



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Work Session of March 26, 2024

Work Session of the Jefferson County Board of Education held at VanHoose Education Center, Stewart Auditorium, Louisville, Kentucky, on Tuesday, March 26, 2024, at 6:00 p.m.

BOARD MEMBERS PRESENT:

Chairman Corrie Shull

Mrs. Linda Duncan

Ms. Gail Logan Strange

Ms. Sarah McIntosh

Vice-Chairman James Craig

Dr. Chris Kolb

Mr. Joseph Marshall

Ms. McIntosh arrived at 6:30 p.m.

STAFF MEMBERS PRESENT:

Superintendent Martin A. Pollio, Ed.D.

Kevin Brown, General Counsel

Caroline Callahan, Chief of Communications and Community Relations

Marcus Dobbs, Executive Administrator of Transportation

Dr. Rob Fulk, Chief Operations Officer

Dr. Terra Greenwell, Chief Academic Officer

Dr. Jill Hanley, Assistant Superintendent, Office of Multilingual Learners

May Porter, Director of Internal Audit

Molly Shackleford, Academic Instructional Coach

Ramon Wales, Principal

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.

WORK SESSION

I. Call to Order

Chair Shull called the March 26, 2024, Work Session to order at 6:01 p.m.

II. Recommendation for Approval of Meeting Agenda

Order #2024-39 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the agenda for March 26, 2024. 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 |
| Ms. Gail Logan Strange | Yes |
| Mr. Joseph Marshall | Yes |
| Ms. Sarah McIntosh | Absent |
| Dr. Corrie Shull | Yes |

III. Recommendation for Approval of Minutes of Previous Meeting

Order #2024-40 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the minutes of the March 5, 2024, meeting. The recommendation passed with a motion by Mr. James Craig and a second by Ms. Gail Logan Strange.

| | |
|------------------------|--------|
| Mr. James Craig | Yes |
| Mrs. Linda Duncan | Yes |
| Dr. Christopher Kolb | Yes |
| Ms. Gail Logan Strange | Yes |
| Mr. Joseph Marshall | Yes |
| Ms. Sarah McIntosh | Absent |
| Dr. Corrie Shull | Yes |

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

The following students addressed the Board regarding the Transportation Plan. They urged the Board to continue providing transportation to magnet schools.

Saliyah Beeler, Amie Jobe, Louisa Sarpee, Avery Tandy, and Samir Murphy Sloss

Student Amarah Menezes addressed the Board and advocated for equality for female athletes across the country and in Jefferson County.

The following speakers addressed the Board regarding the Transportation Plan.

Stephanie Huckaby, LaKeasha Jones, Josh Bourgeois, Lamont Collins, Dr. Rita Greer, Dr. Dan Withers, Edward Miller, Dr. F. Bruce Williams, Greg Dawson, Dr. Michelle Patrick, Daniel Cobble, Michelle Pennix, Raoul Cunningham, Rob Mattheu, Tanesha Booker, Greg Dawson, Reginald Glass, and Benny Ivory.

V. Information Items

A. Acceptance of the Phase I Report on an Assessment of the Transportation Program and the Transportation Activities of August 9, 2023

Dr. Tatia Prieto, president of Prismatic Services Inc. and manager of the Prismatic project team for the Phase 1 Assessment of the transportation activities of August 9, 2023, presented the report. May Porter, director of Internal Audit, was available to answer questions. The following Audit and Risk Management Advisory Committee members were also in attendance: Chairperson James Rose, Co-Chairperson Rhonda Mitchell, Pedro Bryant, and Wilbert Whitfield. Each Board member had an opportunity to comment and ask questions.

Mr. Marshall asked Dr. Prieto, "In your audit report, you mentioned the inadequate information presented to the Board - in what ways did you come to the conclusion that the information presented was inadequate for these larger decisions?" He continued, "Your final assertion in your audit says that this District has the resources to be able to implement this Transportation Plan but that's in stark contrast to what is being offered tonight. So, why is your opinion so opposite to what the District is suggesting?"

Mrs. Duncan asked about contracted transportation, "One of the things you mentioned in our conversation earlier was bus companies that nationally provide drivers to districts. Are you aware of districts that are using these bus companies, and do we know about them?" She then questioned the use of bus depots, "You mentioned the use of depots, one of the things that I keep thinking about is that we have depots set up this year and I'm sure they're facilitating getting our kids to our magnet and traditional schools and I would like to know if the depots that we have set up this year could be used effectively for continuing that?"

