

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

December 8, 2015

The Clarksville-Montgomery County Board of Education convened Tuesday, December 8, 2015, in the Board Room, central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 6:00 p.m. Members present were: Josh Baggett, Chairman; Jimmie Garland, Eula Gardner Dowdy, Willie Freeman, George Giles, Stephanie Lobdell, and Anne Murtha. Also present were: Dr. B. J. Worthington, Director of Schools; Kathryn Olita, Board Attorney; Elise Shelton, Chief Communications Officer; Jeanine Johnson, Chief Human Resources Officer; Dr. Bryan Johnson, Chief Academic Officer; David Holman, Chief Technology Officer; and Deb Cummings, Secretary, who documented minutes of the meeting. Members of the County Commission School Liaison Committee present were: Robert Gibbs, Joe Creek, Ron Sokol, and Tommy Vallejos.

Point of Pride

Chairman Josh Baggett recognized Mr. Jimmie Garland for achieving “Master” Boardsmanship through the Tennessee School Boards Association. Chairman Baggett stated that reaching Level 5 status is the pinnacle point of achievement. Ms. Eula Gardner Dowdy, also a Level 5, presented this prestigious rank to Mr. Garland.

Dr. Mason Bellamy presented Hazelwood Elementary (a state reward school) yet another distinctive recognition named the National Title 1 Distinguished School award from more than 1,200 schools in the state. Assistant principal Cynthia Rogers accepted the certificate. Several members from the Hazelwood staff were on-hand as well.

Two more of our reward schools were recognized by the State Department of Education as being in the top five percent for annual academic achievement or growth in their proficiency rate. Mrs. Beth Unfried presented the award to Minglewood Elementary principal Bonnie Digby and assistant principal Linda Griffy. Other staff members from Minglewood were also in attendance. Mr. Shawn Heaston recognized Montgomery Central High School as a reward school and presented the award to principal Christy Houston and her administrative team for their accomplishment.

Northwest High School’s Asia Carrasco, a Health Science Academy student, representing NWHHS and the state of Tennessee at the Congress of Future Medical Leaders in Boston, MA, was congratulated by Mr. Shawn Heaston for receiving her official Award of Excellence for completing the program. Principal Theresa Muckleroy was also acknowledged for her continued support. In addition, Ms. Diane Chester, Premier Medical Group and Ms. Beth Winningham, Gateway Medical Center received recognition from Mr. Heaston for coordinating a joint scrubs collection to create a “Scrubs Closet” for the Health Science Academy students. Premier and Gateway donated more than 200 pounds of scrubs.

Colonel Taliento congratulated our ROTC team from West Creek High School for taking 1st place in the Physical Team Test during the US ARMY National Championships. The West Creek Raiders competed and distinguished themselves by winning the prestigious National Raider Physical Team Test trophy. This exercise is designed to test strength, balance, speed and agility, stamina and, most importantly, team strategy, team communication, team decision-making, and leadership. Students on the team included: Herman Thomas, Rodrick J Davison, Dorian Johnson, Justin Taylor, Drake Oros, Issac Wardrobe, Mark Chong, Jason Hodge,

Jacob Roses, Chandler Deeds, Jacob Slight, Zelden Osborne, Chloe Garrett, Trenton Butner, Megan SunStein, Samuel Ca'ceres, Juliris Mandez, Robert Davidson, Madison Mintz, Angelo Foster, Ricardo Ortiz, Khalix Kopp, Maria Perez, Markel Coleman, Kelly Rodriquez, Lindsay Sommermeyer, Kethan Coleman, Lidia Pequeno, Cassandra Shaffer, Trinity Wilson-Irwin. Their instructor is SGM® Aaron Keener.

