

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

March 12, 2013

The Clarksville-Montgomery County Board of Education met Tuesday, March 12, 2013, in the Board Room, central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 7:00 p.m. Members present were: Horace Murphy Jr., Chairman; Josh Baggett, Eula Gardner Dowdy, Jimmie Garland, George Giles, Stephanie Lobdell, and Anne Murtha. Also present were: B. J. Worthington, Director of Schools; Jill Ayers, Board Attorney; Sean Impeartrice, Chief Academic Officer; Elise Shelton, Chief Communications Officer; Jim Sumrell, Chief Operations Officer; Jeanine Chester, 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 Gannon, Robert Gibbs, and Ron Sokol.

Point of Pride

High School Director Rosalyn Evans introduced Kimberly Dennis from Rossvie High School, the Teacher of the Year Candidate for 9-12 Grades. Ms. Dennis has taught math at Rossvie High for seven years. She is a sponsor of the Future Teachers of America Club at Rossvie and is active in other school and community roles.

Elementary Education Director Priscilla Story introduced Jenifer Averitt from Moore Magnet Elementary. Ms. Averitt is the district 5-8th grade Teacher of the Year. She has taught in the district for 15 years, 4 of those years at Moore Magnet as a STEM teacher. Ms. Averitt is also a Beta Club sponsor and is active in the community. Ms. Averitt has been named the Regional Teacher of the Year for 5-8th grade by the State Department of Education and goes on to compete at the state level.

Deborah Chancellor, Minglewood Elementary teacher, was introduced by Elementary Education Director Ann Griffin. Ms. Chancellor has been selected as the PreK-4th grade levels. She has taught for 21 years at the elementary level. She has been the Teacher of the Year candidate for CMCSS for PreK-4th grade for 2002, 2003, 2006, 2008, 2009, and 2010, as well as being named the Regional Teacher of the Year in 2011 in her category.

Northeast High School graduate Paul Sikes has gone on to attend Lipscomb University where he studied classical guitar performance. He later transferred to MTSU where he earned a degree in the recording industry with an emphasis on music business. He has performed at the Bluebird Café in Nashville, received ASCAP's annual Leon Brettler Award, and now has his own production company. He has released his own record and has been a guest on "The Today Show". Paul spent a day at West Creek Elementary School teaching music classes to different grade levels throughout the day. He also was the guest performer at a talent show fundraiser for a Glenellen student who had suffered serious injuries in a car accident.

Richview Middle School student Sydney Barksdale was honored with a Point of Pride Award for being a finalist in the National Veteran's Day Essay Contest. Her paper was one of the top ten out of 700 entries.

Bruno Reagan, a Junior at Clarksville High School, received a Point of Pride Award for winning the State Championship in his wrestling classification. He is only the second wrestler in CHS history to have an undefeated record at 55-0 this year with 37 pins. His career record is 150-23.

Kenwood High School's Broadcasting class received several awards at the Tennessee High School Press Association competition at Lipscomb University. Winners include Crystina Lugo-Beach, third place for Best Reporter; Isaiah Rodriguez, second place for Best Feature Story; Amber Ward, second place for Best Package; Sydney Funk, an honorable mention for Best Reporter and first place for Best Package for her story; and KNN placed second for Best Television Station.

Members of the Northwest High School History Team and the Kenwood Middle School History Team were recognized for the results of the Tennessee and Kentucky Regional U. S. History Competition at Murray State University. Kenwood Middle School team members are Jeremiah Logan, Rhiannon Pickney, Anthony Roman, Rachel Fischer, Torin Noar, James Baker, Luke Nelson, Donte Brodie, Ciara Despain, Zalana Bell, Christopher Johnson, Brandon Boykin, Aaron Rice, and John Lee Cruz. Northwest High history teacher Ben Smitherman and Kenwood Middle teachers James Ferebee and Eric Miller coach their respective teams.

Public Conversation

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

Approval of Consent Agenda

Mr. Garland made a motion to approve the items on the Consent Agenda. The motion was seconded by Mr. Baggett and passed unanimously. Items on the Consent Agenda were:

- February 12, 2013 regular session minutes
- 2013-2014 Authorized Student Expenditures, first reading March 5, 2013
- 2014-2015 School Year Calendar, first reading March 5, 2013
- Resolution for Amendments to the 2012-2013 CMCSS Budget, first reading March 5, 2013
- April 1, 2013 Continuation Budget Request, first reading March 5, 2013

Policy Monitoring

EL-5 – Financial Administration – Dr. Worthington presented the policy monitoring report for this Executive Limitation with no areas of non-compliance. Mr. Giles made a motion to declare full compliance with EL-5 for this monitoring period. Mr. Baggett seconded the motion which passed unanimously.

EL-12 – Rezoning – Dr. Worthington noted that each limitation was in compliance during rezoning planning, recommendation, and approval process this year. Mr. Garland made a

motion to declare full compliance with EL-12 for the reporting period. Ms. Murtha seconded the motion which carried unanimously.

