORS GET IN THERE AND CLEAN WITH THE CUSTODIANS TO PRESENT A CLEAN AND SAFE ENVIROMENT FOR KIDS AND STAFF. I DO NOT THINK YOU ALL KNOW WHAT WE DO EACH AND EVERY DAY AS A PLANT OPERATOR.

Rothel, Darlene M [darlene.rothel@jefferson.kyschools.us](mailto:darlene.rothel@jefferson.kyschools.us)

I am sending an email regarding the pay increase for Plant Operators.

Plant Operators are one of the key components to having a clean and safe school building. We are the first ones to enter the building each morning to make sure the school is ready to go for the school day. We do the same things as custodians plus more. We are the neck that turns the head sold of speak. If we were not in this position, the custodians would have no guidance on what to do daily to fit school needs. We are just as essential as custodians.

I believe that the pay increase should have went to all of housekeeping because what is good for one is good for all. It takes a team to pull through and get the job done. It is not just the custodians who are doing work, Plant Operators are doing more daily than they normally do because of the pandemic. You can't just "reward" custodians to come to work because I guarantee come June once the pay increase is over you will have more custodians quitting because they won't want to do the extra work if they are not getting paid. It is a slap in the face to give the custodians a pay increase but not plant operators.

Again, what is good for one is good for all. JCPS should not be giving a pay increase just to the custodians in housekeeping when all Plant operators are doing just as much as custodians are plus more. We are essential too; we have been on the frontlines since day one and we as Plant Operators deserve the pay increase.

Dishon, Kayla M [kayla.dishon@jefferson.kyschools.us](mailto:kayla.dishon@jefferson.kyschools.us)



Good afternoon,

I am writing to urge you to URGENTLY consider expanding in-person instruction opportunities for all students whose families choose this option. In light of the updated distancing guidelines put forth by the CDC this morning, I see no acceptable excuse to proceed otherwise.

I was glad when the decision was made to bring back children into the classroom at all, but to be honest, 2 days of in-person instruction and 3 days of homework and/or video lessons hardly comes close to the academic experience of a full 5 days in the classroom. This is even less interaction with peers and instructors than full-time NTI was, although I'm glad my second grader, at least, will not be having to do his work on the computer any longer (thanks to Rachel Schwager at Wilder Elementary - she is amazing!).

I know every decision takes planning and coordination and with a school district this size, changing course quickly is difficult. However, I strongly believe it is our community's best interest to make full-time in-person instruction available to all students, and those children are worth doing everything possible to make that happen. Those who argue otherwise are simply running out of excuses. The longer children are kept out of the classroom, the deeper many will fall into academic regression, and more resources will have to be devoted just to getting them back somewhere near where they should be, rather than helping children meet their fullest potential.

I urge you to prioritize this topic of discussion at your board meeting on March 23. This is a national emergency!!

Thank you for your consideration and for your service to our community.

Sincerely,

Aya Lannon, O.D.

(Mother of 3 JCPS students)

Ayala Lannon [ayalannon@gmail.com](mailto:ayalannon@gmail.com)

Hello,

My name is Kris Johnson and I am the Plant Operator at Hartstern Elementary School. I was recently informed that Plant Operators will not be included in the \$3.50 hourly pay increase. When Covid 19 began, majority of JCPS staff members, which included the custodians, teachers, principal, and other school staff were quarantine in their homes, I showed up to my assigned school on a daily basis. In addition to my daily assigned duties, I ensured the school was safe and secure and available to all staff members who needed entry into the building when necessary. On several occasion, I was notified there were staff members, who had entered the school, tested positive for Covid 19. This not only placed me at a higher risk of contracting this deadly virus, but my family members at home which suffers from several underlying health issues. As many students return to the building for in-person learning, none of which have not been vaccinated for Covid 19, I will continue to perform my daily assigned duties placing myself as well as my loved ones at risk. Overall, I believe I deserve to be compensated with a salary increase due to my willingness to continue to be a dedicated and a devoted part of the JCPS school system, just as the custodial staff I supervise on a daily basis.