Public Conversation

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

Approval of Consent Agenda

On a motion by Mr. Giles and seconded by Ms. Dowdy, the Board unanimously approved the Consent Agenda 7-0. Items on the Consent Agenda were:

- November 10, 2015 regular session minutes
- Approval of Fall 2015 Teacher Tenure List, first reading December 1, 2015
- CTE Occupational Teacher's Licensure Program, first reading December 1, 2015

Policy Monitoring

The policy monitoring report for Executive Limitation - 1 – Global Executive Constraint was reviewed with the Board by Dr. Worthington. The policy states the Superintendent/Director of Schools shall not cause or allow any practice, activity, decision, or organization condition which is either unlawful, unsafe, imprudent, or in violation of Board Policy or commonly accepted business and professional ethics. The motion was made by Mr. Garland to declare full compliance for this reporting period and seconded by Mr. Giles. Motion passed 7 – 0.

Report

Goal 5 – Analyze recruitment and retention efforts for all employee classifications. Human Resource staff members Phyllis Casebolt, Michael Tharpe, and Jeanine Johnson presented the report. Mrs. Casebolt noted the overall retention rate for 2014 – 2015 school year was 86.3 % for certified employees which is slightly below last year's rate of 87.1%. The top reasons cited for leaving the district were moving at 21%, spouse relocating at 16%, retirement at 16%, and family issues at 14%. Mrs. Casebolt also presented the annual new teacher retention data showing the numbers have slightly increased over the past few years. Many of the same reasons for leaving as previously mentioned were family issues, moving, and to teach elsewhere which includes both in and out-of-state. According to the Alliance for Excellent Education report in 2014, 13% of teachers across the United States leave during the school year. The 13% range indicates our district is very closely aligned to the national average.

Mr. Michael Tharpe reported on the recruitment strategies which include attending career fairs, national posting of vacancies, CMCSS website, publications/advertisements, and emailing candidates before events. Mr. Tharpe stated candidates are often attracted to CMCSS due to the provisions in place such as academic and community support, competitive benefits, school quality, safety, and technology (Curriculum Navigator, laptops, etc.) The CMCSS website can easily be accessed by interested candidates to get a more in depth overview of schools, employees, and students through Focus videos. Mr. Tharpe shared that four states dominate recruitment contacts: Kentucky, Michigan, Illinois, and Indiana. Within the state of Tennessee recruitment contacts include Vanderbilt, APSU, MTSU, and TSU. 2 international and 153 out-of-state candidates were selected for employment during the fiscal year.

Ms. Jeanine Johnson reported that our current classified (administrative support) employee retention rate is 85% for 2014-2015. Of 1,780 classified employees, there were 269 separations this year. 4,147 individuals applied for positions with CMCSS during the past fiscal year. 794 applications have been completed. There were 206 new hires July 2014 – June 2015. Again, classified employee separation reasons align closely with our certified employees. With reference to our substitute program retention, a total of 1,124 have been hired to serve as substitutes and 240 of those have transitioned into CMCSS permanent positions.

Comments

County Commissioners

Mr. Vallejos inquired about the process used for the recruitment of Spanish teachers. Ms. Johnson responded that one viable source is working with the career fairs as well as applicants in our own pool for Spanish speaking teachers. Our ELL population is approximately 2%.

Board Members Comments

Mr. Giles congratulated Mr. Garland on achieving Level 5 Boardsmanship. Mr. Giles also shared he always enjoys the awards portion of each Board meeting as it is a testament to the talent of the recipients and the district as a whole.

Director of Schools Report

Dr. Worthington expressed his congratulations and appreciation to Mr. Garland for his years of dedication to the school board and his firm commitment in obtaining Level 5 achievement. Regarding mid-year assessments, Dr. Worthington reported that principals will be at the Central Office over the next few days to begin summations as well as talking about strategic work and looking at next steps as a district. Dr. Worthington thanked the Board, his staff, and County Commissioners for everyone's contributions throughout the year and wished all a happy holiday season.

Items on the agenda having been completed, Chairman Baggett adjourned the meeting at 6:42 p.m.



Joshua Baggett
Board Chair



B. J. Worthington
Director of Schools



Deb Cummings
Board Secretary