Reports

Goal 1 – Improve the quality of student interventions. Dr. Sallie Armstrong, Curriculum and Instruction Director, presented the report explaining the various student intervention programs being used at elementary, middle, and high school levels. There are many literacy interventions available. The areas of intervention are designed to help students with different levels of ability as well. Some of the interventions are specifically for students with disabilities. Math tutoring programs are also being used at all levels. Carnegie Math is another program used. Read 180 for middle and high school shows significant improvement for reading comprehension. Read Well elementary students are showing improvement. Dr. Armstrong commented that growth in each program has been good this year, but we are still planning for higher achievement next year. She stated the goal is for all students to graduate college or career ready.

Board Discussion and Consideration

Employee Appeal to the Board – Brenda Gray – Board Attorney Jill Ayers explained that employee Brenda Gray was terminated and requested a hearing before a hearing officer. The hearing officer upheld the termination. Ms. Gray requested, through TEA Attorney Virginia McCoy, to appeal to the Board. Mrs. Ayers noted that Board members had received in advance a copy of the entire record for this matter. She stated that the Board would be making their determination based on the record and the appeal of the attorneys representing each side. No new evidence or materials can be added. Mrs. Ayers commented that each attorney would have five minutes to present their position on the termination. The Board would then be asked to render a decision, either during the meeting tonight or within the next ten days. The Board's decision could be to sustain the decision, revise or reverse the decision, or send the matter back for additional evidence. She further noted there must be a majority vote.

Ms. McCoy, TEA Attorney, requested that one minute of her time be reserved for Ms. Gray to speak on her own behalf. Mrs. Ayers recommended to the Board that Ms. Gray be allowed to do so. The Board agreed to hear Ms. Gray. Ms. McCoy argued that since there had been previous discipline assessed in the 2011-2012 school year, Ms. Gray should not be re-disciplined for those same incidents. Two other incidents had occurred at the end of the school year where Ms. Gray had not received the same type of discipline as she had previously for the same type of incidents. Ms. McCoy said their position was that the decision of the hearing officer should turn on whether or not Ms. Gray's conduct in the last two incidents warranted her dismissal. There were two allegations, one was that she had not provided a make-up test for a student, and the second was a parent that complained Ms. Gray had not allowed a student to turn in make-up work. Their position is that there was no basis for termination for this conduct. Ms. McCoy stated they do not believe the administration carried the burden or that the hearing officer made the right decision.

Ms. Gray commented that she had been a teacher in the system for 27 years and had supported many programs without a stipend. She stated she had difficulty from an injury she received five years ago.

Ms. Carol Joiner, speaking on behalf of CMCSS, noted there were many examples of neglect of duty, inefficiency, and insubordination in Ms. Gray's record. Ms. Joiner commented that the record showed that Ms. Gray was disciplined in the 2011-2012 school year on several occasions. Ms. Gray was given multiple opportunities to improve her conduct. She received verbal counseling and five written reprimands prior to Mrs. Jefferies recommendation for a three-day suspension and ultimately termination. Ms. Joiner stated that Ms. Gray repeatedly failed to update student grades on PowerSchool, repeatedly failed to be responsive to parent e-mails and calls, and repeatedly failed to give timely feedback to the students. When administrators asked her what was going on here, she replied, "I have other things to do". Ms. Joiner stated that Ms. Gray lost student work that had been turned in multiple times causing student to do the work multiple times. She utilized poor teaching methods and had a hostile classroom environment for her students. Ms. Joiner commended that students were berated and yelled at by Ms. Gray. Ms. Gray was defiant, disobedient, and insubordinate with her administrators. Ms. Gray had been put on a developmental plan, and a consulting teacher had been brought in to model for her. Ms. Gray continued to decline in her performance. Ms. Joiner said that Ms. Gray was not re-disciplined, but that CMCSS has a progressive discipline policy. Ms. Joiner added that no evidence had been provided that a disability prevented her from performing her job duties. Ms. Joiner asked the Board to uphold the decision of the hearing officer.

Following the attorneys' presentations, Mrs. Dowdy made a motion to take action at this time. Mr. Garland seconded the motion which carried unanimously. Mrs. Dowdy made a motion to uphold the district and hearing officer's decision, seconded by Mr. Garland. The motion carried with 6 votes in favor, 1 abstention by Ms. Murtha.

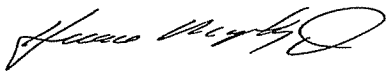
Comments

Mr. Murphy reminded Board members that they were invited to visit the Pisgah Elementary construction site on Friday. Mr. Murphy commented that the Board needed to watch for how the sequestration might affect the school district.

Director of Schools Report

Dr. Worthington introduced Dayna Paine, the new Secondary Curriculum Director. He reminded Board members of the change in meeting nights for March due to spring break.

The items on the agenda having been completed, the meeting adjourned at 8:05 p.m.



Horace Murphy, Jr.
Board Chair



B. J. Worthington
Director of Schools



Teresa A. Rawls
Board Secretary