



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of August 02, 2022

Regular Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Stewart Auditorium, Louisville, Kentucky, on Tuesday, August 02, 2022.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter	Vice-Chair Corrie Shull
Mr. James Craig	Mrs. Linda Duncan
Dr. Chris Kolb	Ms. Sarah McIntosh

BOARD MEMBERS ABSENT:

Mr. Joseph Marshall

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.
Dr. Alicia Averette, Assistant Superintendent for Academic Support Programs
Kevin Brown, General Counsel
Carolyn Callahan, Chief Communications and Community Relations Officer
Dr. Joseph Ellison, Assistant Superintendent of High Schools
Dr. Aimee Green-Webb, Chief Human Resources
Ashley Janicki, Manager of Adult Education
Carla Kolodey, Principal
Jessica Mains, Teacher
Robert Moore, Chief of Schools
Marco Muñoz, Employee Retention Associate
Chris Perkins, Chief Operations Officer
Nathan Pitts, Teacher
Chris Stein, Teacher

This meeting was conducted via videoconference pursuant to KRS 61.823 and KRS 61.826. The primary location for this meeting and where all members could be seen and heard by the public was the VanHoose Education Center. Members of the Board were permitted to attend in-person or via video-teleconference pursuant to KRS 61.826. Members of the public were permitted to attend in person or watch the live-stream of the meeting.

REGULAR MEETING

Chair Porter called the August 2, 2022, Business Meeting to order at 6:04 p.m.

I. Moment of Silence

II. The Pledge of Allegiance

A. Vision Statement

Vice-Chair Shull read the Vision Statement.

III. Recognitions and Resolutions

A. Recognition of New JCPS Principals for the 2022-23 School Year

IV. Recommendation for Approval of Meeting Agenda

Order #2022-131 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for August 2, 2022. The recommendation passed with a motion by Mr. James Craig and a second by Dr. Christopher Kolb.

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

V. Recommendation for Approval of Minutes of Previous Meeting

Order #2022-132 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the July 19, 2022, meeting. 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	Absent
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Yes
Dr. Corrie Shull	Yes

VI. Superintendent's Report

Dr. Pollio recognized and congratulated new principals. He then briefly discussed the upcoming Administrator Kickoff.

VII. Persons Requesting to Address the Board on Action Items or Consent Calendar Items to be Voted Upon Separately at Board Member Request

There were no speakers at this time.

VIII. Action Items

IX. Information Items

A. Acceptance of Report on Opening Day Preparations for the 2022-23 School Year

Dr. Pollio and his leadership team delivered the report. Board members had an opportunity to comment and ask questions.

Ms. McIntosh wanted to clarify the status of construction on new school buildings; she also wanted to make sure the air conditioning would be working properly in all schools. She asked when the Amazon business accounts would be available for teachers to use.

Mrs. Duncan wanted to ensure that all staff members had been able to review safety emergency procedures. She questioned preventative measures for keeping weapons out of schools. She briefly discussed facemasks and stated that she felt like there may have been a miscommunication regarding the mandate.

Mr. Craig stated, "I'd like to know what the results of this punch list from Wilkerson Elementary is and if there are any issues with it, I want to know the names of the contractors involved." He asked Mr. Perkins to elaborate on the situation with bus routes. He asked for a point of contact for bus route information. He questioned the number of students enrolled in Early Childhood and asked if a lack of funds would be a barrier for any families. He then asked for more details regarding the SSO program.

Dr. Kolb questioned bus routes and stated that communication with parents is key.

Dr. Shull asked for details regarding transportation communication methods for families. He concluded by saying, "I want to ditto what Mr. Craig said concerning the contractor at the school in the south end, we can't have that - so we need to figure out what mechanism to use in order to prevent that in the future."

Chair Porter questioned new employee training and staffing issues. She asked if there is anything the Board could do to help with the hiring and training process.

Order #2022-133 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive a report on opening day preparation for the 2022-23 school year. 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	Absent
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Yes
Dr. Corrie Shull	Yes

B. Acceptance of Report on JCPS Adult Education

Ashley Janicki, Manager of Adult Education, presented the report with Dr. Joseph Ellison, Assistant Superintendent of High Schools. Each Board member had an opportunity to comment and ask clarifying questions.

