

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

December 9, 2014

The Clarksville-Montgomery County Board of Education met Tuesday, December 9, 2014, 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: Jimmie Garland, Chairman; Josh Baggett, Eula Gardner Dowdy, Willie Freeman, George Giles, Stephanie Lobdell, and Anne Murtha. Also present were: Dr. B. J. Worthington, Director of Schools; Jill Ayers, Board Attorney; Danny Grant, Chief Financial Officer; Elise Shelton, Chief Communications Officer; Jim Sumrell, Chief Operations Officer; Jeanine Johnson, 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: Robert Gibbs, Ron Sokol, and Joe Creek.

Point of Pride

Chief Human Resources Officer Jeanine Chester presented a Point of Pride Award to Mrs. Beth Unfried, former principal at Norman Smith Elementary. Mrs. Unfried was selected as middle Tennessee Grand Division Principal of the Year. Mrs. Unfried has since become an Elementary Education Director for the district.

Elementary Education Director Beth Unfried recognized Nicole Castile, third grade teacher at Norman Smith Elementary. Ms. Castile won the Milken Foundation Award for the state of Tennessee and received a \$25,000 unrestricted award. Milken Educators also are given access to powerful networking and development tools throughout their careers in education.

Dr. Bryan Johnson, High School Director, presented the Clarksville High School Girls Soccer Team to receive a Point of Pride Award. The team had a 23-0-3 record this year and won the state championship.

Dr. Johnson introduced Frank Wilson, assistant principal and athletic director at Kenwood High School. Mr. Wilson received a Point of Pride Award for his selection as the TSSAA A. F. Bridges Athletic Director of the Year.

Northeast High School was recognized for being selected as the TSSAA A. F. Bridges Sportsmanship Award for District AAA.

Robert Fisher, a 2011 Distinguished Honors Graduate from Rossvie High School, was awarded a Point of Pride. Mr. Fisher was recently recognized as one of 32 students to be named a Rhodes Scholar. He will attend Oxford University where he will pursue a master's in philosophy in comparative social policy.

Public Conversation

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

Approval of Consent Agenda

Dr. Worthington noted that as requested by the Board at the study session on December 2, adjustments had been made to the 2015 Legislative Interests by including additional comments to item 6 and items 12 and 13. Mr. Giles made a motion to approve the Consent Agenda, seconded by Mrs. Dowdy, which carried 7-0. Consent Agenda items were:

- November 18, 2014 regular session minutes
- 2014-2015 Report of School System Compliance, first reading December 2, 2014
- 2015 Legislative Interests, first reading December 2, 2014

Policy Monitoring

Dr. Worthington presented the monitoring report for EL-1 – Global Executive Constraint. Mr. Giles made a motion declaring full compliance for this executive limitation for the current reporting period. The motion was seconded by Mr. Freeman and passed unanimously.

Reports

Goal 7 – Expand recruitment and retention efforts for all employees. Human Resource staff members Phyllis Casebolt, Cydney Miller, and Sean Impeartrice presented the report. Mrs. Casebolt noted the overall retention rate for the 13-14 school year was 87.1 % for certified employees. Annual retention of first-year educators was 77.8%. The top reasons cited for leaving the district are retirement, moving, and spouse relocating. Recruitment strategies include attending career fairs in and out of state, and e-mailing candidates when possible. Multiple publications are used for advertisement. There is an effort to recruit minority candidates by visiting historically black universities and advertising in appropriate publications. Mrs. Casebolt stated candidates are often attracted to CMCSS due to the supports in place for new teachers at the building and district level including mentors; the district benefits offered; technology support; and the teacher warehouse. The CMCSS website can be accessed by candidates to get an overview of schools, employees, and students through Focus videos.

Dr. Impeartrice shared that four states dominate recruitment contacts: Kentucky, Michigan, Ohio, and Indiana. Graduates in those states are finding it difficult to find employment in their home states. APSU is the district's largest recruiting opportunity. 297 certified employees have been hired this year, 68% from in-state and 32% from out of state. Of those hired, 69% of hires are from APSU, 7% from Western Kentucky, 5% from University of Phoenix. Dr. Impeartrice presented additional data on administrative hiring.

Cydney Miller reported that the classified employee retention rate is 87%. Of 1750 classified employees, there were 230 separations this year. Separation data is similar to certified staff explanations. Recruitment efforts have included working with Ft. Campbell and the Career Center. The substitute program has 654 substitutes recruited and oriented this year. 75 substitutes have been hired in other positions in the district, making the substitute program an excellent source of internal recruiting.

Chief Operations Officer Jim Sumrell presented the report for Goal 13 – Continue implementation of energy efficiency initiatives. Mr. Sumrell reminded Board members that

each year the district spends approximately \$5.7M on electricity; \$500,000 on natural and propane gas; just over \$900,000 on water and sewer; and \$1.5M for fuel to operate the fleet. Overall, approximately \$8.5M is spent annually to keep the buildings and vehicles operating. In 2000 the district began taking steps to better manage energy usage. Energy management software has been installed at the Operations Complex that allows for control of all mechanical units throughout the district. Energy efficiency measures are considered in all new construction and building additions. In 2008, set points were established for the district to ensure an appropriate range of temperatures for rooms and buildings. Mr. Sumrell described some of the grants which have been used to fund energy efficient measures. Last year, TVA partnered with CEMC to provide energy audits for the nine CMCSS facilities that are located within the county. This year, CDE is partnering with TVA to complete seven of the remaining schools within the city limits. A propane bus has been added this year and a comparison will be made to determine whether the vehicle type will produce savings for the district. Infrared cameras have been purchased through grant funds. These cameras allow technicians to determine where leaks or cracks may be causing problems and inefficiencies. Preventive maintenance schedules have been developed to detect areas that need repair. Energy data loggers are being used that capture the consumption of electricity to parts of a building indicating usage of lighting, etc. When inefficiencies are noted, they can be corrected. Mr. Sumrell added that the district, along with Moore Magnet and West Creek Elementary individually, have been recognized as "Green Certified" by Montgomery County government.

Board Member Comments

Board members wished the staff and public happy holidays. Mr. Garland commented that the reports heard demonstrate that the district is excelling in not only the classroom, but in other departments as well. He stated that money is being spent wisely and for the betterment of the students.

Director of Schools Report

Dr. Worthington commented that this would be the last 7:00 p.m. formal Board session as the Board meetings will all be at 6:00 p.m. beginning in January.

Items on the agenda having been completed, the meeting adjourned at 8:15 p.m.



Jimmie M. Garland
Board Chair



B. J. Worthington
Director of Schools

Teresa A. Rawls
Board Secretary