Ms. McIntosh expressed concern with the report's finding regarding the lack of available information and asked, "Did you and your team feel that that was a willful and intentional withholding of information or do you think that was more of a lack of poor processes?" She then questioned the findings on page 1-5 which stated, *A portion of district interviewees expressed concerns regarding confidentiality. A few either explicitly or tacitly expressed concerns about retaliation if their interview responses were shared with district staff.* She asked, "Were they concerned about their individual supervisor for example, or was it more a JCPD-wide cultural problem?"

Dr. Kolb acknowledged multiple audits over the past 12 years encompassing a wide range of issues and asked, "Do you have any thoughts on why many of the issues that you've identified have not been previously identified?" He questioned the report regarding best practices/recommendations regarding preparation for rolling out large changes and major initiatives in the District. He asked, "Is it possible for you to make any statements based on what you know up to this point as to why transportation seems to have been so marginal to this process?" He then asked, "What's the best way that you can think of to get ahead of these sort of cascading kind of problems? He questioned how the Board can be more diligent and know which questions to ask and how to identify potential problems. He was curious to know if Dr. Prieto's team would

be able to provide advice and ideas going forward into 2024-2025 based on their transportation experience. He concluded by asking, "Is it plausible that we could not reduce routes next year and still eliminate the 7 million instructional minutes that we lost this year due to late buses?"

Ms. Logan Strange acknowledged that black and brown students are losing the greatest amount of instructional time based on transportation issues and asked if the assessment found any cause for this.

Mr. Craig asked, "... How long would you expect management to have to respond to something as substantive and as thick as this [assessment]?" He stated that across 160 schools in Jefferson County, transportation issues have resulted in a district-wide loss of 8 million minutes of lost instruction. Mr. Craig emphasizes the need for a solution addressing the entire District. He outlined a possible process for receiving management's response as they collaborate with ARMAC on a root cause analysis. This will help the Board determine the best course of action based on the Phase 1 findings.

Chair Shull asked, "Was anything in this audit report requested to be changed?" He asked if the audit found a reason as to why the director of Transportation was not included in larger meetings. He confirmed, "The director of Transportation was intentionally excluded from meetings with his superiors and the larger team developing the transportation plan for the 2023-2024 school year." He also confirmed that the report findings show that they do not need to do less as it relates to Transportation. He then said, "In reading your report it is my understanding that JCPS does not just need an internal audit director, but we also need a project manager or project management team for proposals of this size." He asked Dr. Pollio if he has a project manager ready to go if they approve the proposed Transportation Plan.

To address the Assessment of the transportation program and the transportation activities of August 9, 2023, Phase 1 Report, Mr. Craig made a motion for the Board's consideration.

Order #2024-41 - Motion Passed: A motion was made for the Board of Education to accept the report with the direction that ARMAC continues its inquiry into the underlying root cause, as well as receiving Management's response to Phase 1, considering the adequacy of Management's response to Phase 1, and to report back to the Board of Education on its inquiries within 90 days. The motion 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 |
| Ms. Gail Logan Strange | Yes |
| Mr. Joseph Marshall | Yes |
| Ms. Sarah McIntosh | Yes |
| Dr. Corrie Shull | Yes |

VI. Action Items

A. Recommendation for Approval of Transportation Plan

Chair Shull proposed the Board postpone the discussion on the Transportation Plan until April 16. He expressed a belief that the Board and families would benefit from additional time to:

- Analyze the findings and recommendations from the recent audit report.
- Process the results of the survey provided for family feedback.
- Gain a better understanding of how the proposed plan will impact both students and families in the District.

Ms. McIntosh expressed concern about a lack of time for families to prepare if they postpone the discussion and wondered if they could call a meeting sooner than April 16.

Mr. Marshall stated that he would like to hear the administration's perspective tonight on the issues raised during the meeting. He expressed concern that any delay in decision-making might jeopardize the recommended timeline outlined in the audit report.

Dr. Pollio acknowledged significant transportation issues at the start of the school year. He accepted responsibility and outlined the creation of a new routing team actively exploring solutions. While pressed for time, Dr. Pollio preferred to gather more information while allowing his team to continue working on potential routing options.