Dr. Kolb asked if the recent building renovations and on-site testing center would help Adult Education turn a corner. He said that the English as a Second Language (ESL) Program is a very important part and asked for an estimate regarding the number of ESL Adult Education students. He asked if they have the resources to be successful.

Mrs. Duncan asked for clarification regarding the 12-hour benchmark. She wondered if they had considered dropping other services and focusing on MSG and GED output.

Mr. Craig was curious to know how JCPS became the Adult Education provider. He said, "It doesn't seem intuitive to me that we're doing it as opposed to JCTC." He questioned the increased numbers in the English language program. He concluded by saying, "I think we've got to get 45 on this measurable skills gain or I would not support reapplying."

Ms. McIntosh asked for more information regarding the demographics of the students who are not English language learners. She asked if the Board needed to be aware of any issues such as funding or policies.

Dr. Shull wanted to understand why some students do not complete the GED. He asked if the relationship with JCPS might make it easier for prior students to reconnect with Adult Education.

Chair Porter requested a midyear update.

Order #2022-134 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive a report on the JCPS Adult Education Program. 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	Absent
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Yes
Dr. Corrie Shull	Yes

C. Acceptance of Update on 2022 Recruitment and Retention of Teachers and Other School Staff Members

Dr. Aimee Green-Webb, Chief of Human Resources, and Marco Muñoz, Employee Retention Associate, presented a detailed update on recruitment and retention. Staff from Byck Elementary School shared their experiences and were available to answer questions. Board members each had an opportunity to comment and ask questions.

Mr. Craig asked, “How do we know that what we’re going to do this year will result in fewer resignations next year?” He asked for details regarding the data in the presentation and wanted to hear some examples of the teacher survey constructs.

Mrs. Duncan questioned the staffing response from retirees. She also asked about the use of technology to help alleviate the shortage.

Dr. Kolb said that he is in favor of adding as much HR staff as affordable. He briefly discussed the positive outcomes of higher teacher salaries and suggested they focus on increasing teacher pay. He questioned principal coaches and retention rate evaluations.

Ms. McIntosh discussed a few examples of best practices for hiring and retention. She also discussed student behavior issues and then reminded the entire community that they are also responsible for student behavior in schools. She said, “Kids aren’t coming to school and then all of a sudden developing these poor behaviors and poor choices. These are things that they are coming to school with and then the rest of the community is waiting for JCPS to address these needs.” She wanted to ensure that we are taking care of the mental health of teachers and staff and looking for creative ways to build work-life balance.

Mr. Shull asked about exit interviews, ways to reduce the teacher workload, morale, and strategies to help with burnout issues. He asked if they had identified one big issue that could be addressed to help retain teachers. He wondered if they had identified a better system and if so, why they had not implemented it.

Chair Porter questioned the JCPS high school teacher-training program. She requested data regarding the number of teachers hired from the program. She asked about staffing priority for the Choice Zone schools. She mentioned a previous JCPS Organizational Review from the Council of the Great City Schools (CGCS) and then questioned the process for filling positions, staff surveys, and exit interviews.

Mr. Craig requested another work session to cover this topic soon.

Order #2022-135 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive an update on the recruitment and retention of teachers and other school staff members. 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	Absent
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Yes
Dr. Corrie Shull	Yes

X. Consent Calendar

A. Report of Certified Leaves

B. Report of Personnel Actions

C. Recommendation for Approval of Organizational Charts and/or Job Descriptions

- 1. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Academic Schools**
- 2. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Communications and Community Relations**
- 3. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Exceptional Child Education**
- 4. Recommendation for Approval of Organizational Charts and/or Job Descriptions - Human Resources**

D. Recommendation for Approval of Field Trip Request

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

- 1. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Bloom Elementary School**
- 2. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Cochrane Elementary School**
- 3. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for HVAC Central Plant Replacement at Doss High School**
- 4. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Hartstern Elementary School**
- 5. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at John F. Kennedy Elementary School**
- 6. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Maupin Elementary School**
- 7. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for HVAC Central Plant Replacement at Price Elementary School**
- 8. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Shelby Academy**
- 9. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Boiler Replacement at Stonestreet Elementary School**
- 10. Recommendation for Approval of the Project, Assignment of Architect/Engineer, and BG-1 Form for Switchgear Replacement at Thomas Jefferson Middle School**

