

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

**March 8, 2016**

The Clarksville-Montgomery County Board of Education convened Tuesday, March 8, 2016, 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, Willie Freeman, George Giles, Eula Dowdy, Stephanie Lobdell, and Anne Murtha. Also present were: Dr. B. J. Worthington, Director of Schools; Kathryn Olita, Board Attorney; Jeanine Johnson, Chief Human Resources Officer; Dr. Bryan Johnson, Chief Academic Officer; Danny Grant, Chief Financial Officer; Jim Sumrell, Chief Operations Office; Elise Shelton, Chief Communications 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, Ron Sokol, Arnold Hodges, Charlie Keene, and Wallace Redd.

**Point of Pride**

CMCSS and the CMC Education Foundation Board joined together to recognize the following exceptional Teacher of the Year candidates selected from each school in their grade levels. The Foundation also provided a \$100 check to each one. The school recipients were announced by Bill Powers, Vice President of the Clarksville-Montgomery County Education Foundation:

Middle College, 9-12: Cresta McGowan  
Montgomery Central High, 9-12: Jessica Krumel  
Northeast High, 9-12: Brad Hutson  
Rossvie High, 9-12: Kimberly Herndon  
West Creek High, 9-12: Seth Ramsey  
Kenwood Middle, 5-8: Erin Engler  
New Providence Middle, 5-8: Margaret Johnson  
Northeast Middle, 5-8: Jennifer Halley  
Richview Middle, 5-8: Christy Welch  
Rossvie Middle, 5-8: Diane Eastham  
West Creek Middle, 5-8: David Wilee  
Barkers Mille Elementary, PreK-4: Christy Mauk; and, 5-8: Jennifer Curry  
Barksdale, PreK-4: Liz Moser  
Burt, PreK-4: Belinda Cornell, 5-8: Clarence Kendrick  
Byrns Darden Elementary, PreK-4: Eleya Robertson  
Cumberland Heights Elementary, PreK-4: Angela Welborn  
East Montgomery Elementary, PreK-4: Jennie Lee; and, 5-8: Ruth Coats  
Glenellen Elementary School, PreK-4: Angela Figueroa  
Hazelwood Elementary School, PreK-4: Joan Chrisman; and, 5-8: Susan Taylor  
Kenwood Elementary School, PreK-4: Laura Wellhousen; and, 5-8: Robin Mang  
Liberty, PreK-4: Ashlie Perry; and, 5-8: Jeff Rauscher  
Minglewood Elementary School, PreK-4: Deborah Chancellor; and, 5-8: Elizabeth Thomas  
Montgomery Central Elementary School, PreK-4: Lorie Taylor; and 5-8: Suzanne Wolard  
Moore Elementary School, PreK-4: Jessica Arnold; and, 5-8: Michelle O'Bryant  
Norman Smith Elementary School, PreK-4: Megan Koewler  
Northeast Elementary School, PreK-4: Angel Dominique; and, 5-8: Jason Jackson  
Oakland, PreK-4: Ashley Meece; and, 5-8: Audrey Jones

Pisgah Elementary, Prek-4: Amanda Hodges; and, 5-8: Cynthia Smith  
Ringgold Elementary, Prek-4: Kristina Davis; and, 5-8: Jamie Hormuth  
Rossvie Elementary, 5-8: Angel Furcolowe  
Sango Elementary, Prek-4: Krissy Crocker; and, 5-8: Pamela Moses  
St. Bethlehem Elementary, Prek-4: Micah Damron  
West Creek Elementary, PreK-4: Jennifer Weston; and, 5-8: Sarah Kingston  
Woodlawn Elementary, PreK-4: Holly Bucy; and, 5-8: Joy Coy

Mr. Marcus Heaston congratulated the following district nominees for Teacher of the Year and each were presented with a \$300 gift from the Education Foundation:

PreK-4 – Jennifer Menees, Rossvie Elementary  
Grades 5 – 8 – Kimberly Homan, Carmel Elementary  
Grades 9 – 12 – Kimberly Slight, Northwest High School

Northwest High teacher Kimberly Slight was also recognized as a Regional 3 finalist. Ms. Slight will compete with two other Regional 3 finalists for Teacher of the year for the Mid-Cumberland Region.