Mr. Craig said, "I don't necessarily support moving the vote. I think, because we have had discussions about the transportation crisis at nearly every meeting of the Board of Education since August, we have had exhaustive discussions about the three options that were to put forth in some form or another over the course of the last seven to eight months and we're putting the Transportation department - I don't know that we're setting the Transportation department up for success by making them wait longer on the recommendation which I suspect is not going to change unless you're able to find 50 drivers in the next three weeks."

Order #2024-42 - Motion Passed: A motion was made to table the discussion concerning the approval of the Transportation Plan until the April 16 meeting, which will provide the Board of Education with the time to process the recommendations of the transportation audit report and it will provide more time to receive feedback from families through the survey that was sent to families this past Thursday. The motion passed with a motion by Dr. Corrie Shull and a second by Ms. Gail Logan Strange.

| | |
|------------------------|-----|
| Mr. James Craig | No |
| Mrs. Linda Duncan | Yes |
| Dr. Christopher Kolb | Yes |
| Ms. Gail Logan Strange | Yes |
| Mr. Joseph Marshall | Yes |
| Ms. Sarah McIntosh | Yes |
| Dr. Corrie Shull | Yes |

Dr. Kolb expressed the preference for Prismatic to significantly increase their collaboration with the District to reduce lost instructional minutes while maintaining current bus services. Ideally, this collaboration would result in reducing lost instructional minutes as significantly as possible. He was unsure if this would be achievable under the current agreement or if Prismatic has the capacity for such intense work.

Mr. Marshall asked, "Does that recommendation contradict the audit's report of sole sourcing?"

Chair Shull stated, "That's a great recommendation and I totally would support it but let's find the requisite information concerning it and let's also put that on the agenda for April 16 and we'll know by that time whether Dr. Prieto can accommodate us and also what the rules are concerning the way we should proceed."

Dr. Pollio said, "We can explore that and have an answer to you by the next few days and then we can talk with Dr. Prieto and see if they have the capacity."

Mr. Craig asked, "If we delay this decision until April 16, will you have enough time to route for the beginning of the 2024 school year?"

Marcus Dobbs, Executive Administrator of Transportation, advised that they are already three weeks behind schedule.

Mr. Craig said, "We're setting up the District for a repeat at the beginning of the 2024-25 school year by not making this decision. I understand the concerns, they're absolutely valid that we've heard tonight - it's damning evidence but by continuing to delay the vote at all, we're setting ourselves up for failure."

Dr. Kolb stated, "I completely agree with you Board member Craig. I would just say though that we heard something conflicting from Dr. Prieto who said we have time."

Ms. Logan Strange stated, "I feel we're being very reactionary to the debacle that happened in August and not taking the due diligence to listen to recommendations from Dr. Prieto to do what we need to do. I'd prefer us to take the due diligence rather than another knee-jerk reaction and decimate some schools."

VII. Work Sessions

A. Update on Multilingual Learners

The update was presented by Dr. Terra Greenwell, chief academic officer; Dr. Jill Hanley, assistant superintendent, Office of Multilingual Learners; Ramon Wales, principal; and Molly Shackleford, academic instructional coach. Each Board member had an opportunity to comment and ask questions.

Mrs. Duncan questioned recruitment efforts, teacher-to-pupil ratios, and improving teacher capacity.

Dr. Kolb stated that he would like to have a deeper dive into this work and requested more detail with ongoing future updates. He suggested that with 20 percent of JCPS students currently MLS and expected growth, they may need a cabinet-level position.

Mr. Craig agreed with and emphasized Dr. Kolb's comments. He asked for clarification on *Sheltered English Language Arts classes*. He then asked, "Do we have buy-in from our English language teachers throughout the

District to the approaches that we're taking with respect to our ML Learners and the resources that you're saying that we need for ML Learners.”

Chair Shull agreed with Dr. Kolb and Mr. Craig regarding the possible need for a cabinet-level position.