Thank You,

Kris Johnson, Plant Operator

Jefferson County Schools

Hartstern Elementary School

Johnson, Kris D kris.johnson2@jefferson.kyschools.us

Dear Ms. Gilpin,

My name is Lawrence Bishop, I am emailing you on behalf of myself and all the Plant Operators in Jefferson county concerning the \$3.50 raise that the custodians are receiving. I don't think that it is fair that the custodians get the \$3.50 raise and the Plant operators do not. The whole time that the schools have been closed due to the pandemic the Plant operators have been in their buildings the entire time in some capacity. The custodians were out of the buildings for a little while doing elearning from home. Can you explain to me why the custodians get the raise and the Plant Operators are not getting it?

Sincerely,

Lawrence Bishop  
Lawrence Bishop  
Plant Operator  
Zachary Taylor Elementary School  
(502) 322-2977  
(502) 485-8336  
lawrence.bishop@jefferson.kyschools.us

Hello , I'm reaching out to you regarding the \$2.50 that the custodians are receiving. In all fairness everyone should had gotten this increase in Housekeeping regardless of pay. We as Plant Operators are and have been the backbone during this pandemic. We had to be here every day as well checking the buildings for 2 1/2 months while staff stay home. Some of us do exactly work and go beyond than the custodians regardless of if you're salary or hourly. We have been no more than less as "Essential Workers". Before the jobs that was created for Bus Drivers, we as plant operators has to train them in working with the chemicals, setting back up classrooms, police the grounds, cleaning restroom etc. of those that exactly would work. However, these employees are receiving \$6.00 more. Transportation job is no safer than Housekeeping when all employees are here for the kids. This department is so short staff now, to where it's a slap in the faces. I hope that you would go back to consider us all {Plant Operators} in the next board meeting.

Thank you

Stivers, Yolanda A [yolanda.stivers@jefferson.kyschools.us](mailto:yolanda.stivers@jefferson.kyschools.us)

I am a 27 year loyal JCPS employee. I have seen many changes in JCPS throughout these years, however the past year has been like no other. As custodians, we were faced with the biggest changes through the COVID19 Global Pandemic this year. While cleaning and sanitation have been one of the biggest components of preventing the spread of this deadly virus, we had to begin to change how we dealt with this on a school-based level. Like everyone else, we had fear and strong concern of maintaining a job in an environment that was shutting down right before our eyes. We didn't know how this would play out. I contracted COVID19 like many others early on, after my recovery I returned to my work environment where I commensed to making sure our building was more sanitary than ever. My staff deep cleaned the building and did our best to make sure things were as safe and clean as possible so that students could return to the buildings. Although we have been short staffed, we have worked as much as possible regardless to ensure safety. Our commitment and dedication to the safety and sanitation of students, staff and JCPS as a whole, is why we feel an increase is one way the school district can demonstrate their commitment and dedication to the work we have put forth.

Thank you Anthony Warfield

Warfield, Anthony L [anthony.warfield@jefferson.kyschools.us](mailto:anthony.warfield@jefferson.kyschools.us)

Good Afternoon,

Why do I and all the other plant operators deserve the increase?

Since the beginning of the pandemic plant operators have been working, checking our buildings twice a day, 5 days a week. While we were doing this, (paying extra for gas in our vehicles because of more travel time), our custodians and a lot of other JCPS employees were "working from home".

Some plant operators work alone throughout the day. Which means, we are constantly pulled in many different directions. Ex....child gets sick, toilet overflows, child has a nose bleed, the list goes on and on and these things happen while we are in the middle of our regular duties such as keeping tables clean and keeping up with the trash during lunch times. And now, we will be sanitizing throughout the building several times a day. I can go on and on but for now I will keep it short.

I am very thankful for my job and very thankful that I did not lose my job like so many people did because of this pandemic. But I believe it is only fair that we get the same treatment as other employees, especially those in our same department.

Thank you for your time.

