

Minutes
Clarksville-Montgomery County
Board of Education

November 12, 2013

The Clarksville-Montgomery County Board of Education met Tuesday, November 12, 2013, in the Board Room, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 7:00 p.m. Members present were: George Giles, Chairman; Josh Baggett, Jimmie Garland, Stephanie Lobdell, Horace Murphy, Jr., 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.

Point of Pride

Chief Communications Officer Elise Shelton presented a Point of Pride Award to CMCSS web producer Zach Whitaker. Mr. Whitaker was awarded the International Association of Business Communicators prestigious Gold Pen Award for excellence in video production. His video, "Graduation 2013", won the recognition.

Middle School Director Mary Gist presented a Point of Pride Award to Kenwood Middle School 8th grader Tiana Nance. Miss Nance earned a second place award in the 2013 Family, Career and Community Leaders of America National STAR event in Nashville. She competed in the Recycle and Redesign Junior category.

Dr. Gist recognized Rossvie Middle School student Mallory Fundora. Miss Fundora was recognized by the Academy of Education Arts and Science with the first ever Bammy Award for Student Initiative at the 2013 Bammy Awards. The Bammy awards are similar to Grammys and Emmys but focus on education. Mallory was presented with the Bammy at a black tie, red carpet award ceremony in Washington, DC, in September. Miss Fundora is the founder of Project Yesu which raises funds to provide food, medicine, and education to orphans in Uganda.

CMCSS Student Activities Coordinator Brett Burchwell presented the Rossvie High Schools Girls Golf Team for a point of pride award. The team placed second in the state AAA tournament and finished first in the district and region. The team members are Hanley Long, Caroline Caudill, and Reagan Greene. Their coach is Michael Brice.

High School Director Rosalyn Evans recognized STEM Academy students. Students Samuel Johnson, Duncan Sullivan, David Zhang, Benjamin Edger, John Michael Baggett, Jessie Kilts, and Alexander Gregg participated in the University of Knoxville Engineering Day. Students placed second in the Quiz Bowl and third in the Solar Car Race. Math standout David Zhang placed second in the region and second in the state for the Algebra II category. This was the first time STEM Academy students participated.

Elementary School Directors Priscilla Story and Ann Griffin recognized Rossvie Elementary, Glenellen Elementary, and Norman Smith Elementary as Rewards Schools. These schools are in the top 5% statewide. Rossvie is recognized for the achievement category while Glenellen and Smith are recognized for their student growth.

Norman Smith Elementary School also was recognized for being the state SCORE Prize winner for 2013. This award is presented by the State Collaborative on Reforming Education in recognition of the dramatically improved student achievement scores.

Public Conversation

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

Approval of Consent Agenda

Dr. Worthington requested that the Legislative Interests 2014 be removed from the Consent Agenda and be considered as a separate agenda item. On a motion by Mr. Murphy, seconded by Mr. Garland, the remaining items on the Consent Agenda were approved 6-0. Items were:

- October 8, 2013 regular session minutes
- Revision to GP-8, first reading November 5, 2013
- Resolution for Budget Amendments to the 2013-2014 Budget, first reading November 5, 2013

Policy Monitoring

Dr. Worthington presented the policy monitoring report for EL-5 – Financial Administration. Mr. Baggett made a motion declaring full compliance with the Executive Limitation for this reporting period. The motion was seconded by Mrs. Lobdell and carried unanimously.

Reports

Goal 7 – Expand recruitment and retention efforts for all employees

Chief Human Resources Officer Jeanine Chester and Human Resources Director Cydney Miller presented this report. Ms. Miller presented information about the classified employee recruitment and retention efforts. There are 1633 classified employees in the district. The CMCSS retention rate is 85%, which is extraordinary by industry standards. CMCSS classified employees include bus drivers, custodians, maintenance, cafeteria workers, classroom aids, and office employees. Approximately 300 classified applications are received each week. Recruitment efforts are focused on the local area. Career Fairs, educational seminars, and additional recruitment efforts are conducted at local technical schools, Ft. Campbell, and at other events.

Mrs. Chester highlighted information on the recruitment and retention efforts for the certified staff. The retention rate for this year is 89%. The reasons for leaving the district are tracked, with retirement being the highest. CMCSS uses national posting of vacancies. Presentations and recruitment efforts are conducted both locally and out of state. Two hundred and sixty certified positions were hired for the beginning of this school year, eighty-one from out of state. Next steps will be to continue retention-first staffing; have level directors participate in career fairs; develop a new interview tool; and continue to “grow our own” by sharing how certification can be obtained by those who are interested.

Board Discussion and Consideration

Legislative Interests 2014 – Dr. Worthington asked the Board to consider adding an item to the Legislative Interests concerning teacher licensure. Mr. Garland made a motion to add “#13 – Teacher Licensure” to the Legislative Interests 2014. The motion was seconded by Mr. Murphy. Mr. Giles commented that a similar item had been adopted at the TSBA Convention. The motion carried 6-0.

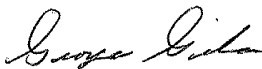
Board Member Comments

Mrs. Lobdell thanked the bus drivers of the district for what they do each day in transporting students safely. Mr. Giles commented on the great job and tremendous group of students and others recognized tonight.

Director of Schools Report

Dr. Worthington noted the state Report Card is to be released on November 13. A complete report to the Board will take place at a later date. Dr. Worthington congratulated Mrs. Dowdy on having been recognized at the TSBA convention for her 25 years on the Board. Dr. Worthington talked about the visitors from Floyd County, Georgia that will be visiting in the district on November 18 and 19. They are coming to learn about our 100% Graduation program and how they can boost their graduation rate.

The agenda having been completed, the meeting adjourned at 7:58 p.m.



George Giles
Board Chair



B. J. Worthington
Director of Schools

Teresa A. Rawls
Board Secretary