VIII. 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 – Academics**
- 2. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Accountability Research and Systems Improvement**
- 3. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Chief of Staff**
- 4. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Communications and Community Relations**
- 5. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Diversity, Equity, and Poverty**
- 6. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Exceptional Child Education**
- 7. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Financial Services**
- 8. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Human Resources**
- 9. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Operations**
- 10. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Schools Division**
- 11. Recommendation for Approval of Organizational Charts and/or Job Descriptions – Technology**

D. Recommendation for Approval of Field Trip Request and Receipt of Report of Field Trips Approved by the Superintendent

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

- 1. Recommendation for Approval of Project, Assignment of Architect/Engineer, and BG-1 Form for the Softball Field Renovation at Atherton High School**
- 2. Recommendation for Approval of Project, Assignment of Architect/Engineer, and BG-1 Form for Pool HVAC Unit Replacement at Central High School Magnet Career Academy**
- 3. Recommendations for Approval of Project, Assignment of Architect/Engineer, and BG-1 Form for Life Skills Kitchen at Highland Middle School**

F. Recommendation for Approval of Bid and Revised BG-1 Form for New School Building for W.E.B. DuBois Academy

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

- 1. Recommendation for Approval of Contract Completion and BG-4 Form for Handicap Restroom Renovation at Churchill Park School**
- 2. Recommendation for Approval of Contract Completion and BG-4 Form for Life Skills Kitchen Renovation at duPont Manual High School**

H. Recommendation for Approval of Construction Change Orders

I. Notification of Sanitary Sewer and Drainage Easement at New Early Childhood Center

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

- K.** Recommendation for Approval of Professional Services Contracts of \$20,000 or More
- L.** Acceptance of Summary of Professional Services Contracts
- M.** Acceptance of Orders of the Treasurer
 - 1.** Acceptance of Orders of the Treasurer-Invoices
 - 2.** Acceptance of Orders of the Treasurer-Purchase Orders
 - 3.** Acceptance of Orders of the Treasurer-Vouchers
- N.** Acceptance of Monthly Financial Report for Period Ended January 31, 2024
- O.** Acceptance of Donations, Grants, and Funding
 - 1.** Acceptance of Donations and Small Grants
- P.** Recommendation for Approval of Agreements
 - 1.** Recommendation for Approval of Lease Agreement Amendment with AMPED (Adventurous Minds Produce Extraordinary Dreams)
 - 2.** Recommendation for Approval of Memorandum of Agreement with Aspire 2BE Counseling, LLC
 - 3.** Recommendation for Approval of Agreement with The Barbara Bush Foundation for Family Literacy
 - 4.** Recommendation for Approval of Memorandum of Understanding with Galen College of Nursing
 - 5.** Recommendation for Approval of Grant Agreement with Kentucky Council on Postsecondary Education (CPE), Kentucky Advising Academy (KAA), on Behalf of Iroquois High School
 - 6.** Recommendation for Approval of Memorandum of Agreement with Uspiritus, Inc
 - 7.** Recommendation for Approval of Data Privacy Agreement with Language Testing International
 - 8.** Recommendation for Approval of Data Privacy Agreement with Otus, LLC
 - 9.** Recommendation for Approval of Memorandum of Agreement with P.C.C. Incorporated
 - 10.** Recommendation for Approval of Contract Modification with the Kentucky Department of Education for the Release of JCPs Employee
 - 11.** Recommendation for Approval of Contract Modification with the Kentucky Department of Education
- Q.** Recommendation for Approval of Draft Amended District Facilities Plan and Selection of Hearing Officer
- R.** Recommendation for Approval of Shortened School Day for Two Exceptional Child Education Students
- S.** Recommendation for Adoption of Board Policies (Second Reading)

Order #2024-43 - Motion Passed: Superintendent Martin Pollio recommends the Board of Education approve the Consent Calendar for March 26, 2024. The recommendation 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 |
| Ms. Gail Logan Strange | Yes |
| Mr. Joseph Marshall | Yes |
| Ms. Sarah McIntosh | Yes |
| Dr. Corrie Shull | Yes |

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

X. Adjournment

The work session adjourned at 9:38 p.m.

Order #2024-44 - Motion Passed: A motion to adjourn the March 26, 2024, meeting of the Jefferson County Board of Education at 9:38 p.m. 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 |
| Ms. Gail Logan Strange | Yes |
| Mr. Joseph Marshall | Yes |
| Ms. Sarah McIntosh | Yes |
| Dr. Corrie Shull | Yes |

Dr. Corrie Shull
Chairman

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**