Butler, Candi J [candi.butler@jefferson.kyschools.us](mailto:candi.butler@jefferson.kyschools.us)

Hello,

To whom this may concern

I'm a salary paid Plant Operator, my location is Seneca high School, im also over Binet as well. I've been employed with Jcps for about 19 years. I been a Plant Operator for almost 4 years now. I really take pride in my job and my responsibilities to Seneca, and Binet. This year and last year alone has been one big challenges to my custodial staff , as well as myself to over come, I recently tested positive for the virus back in February, it was very scary, I have 2 small children at home that didn't understand why I couldn't be around them for a couple weeks. I was able recover quickly but left me with a few complications with my lungs. During that time I had 2 custodians test positive one of which that passed away due to complications from the virus, that alone was very painful to me as well as my staff. I feel like as a Plant Operator I've done all I can do to make sure everyone is safe, and practicing social distancing, and the building is sanitized each and everyday and follow the CDC guidelines as well as Jcps guidelines. I feel like my dedication to my building as well as Jcps is more than enough to show why I deserve to get compensated or be considered.

Thanks,

Harold Thompson

Thompson, Harold L [harold.thompson@jefferson.kyschools.us](mailto:harold.thompson@jefferson.kyschools.us)

Hello Angela, my name is Angel Hardin I've been working at Middletown as a plant operator for 4 years , been short staffed for 2 1/2 years. I work extremely hard every day, I am a plant operator and I also am a custodian at my school. What my one custodian doesn't get at nights I get in the mornings, that consists of cleaning restrooms, sweeping out rooms, vacuuming rugs, taking garbage out to dumpsters whatever needs to be done I will do for my school. It truly does hurt that plant operators will not be receiving the additional \$3.50 per hour, it's not fair. If custodians get this raise, then we should too. I thought we all worked for JCPS..

Hardin, Angel R [angel.hardin@jefferson.kyschools.us](mailto:angel.hardin@jefferson.kyschools.us)



Why plant operators should qualify for COVID pay, plant operators have been in building since the beginning of this pandemic getting buildings ready for our kids. Also plant operators are doing the same things custodians will be doing only during the day when staff and students are present. When someone is ill we are the ones called to clean this up. There has been extra sanitizing asked of plant operators to do and are expected to regular duties also. Cleaning playground area after each class, clean bathrooms after each class, clean classroom desk after breakfast for entire school, clean cafeteria tables and empty trash. The COVID pay would be the right thing to and well deserved.

Becky Rooker becky.rooker@yahoo.com

Good afternoon,

I am emailing in response to the recent decision to increase the pay of certain essential employees throughout the district. Everyone except myself and my associates, the Plant Operators.

I feel we deserve the temporary increase as well, for many reasons. The first reason is we are Working Supervisors. Not only do we clean and maintain alongside the custodians, we also manage and organize the operations.

We did building checks and disinfection while most staff, including bus drivers and nutrition service workers, were working remotely, during the early days of the pandemic.

We are also affected by the rigors of in-demand, short staffed work detail, as we Plant Operators also have to pick up extra responsibilities when our employees are out and don't receive a substitute.

We are essential also, and deserve the same treatment as all others receiving the benefit. Please I ask to convince the board members to reconsider, so we know we feel essential as well, and can help our struggling families. Thank you,

Colt Wooten

Plant Operator

Dawson Orman Education Center

(502) 485-2647

Wooten, Colt J colt.wooten@jefferson.kyschools.us

Good morning Ms. Gilpin,

My name is Dywane Pitts Sr. I'm the plant operator at Foster Elementary. I'm emailing about the compensation for Plant Operator's. When this pandemic hit our District back in March and we was Forced to shut down. We as plant managers was putting our lives in danger And our family by continuously coming to working in our buildings in the heart of the pandemic. About 80% of JCPS employees was remotely working from home and PO's we still had to come out our house every day to work in these buildings even though the governor stated at one point everybody to stay in our homes. Plant operators was still running around the city doing what we do in these building making sure they was Secure and safe we no hazardous compensation for it. When the Compensation was brought up about giving custodians bus drivers in cafeteria workers the extra 3.50 on the hour. Plant operators should have been in that language. This is brings all the PO's morale down because it seems like what we do and the responsibilities we have doesn't matter. We are at the heart of all operations for JCPS facility's. That is not fair to JCPS plant managers that's not fair to our families. One of many of us could have lost our life a family members life spreading the cOVID-19. The dedication that we have for our buildings help us coming out doing the right thing even it was possibly we could've caught the coronavirus. Make a long story short give us plant operators what we deserve and make us feel appreciated too. Thank you!

