

**Minutes
Clarksville-Montgomery County
Board of Education**

February 8, 2011

The Clarksville-Montgomery County Board of Education met Tuesday, February 8, 2011, in the Board Room. The meeting was called to order at 7:00 p.m. Members present were: Jimmie Garland, Chairman; Josh Baggett, Ernest Brockman, Eula Gardner Dowdy, George Giles, and Carol Smithson. Also present were: Michael Harris, Director of Schools; Jill Ayers, Board Attorney; B. J. Worthington, Chief Academic Officer; Danny Grant, Chief Financial Officer; Elise Shelton, Chief Communications Officer; Jim Sumrell, Chief Operations Officer; Bruce Jobe, Chief Human Resources Officer; David Holman, Chief Technology Officer; and Teresa Rawls, Secretary, who kept the minutes of the meeting. The following members of the County Commission School Liaison Committee were present: John Genis, Dalton Harrison, and Keith Politi.

Point of Pride

Dr. Sean Impeartrice, Middle School Director, presented a Point of Pride Award to Master Sergeant Clark Slone, a New Providence Middle School parent. Master Sergeant Slone was so impressed with his students' progress in the Read 180 program that he chose to honor the teachers and the school with a gift of \$2,000.

Approval of Consent Agenda

On a motion by Mr. Giles, seconded by Mr. Baggett, the January 11, 2011 regular session minutes were approved 6-0.

Policy Monitoring

Mr. Harris commented on the EL-3 Personnel Administration policy monitoring report. Mr. Harris noted that tremendous effort has been made in our selection process for all hires. A new evaluation and training process has been implemented. Mr. Harris pointed out under 3.7 that ISO corrective actions, online questions, and focus groups are used to handle complaints and questions. Mr. Harris commented on an exception to 3.11 that had been made this year to implement changes in the certified pay matrix under the Federal Jobs Bill. These changes were made this fall rather than in July. Mr. Harris stated that the new State evaluation process is still under development. Mr. Giles made a motion declaring full compliance with EL-3 for this reporting period. The motion was seconded by Mrs. Dowdy and passed 6-0.

Reports

Strategic Goal 5 – Implement new teacher selection model Assistant Human Resources Director Cydney Miller presented the report for this goal. Mrs. Miller commented that the new teacher selection process is a way to truly affect student achievement in the school system. In 2006 the application process was brought online with applicant tracker. Mrs. Miller reported on the many areas identified to determine what a quality teacher looks like and how to identify those teachers in the application process. Principals were consulted with regard to information they wanted to receive from the application process. The 2011 teacher selection model has been implemented. Principals now have full access to application material on every applicant. The interview cadre is now able to provide lengthy information concerning applicants rather than just a score. All forms are now available electronically in real-time.

Board Discussion and Consideration

1. Resolution Appropriating Funds for the Construction of Carmel Elementary School, first reading. Mr. Harris stated that the bid opening had been held on February 3 and the bid was approximately \$3 million below what had been anticipated. Chief Financial Officer Danny Grant discussed details of the resolution. Biscan Construction was the low bid.

2. FY2010-2011 Capital Projects Change - \$90,000 for schematic design of elementary school 23, first reading. Mr. Harris commented that the County Commission was recommending deferment of the resolution for the renovation of Northwest High School and construction of elementary school 23 until summer. If that occurs, that will put the construction of elementary school 23 behind approximately six months with an opening in January 2013. It is proposed that \$90,000 from capital projects be used at this time for the schematic design of elementary school 23. This would take money allocated for ADA improvements at stadiums, and use it for the schematic design. The ADA improvements would be completed later. This change will need Board approval and will be on the agenda for the voting session on February 15.

3. FY2010-2011 Capital Projects Change - \$650,000 for site work for Carmel Elementary. Mr. Harris stated that if the Board approves the resolution for the construction of Carmel Elementary next week, it would then go to the County Commission in March where a deferral till summer is expected. A deferral would negatively delay the opening of Carmel Elementary. The construction company has agreed to hold the bid price till summer if site work can begin before that time. Mr. Harris stated that the funds would be deferred from several roofing and flashing capital projects which would be completed at a later date. Mr. Harris commented that the Board does not need to take action on this item until the Board and County Commission have taken action on the resolution for the construction of Carmel Elementary.

Board Member Comments

Mr. Baggett stated he appreciated the efforts of all staff the previous day in handling the inclement weather. Mr. Garland added that he appreciates the effort made by all staff in support of the students.

Director of Schools Report

Mr. Harris thanked the Transportation staff and Mr. Sumrell for their hard work and efforts in seeing that all students were transported safely during the snowy weather.

The items on the agenda having been completed, the meeting adjourned at 7:40 p.m.



Jimmie M. Garland
Board Chair



Michael T. Harris
Director of Schools

Teresa A. Rawls
Board Secretary