F. Recommendation for Approval of Bid and Revised BG-1 Form for Classroom Renovation at Farnsley Middle School

G. Recommendation for Approval of Revised BG-1 Forms for Issuance of Local School Bond

H. Recommendation for Approval of Contract Completion and BG-4 Form for Kitchen Classroom Renovation at W.E.B. DuBois Academy

I. Recommendation for Approval of Project Closeouts and BG-5 Forms

- 1. Recommendation for Approval of Project Closeout and BG-5 Form for Food Service Phase 37 at Various Schools**
- 2. Recommendation for Approval of Project Closeout and BG-5 Form for Food Service Phase 38 at Various Schools**

- J. Recommendation for Approval of Construction Change Orders**
- K. Recommendation for Approval of Bid Tabulations, Contract Renewals, and Amendments**
- L. Recommendation for Approval of Professional Services Contracts of \$20,000 or More**
- 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 21st Century Community Learning Center Grant from the Kentucky Department of Education**
 - 3. Acceptance of Community Education Grant from Kentucky Department of Education**
- O. Recommendation for Approval of Agreements**
 - 1. Recommendation for Approval of Memorandum of Understanding with Hope Collaborative**
 - 2. Recommendation for Approval of Memorandum of Agreement with Greater Louisville Head Start**
 - 3. Recommendation for Approval of Contract with the Kentucky Department of Education for Cabinet for Health and Family Services**
 - 4. Recommendation for Approval of the Letter of Agreement with the Metropolitan Opera**
 - 5. Recommendation for Approval of Memorandum of Agreement with the Teach Kentucky, Inc.**
 - 6. Recommendation for Approval of Addendum to Memorandum of Agreement with Jefferson Community and Technical College**
 - 7. Recommendation for Approval of Data Protection Agreement with Identity Automation**
 - 8. Recommendation for Approval of Data Protection Agreement with Lightspeed Solutions**
 - 9. Recommendation for Approval of Data Sharing Agreement with Florida Virtual School**
 - 10. Recommendation for Approval of Data Sharing Agreement with Imagine Learning LLC**
 - 11. Recommendation for Approval of Data Sharing Agreement with Liminex**
- P. Acceptance of Report on the Required Kentucky Administrative Regulation Board Notification of Data Security Safeguards**
- Q. Recommendation for Approval of 2022-23 Schoolwide Fundraising Activities**
- R. Recommendation for Approval of Payment of Out-of-District Expenses for Board Members**

Order #2022-136 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the Consent Calendar for August 2, 2022. The recommendation passed with a motion by Dr. Christopher Kolb and a second by Ms. Sarah McIntosh.

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

XI. Board Planning Calendar

Order #2022-137 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education receive the attached planning calendar outlining discussion agenda items. 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	Absent
Ms. Sarah McIntosh	Yes
Ms. Diane Porter	Yes
Dr. Corrie Shull	Yes

XII. Committee Reports

Dr. Kolb reported on the Policy Committee.

Mr. Craig reported on the Facilities Committee.

XIII. Board Reports

XIV. Persons Requesting to Address the Board (If Necessary)

- Darryl Young Jr. spoke in support of Adult Education in JCPS.
- Clark Absher spoke in opposition to the facemask mandate.
- Elise England spoke in opposition to the facemask mandate.
- Sara Butryn discussed the teacher shortage crisis.
- Brennan Eberwin spoke in opposition to banning the book *Gender Queer: a Memoir*.
- Isaac Marion Thacker IV spoke in opposition to charter schools.
- Lynn Rippey spoke in support of Adult Education.
- Deanna Sexton discussed her resignation due to the disrespect and abuse she was receiving; she then thanked some of her coworkers.
- Kyle Queen discussed the need for teacher support and support/funding for students in crisis.

XV. Executive Session (If Necessary)

XVI. Action Item (If Necessary)

XVII. Adjournment

The meeting adjourned at 10:21 p.m.

Order #2022-138 - Motion Passed: A motion to adjourn the meeting of the Jefferson County Board of Education at 10:21 p.m. passed with a motion by Mrs. Linda Duncan and a second by Ms. Sarah McIntosh.

Mr. James Craig	Yes
Mrs. Linda Duncan	Yes
Dr. Christopher Kolb	Yes
Mr. Joseph Marshall	Absent
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**