Pitts, Dywane J [dywane.pitts@jefferson.kyschools.us](mailto:dywane.pitts@jefferson.kyschools.us)

I deserve this raise as well as other plant operators because we was on the front line from day one I still stayed when I found someone in my building even tested positive for COVID-19 putting. myself and my loved ones in danger.

Kerion Andrews <williammalik59@gmail.com>

To whom it may concern, I Marcella Jenkins feel that me a Plant operator feel that we as po do just. As much or more than the custodian so we should of been included in that raise or job is just important be cause we make sure the school is safe and clean for the kids and the teachers and office staff thank you Jenkins, Marcella marcella.jenkins@jefferson.kyschools.us

Hello Mrs. Gilpin,

My name is Robert Borton, Plant Operator at TJ middle school. I have read and heard about some groups receiving an increase in pay for a couple of months and I agree.

I wanted to mention another group that was working at the schools a month before the custodians when everyone was locked down and 5 months before nutrition. This group is the Plant Operators in my case Plant Operators, that are salary. We do the same thing as custodians on a daily basis during the day while the students and staff are at the school. We clean constantly the common areas and any incidents that may come up. Like bio-hazards from students in classrooms, hallways, bathrooms etc. We check daily behind our custodians making sure the school is safe for the staff and students. If not we clean the areas before the students arrive.

In closing I hope you will consider our group for the covid increase in pay. Thank you in advance for reading this email.

Best Regards,  
Robert Borton  
Plant Operator, TJMS  
Robert Borton rborton3@gmail.com

Mrs. Gilpin, I hope you are doing well. I have read where certain groups would receive a covid increase for a couple of months. I do agree with you. I believe you have overlooked a group of workers that were working at the schools a month before the custodians and 5 months before nutrition. The group is Plant Operators (salary). We do the same as custodians during the day cleaning and dealing with any bio-hazards on a daily basis. We have direct contact with the students and staff of our schools daily. Plus, we check our custodians work to make sure the building is clean for staff and students. If it is not we clean up that area also before the school opens.

Thank you in advance for reading this email and hope you will consider Plant Operators as a group that deserve the hazard pay.

Robert Borton [rborton3@gmail.com](mailto:rborton3@gmail.com)

I am an in school security monitor and I wanted to know why I was not getting the extra money that a lot of employees are. I have been working all year watching bus drivers sit and get paid for doing nothing. I have been delivering and passing out food. I just think that if anyone deserves extra money it is security monitors . Our jobs are going to triple when we start back

Frederick, Ryan D [ryan.frederick@jefferson.kyschools.us](mailto:ryan.frederick@jefferson.kyschools.us)

From: Kerion Andrews <williammalik59@gmail.com>

Sent: Thursday, March 11, 2021 7:00 PM

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

Subject: I deserve this raise as well as other plant operators because we was on the front line from day one I still stayed when I found someone in my building even tested positive for COVID-19 putting. myself and my loved ones in danger.



I deserve a raise it work every day on time by myself throughout the school year I stay over some days for free I have worked every day sense the pandemic I have a elementary school with middle school numbers and im by myself from 645 until 315 i answer all calls from sick kids restroom flooding also cafeteria duty so yes I well worth a raise

Anthony Bledsaw anthonyddwayneb@gmail.com

I feel that I deserve the pay increase for a few reasons one for the fact that I've not stopped working since this whole Covid Pandemic thing started to actually get back to this and two I will be here in the school while all the students return to inperson classes (unvaccinated) and that I'll be working around all students during school hours cleaning and disinfecting everything to maintain a safe environment for them and staff as well.

Please and Thank you for my consideration

Sincerely

Anthony Boston

ANTHONY BOSTON tbone40004@gmail.com

Hello, I'm Joe, the Plant Operator at Liberty High School. I received a text from the union telling us to message you about the \$3.50 an hour increase. It says we have to explain why we deserve the \$3.50 increase. Please let me know if this is correct...I don't feel that JCPS would just leave us out.

