

**Minutes**  
**Clarksville-Montgomery County**  
**Board of Education**  
**June 18, 2013**

The Clarksville-Montgomery County Board of Education met Tuesday, June 18, 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, and Anne Murtha. Also present were: B. J. Worthington, Director of Schools; Jill Ayers, Board Attorney; Sean Impeartrice, Chief Academic Officer; Danny Grant, Chief Financial Officer; Elise Shelton, Chief Communications 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: Ron Sokol, Tommy Vallejos, Joe Creek, and John Gannon.

**Point of Pride**

High School Director Rosalyn Evans presented a Point of Pride Award to West Creek High School graduate Phillip Smith. Phillip won the state championship in the long jump. He will be attending Lipscomb University on a scholarship this fall.

Dr. Evans also recognized the Northeast High School girls' track team. The team is the first track team in the district to win a state championship. Team member Brittany Kelly won four state titles in the pentathlon, long jump, 100 hurdles, and 300 hurdles. Team members in addition to Brittany Kelly include Brianna Kelly, Sonja White, Rebecca Blackwell, Erika Dunlop, Dominique Cooper, Daisia Frank, and Danielle Craft. The team is coached by Christina Webb.

**Public Conversation**

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

**Approval of Consent Agenda**

Mrs. Dowdy made a motion to approve the consent agenda, seconded by Mr. Baggett. The motion carried 6-0. Items on the consent agenda were:

- May 14, 2013 regular session minutes
- Clarksville Gas and Water Permanent Easement Agreement, first reading June 4, 2013
- FY14 Consolidated Entitlement Grant Application, first reading June 4, 2013
- Revisions to the 2013-2014 Code of Conduct, first reading June 4, 2013
- Surplus Property – technology equipment, first reading June 4, 2013
- Exchange of property between CMCSS and Clarksville-Montgomery County Industrial Development Board (former Jostens building and Lafayette Property), first reading June 18, 2013

**Policy Monitoring**

Dr. Worthington presented the policy monitoring report for EL-8 Commitment to Accomplishment, Accountability, Accreditation, and Reporting to the Public. Mr. Garland made

a motion declaring full compliance with the executive limitation for this reporting period. The motion was seconded by Mr. Giles and passed 6-0.

### **Reports**

Chief Human Resource Officer Jeanine Chester reported on Goal 8 – Study and recommend changes to selected pay schedules. Mrs. Chester commented that CMCSS has three separate pay schedules for teachers, classified, and administrators/supervisory employees. Mrs. Chester noted that a market analysis had been completed on the speech pathologist classification this year. The market analysis showed that CMCSS was not paying speech pathologists on a competitive level. She explained how this classification would be paid in the future. The classified pay schedule consists of thirteen grades and sixteen steps with 2% between steps. A market analysis is done on each classification every five years. Currently, the administrator pay schedule consists of 165 different grades with 12 steps. Due to this complexity, each administrator's pay requires hand calculation. A salary schedule was developed that would have 12 grades and 20 experience steps. Implementation is not being sought this year due to other budget priorities. Next steps will be to continue to review new salary schedule options and study budgetary impact. A market analysis will be conducted for additional hard-to-fill positions and a differentiated pay schedule will be developed following guidelines to be furnished by the State Board of Education.


Goal 10 – Implement system resource management software. Chief Technology Officer David Holman reported there is software that can be put on individual computers and also applied to the server. This software program helps to conserve energy as computers can be monitored from a central location and shut down when appropriate. Software can be removed remotely saving a technician from having to travel to locations throughout the district and physically remove software. In addition, the software can show the location of computers. This helps with inventory. Currently, 95% of the district's computers are capable of holding the software. Some of the older computers are not capable of using the software. Over 16,000 units are being tracked at this time.

### **Board Member Comments**

Mr. Murphy noted that Pisgah construction was ahead of schedule, and he thanked Dr. Worthington and facilities personnel.

### **Director of Schools Report**

Dr. Worthington commented on the summer externship program. He stated that over one hundred 5<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> grade teachers are participating this summer. Teachers are receiving training and gaining insight from local businesses which they will integrate into their classroom teaching with particular emphasis on STEM.



Horace Murphy, Jr.  
Board Chair



B. J. Worthington  
Director of Schools

Teresa A. Rawls  
Board Secretary