

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

December 13, 2011

The Clarksville-Montgomery County Board of Education met Tuesday, December 13, 2011, in the Board Room, central administration offices, 621 Gracey Avenue, Clarksville, Tennessee. The meeting was called to order at 7:00 p.m. Members present were: George Giles, Chairman; Josh Baggett, Ernest Brockman, Eula Gardner Dowdy, Jimmie Garland, Horace Murphy, Jr., 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: Jerry Allbert, Dalton Harrison, and Keith Politi.

Point of Pride

High School Director Rosalyn Evans presented Clarksville High School girls' golf team members Samantha Gotcher, Whitney Robertson, and Megan Beane with Point of Pride awards. The team finished 40-1-0 this year. They won District, Regional, and State Championships.

Dr. Evans presented a Point of Pride Award to Tyler Guy, Rossvie High School golfer. Tyler finished in the top 15 his sophomore year, top 20 his junior year, and is the State Champion this year.

Middle School Director Sean Impeartrice presented a Point of Pride Award to Becky Jackman, New Providence Middle School Librarian. Ms. Jackman has been named Chair of the Young Adult Library Services Association Quick Picks for Reluctant Readers Committee. This committee reads and reviews hundreds of book to establish a list that will appeal to young adults. This is a national committee which she also served on the previous year. Ms. Jackman also has served as the President of the Tennessee Association of School Librarians and currently serves on the voluntary state book award committee.

Chief Human Resources Officer Bruce Jobe presented a Point of Pride Award to Mrs. Lettie Kendall. Mrs. Kendall received the Robert M. Wormsley Outstanding County Official of the Year award. Mrs. Kendall is a 39-year veteran of the Montgomery County Commission and is in her 51st year of teaching in the Clarksville-Montgomery County School System with plans to retire at the end of this school year.

Public Conversation

There were no requests to address the Board at this session.

Approval of Consent Agenda

Ms. Smithson made a motion to approve items on the consent agenda, seconded by Mr. Murphy. The motion passed unanimously. Items on the consent agenda were:

- November 8, 2011 regular session minutes
- EL-10 Learning Environment and Student Discipline/Safety revision, first reading November 15, 2011
- 2011-12 Collaborative Conferencing Administrative Team, first reading December 6, 2011
- Letter of Intent Agreement between CMCSS and YMCA, first reading December 6, 2011

Policy Monitoring

EL-1 – Global Executive Constraint - Mr. Harris noted that the district is in compliance with the terms of this executive limitation. On a motion by Mr. Garland, seconded by Mr. Baggett, the Board unanimously declared full compliance for this monitoring period.

Reports

Chief Human Resources Officer Bruce Jobe presented the report for Goal 6 – Expand recruitment strategies and options for administrative and teaching positions. Mr. Jobe commented that for a district that is growing but hiring less, that means increased retention of teachers. Mr. Jobe discussed the administrative hiring process and the positive changes made over the past few years. Mr. Jobe commented on the need for funding to address hiring for administrative positions from a broader geographical area. He noted that the market analysis system has proven successful for classified and administrative positions. Use of market analysis and diversified pay plans for certified positions has been more restricted in the past, but with new legislative changes, both may be used in the future to find certified teachers for those areas hardest to fill. Areas hard to fill usually have been in CTE occupational areas where pay is often two to three times what a teacher salary would be. Using a diversified pay plan will offer an opportunity to compete in salary.

Chief Operations Officer James Sumrell presented the report for Goal 9 – certify the vehicle maintenance department under Automotive Service Excellence (ASE) standards. The vehicle maintenance department for CMCSS consists of twelve mechanics. These mechanics are responsible for over 300 vehicles. Mr. Sumrell noted that ASE certification can be attained in forty different areas. The ASE certification program for school bus technicians was put in place in 1998. All twelve technicians have taken their first test. The results should be available later this month and will be mailed to the individuals. The next steps will be determined after results have been received.

Comments

School Liaison Committee member John Genis commended the Operations Department for their work toward ASE certification of mechanics.

Board Member Comments

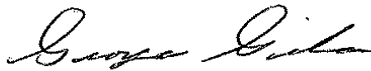
Mrs. Dowdy commented that she had the privilege of teaching with Mrs. Kendall in the past and thanked her for her years of service. She wished Mr. Jobe well in his retirement.

Mr. Garland commented that Mrs. Kendall was a friend, mentor, and a person of great talent. Mr. Garland also congratulated Mr. Jobe on his retirement and thanked him for the work done over the years. Ms. Smithson congratulated Mr. Jobe on his retirement. Mr. Murphy commended both Mrs. Kendall and Mr. Jobe. Mr. Giles thanked Mrs. Kendall for her service and congratulated Mr. Jobe on his retirement and job well done.

Director of Schools Report

Mr. Harris commented that Board members had received copies of financial and construction quarterly reports. He also noted that the budget process would begin the following day with the Mid-Year Review by principals. Using this process allows the District to determine what the work is for the upcoming year, establish corresponding goals, and then prioritize budget needs. Mr. Harris also commented on a visit made earlier in the day by legislative representatives and TVA personnel to the STEM Academy at Kenwood High School and STEM initiative programs.

Items on the agenda having been completed, the meeting adjourned at 7:57 p.m.



George Giles
Board Chair



Michael T. Harris
Director of Schools

Teresa A. Rawls
Board Secretary