Joe Logsdon

Liberty High School Plant Operator

Logsdon, James J james.logsdon@jefferson.kyschools.us

Good afternoon,

My name is Joyce Mills, I am a salary Plant Operator at Lassiter Middle School. I have been with JCSP for 15 years. I am very concerned about the extra pay that is being given to custodians, kitchen staff and bus drivers and not to Plant Operators. I feel this is very unfair! We Plant Operators have been frontline workers from day one. Even when the board sent the custodians, kitchen staff and bus drivers out during the pandemic, we were still working and going into our buildings. I feel we deserve it just as much if not more. We will be and are the first ones in every morning, cleaning up after the arrival of the students and teachers. We have to make sure our custodial crew are trained and are doing the proper cleaning that needs to be done to keep our students and staff safe. I feel I will be doing a lot of extra cleaning and disinfecting on my end to keep my building safe for the staff and students. I feel unappreciated to tell the truth. Just because I am a Plant Operator, that I do not deserve this extra pay! Plant Operators are the back bone of Housekeeping, we make sure everything is clean and safe in our buildings and for the students. I am putting my life out there every day that I come into the building with the students and staff to clean and disinfect to keep it safe for them. Please think of what your Plant Operators have gone through during this trying time. This is new for everyone. We are all are just as important as the next person.. Thank you for your time and reading my email.

Joyce Mills

Plant Operator

Lassiter Middle School

502-485-8288

502-544-4627(cell)

Mills, Joyce E [joyce.mills2@jefferson.kyschools.us](mailto:joyce.mills2@jefferson.kyschools.us)

Good morning, I am a Plant Operator at Maupin Elementary School. It came to my attention that the pay increase for the custodians didn't include Plant Operator's.

We do the same work as custodians, the only difference is we have a little more responsibility than them and are their first line supervisor. We were the only one's other than grounds that still had to work during the pandemic. The custodians at one time was at home and we the Plant Operator's still had to work. We are the one's that have the most contact with children, and we work with our custodians too. We move furniture, clean walls, strip floor, wax floors, change filters, change lights, and do grounds. There is nothing the custodians do that we don't, and I feel we deserve the same increase in pay as they do.

Sincerely a very confused Plant Operator

Garner, Lakisha J [lakisha.garner@jefferson.kyschools.us](mailto:lakisha.garner@jefferson.kyschools.us)

I received a email asking me to say why I think we as plant operators deserve a 3.50 cent pay increase so it goes.while I agree all employees deserve a increase in pay I think it was a slap in the face that plant operators were excluded from it.we are the one at school level that are in charge of making sure the buildings are cleaned,disinfected and ready for the children.we do payroll,we order supplies,we supervise custodians.most of us go above and beyond and take great pride in our jobs.but continuously feeling like we are the least appreciated is bad for moral.i just feel like with all the responsibility that is continuously put on plant operators that we should definitely be included.its just not fair to not be.we have some custodians that literally make as much or more then the plant operators.How is that even possible with the responsibility of a plant operator?could someone please explain that?

Sent from Yahoo Mail on Android

Michele Boeckman michele\_boeckman@yahoo.com

I'm a former plant operator as of sept of 2020. Now my current position is Housekeeping night crew lead . I've worked the entire time during this pandemic while others had the choice of telecommunicating . Now with school starting back up I'm risking my health again driving a van with a crew to help clean schools with no way of social distancing . I love my job but I would also like to feel appreciated too. Without the housekeeping department and the night cleaning crew, schools would not be able to stay clean and disinfected. We are the silent hero's of jcps , so yes I definitely deserve a \$3.50 raise . Thank u  
Tessa Miller teshamiller455@gmail.com

Hello my name is Tesha Miller. When the pandemic first started I was a plant operator but now I'm a night team crew lead . Nevertheless I've had to work this entire time ensuring that my school was safe and clean when the children returned ( as plant operator) . Even now being a night lead the job still entails the same goal. Many people have received thanks and appreciation for their services but somehow I feel housekeeping has been completely left out of that loop.

Miller, Tesha R. [tesha.miller@jefferson.kyschools.us](mailto:tesha.miller@jefferson.kyschools.us)



From: Hall, Sharlene . <sharlene.hall@jefferson.kyschools.us>  
Sent: Wednesday, March 17, 2021 11:10 AM  
To: Gilpin, Angela F. <angela.gilpin@jefferson.kyschools.us>  
Subject: Raise

Hello, this is regarding what was said on the news about the planet operator everyone should have gotten the 3.50 more on the hour. We had to be here every day twice clocking in and out checking the building for 2 1/2 months while they sat at home watching a video some of us exactly do work and go beyond their jobs i can't tell you when the last time i got to leave on time because my school is very short staff and has been. We as planet operators are no better than the Bus Drivers but somehow, they get more on the hour then we do 6.00 dollars . why can't we get 5 extra vacation days if you don't want to give use the money. So, in saying this i hope you take us in to consideration at the next board meeting and be fair across the board with housekeeping nobody jobs is better than the other one is because at the end of the day we are all here for the kids.

I have been a Plant Operator at the same school for 15 of my 21 years. These teachers count on me to make their day go smoothly. I don't understand how custodians are getting this 3.50 raise and not the PO's. Ever since this pandemic started the POs have been in their building everyday while the custodians spent two months at home collecting 100% of their pay. Marty Pollio had a zoom meeting with the PO's and he called us his offense line towards getting school back in session but everyone else gets the extra pay. This extra pay they are getting has driven a divider between POs and custodians, I feel like they are getting extra pay so they will do more work and I will manage. Even if it's for a couple of months POs deserve this extra pay because we are doing extra work to keep our buildings clean and safe for our kids. Thank You for your time.

Yarber, Eddie L [eddie.yarber@jefferson.kyschools.us](mailto:eddie.yarber@jefferson.kyschools.us)

Greetings,

My name is Vincent Ayers. I have been employed with Jefferson County Public Schools for the past 19 years. For 12 years I have worked as the Plant Operator at Okolona Elementary. Throughout my career, I have taken great pride in my work as the building manager. My responsibility is to ensure the safety of the staff and students, which I take very seriously.

All Plant Operators throughout this district have followed and met CDC/EPA Guidelines mandated by state and federal officials. We have worked tirelessly to maintain our critical operations. We should be compensated, as we are deserving of the extra hourly wage as the custodians we oversee. Thank you for your consideration.

Sincerely,

Vincent Ayers

I am a Plant Operator of an elementary school and I don't understand why we were not given the same raise as the custodians. We work hard at keeping our building clean and maintaining it to make sure it is safe for all the staff and students. When we have inclement weather, we are the one that must shovel snow by ourselves to make sure the sidewalks are clear and safe for anyone who comes to our facility. We are the ones who open the building and make sure everything is working properly. We change belts, and filters, and lights, pick up the slack from the lack of custodians when we are shorthanded. We do all the safety drills to make sure we are ready for anything that may occur. We make sure the teachers have everything they need for their classrooms. We check the fire extinguishers, the boilers, the hot water heaters. We deal with the Fire Marshall, the health department, and the elevator inspector. We put in the work orders for things that we can't fix after we try to fix it. We check our grounds and playgrounds to make sure they are safe and free from any and all drug paraphernalia or weapons that may have been left. We even do flower beds! We were the ones who had to come to work every day during the stay-at-home order of covid when everyone else was at home watching videos. WE were in this building doing building checks twice a day! I work very hard at my job and I take pride in my work. I deserve the same raise as the people I supervise. I go above and beyond my job expectation as does every Plant Operator I know. We deserve a raise!!

Cutsinger, Karen R [karen.cutsinger@jefferson.kyschools.us](mailto:karen.cutsinger@jefferson.kyschools.us)

I feel, we the plant operators are entitle to the increase the custodians are receiving. We the plant operators are dealing with vomit and urine on a daily basic. We now work in the lunchroom everyday dealing with hand sanitizer for each child. Going to rooms to clean after breakfast. We are dealing with students all day. We work very hard to make students feel safe and secure for a more progressive day. I do not understand why you would not include plant operator in the \$3.50 increase.

Mickey Bridwell   Bridwell, Mickey W <mickey.bridwell@jefferson.kyschools.us>

Blue Lick Elementary

Minutes: Pending Board Approval