Mr. Marcus Heaston recognized the Montgomery Central High School Cheerleaders, who competed in the UCA National High School Cheerleading Championship held in Orlando, Florida on February 6-7, 2016. They competed against 38 teams from across the nation in the small varsity non tumbling division and placed 2nd in their division. The MCHS Cheerleaders also competed in the World School Cheerleading Championship held in Orlando, Florida and placed 3rd in the small varsity non tumbling division. The team members are: RaeAnne Black, Madison McMahan, Olivia Sleigh, Bella D'Alimonte, Kirsten Ferrell, Victoria Black, Jazmine Trotter, Morgan Atkins, Bailee Woodruff, Taylor Dennis, Jenna Pry, Chelsie Johansen, Katie Pennington, Kiyah Neely, Kierstan Roop, and Mallon Kennedy. The team is coached by: Keri Lehman, Ariel Parker, and Paige Walker.

### **Public Conversation**

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

### **Approval of Consent Agenda**

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

- February 16, 2016 regular session minutes
- Resolution for Budget Amendments to 15-16 Budget, first reading March 1, 2016

### **Policy Monitoring**

The policy monitoring report for Executive Limitation – 5 – Financial Administration was reviewed with the Board by Dr. Worthington. The policy states, with respect to the actual, ongoing financial condition and activities, the Director of Schools shall not cause nor allow fiscal jeopardy or a material deviation from the annual budget or budget policy adopted by the Board, or any fiscal condition that is inconsistent with achieving the priorities established in the Board's End Policies. The motion was made by Ms. Lobdell to declare full compliance for this reporting period and seconded by Mr. Garland. Motion passed 7 – 0.

The policy monitoring report for Executive Limitation – 12 – Rezoning was reviewed with the Board by Dr. Worthington. The policy states, because demographic circumstances change and populations increase or decrease with time, the Clarksville-Montgomery County School System is required from time to time to implement rezoning initiatives. Consequently, the Superintendent/Director of Schools shall not fail to recommend and implement rezoning decisions. The motion was made by Ms. Murtha to declare full compliance for this reporting period and seconded by Ms. Lobdell. Motion passed 7 – 0.

### Reports

Goal 7 – Promote employee and student health and wellness. Mr. Tommy Butler, Risk Management Safety Coordinator; Lauren Richmond, Coordinated School Health Supervisor; and Kristen Butler, Onsite Clinic Manager, addressed the Board referencing this report.

Ms. Richmond explained the coordinated school health program, which has been in place at CMCSS since 2001, is recommended by the Center for Disease Control and is fully funded by the Tennessee Department of Education. There are 8 interactive components that reflect key school health areas to prevent health related barriers and promote health to the entire school some of which include nutrition services, physical and health education, health promotion for staff, and family/community involvement. The screen health department conducts screenings yearly for vision, hearing, height, blood pressure, and PACER to identify and refer diagnosis for chronic issues. Ms. Richmond stated other organizations that partner with CMCSS are APSU, Hopkinsville Community College, Tennessee College of Applied Technology, and the Lion's Club. During 2014-15, over 28,600 screenings were performed.

Mr. Butler discussed the focus and history of the onsite clinic. Their mission is to provide safe, efficient, and quality care as well as promote wellness and the importance of screen and preventive services in addition to acute and chronic care. Mr. Butler continued by stating the clinic was implemented in January 2007, is fully funded by the Insurance Trust, and provides 6 locations serving CMCSS and County employees and eligible dependents/retirees. Patient volume has increased from 11,454 in 2007 to 21,378 in 2015. In August 2013, the onsite clinic changed from an outside provider to in-house administration which resulted in a total savings in excess of \$2,950,000. The measurement of success in part is determined by patient feedback and periodic customer service surveys. The overall rating was 4.9 stars (out of 5) for patient satisfaction and 54.9% of participants rated the onsite clinic excellent in customer service.

Ms. Butler shared information on the employee wellness program and clinic services that are offered. The objective is to target the assets of CMCSS which are our employees and focus on how this program can improve their health ultimately trickling down to the success of our students. Some examples are decreasing teacher absenteeism, improving productivity, advocating for healthy lifestyles, decrease overall healthcare costs, improving recruitment and retention of highly qualified candidates, and improving the student learning environment. The **Strive to Thrive** program offers information on healthy eating and living, managing stress, changing behavior, and accountability. Other program incentives include smoking cessation, diabetes classes, healthy heart classes, biometric screenings, and healthy recipe tastings. Another benefit at the school department level is the employee worksite wellness center. There are 47 wellness members that represent every school and/or department within CMCSS and/or the County. Special events sponsored are "Hold the Stuffing" Challenge, Indoor Triathlon, 8 Week Road Race Challenge, and an employee kickball tournament.

Next steps include ramping up the onsite clinic to be in a position to collect more data to increase the number of employees going through the biometric screening process, increase the utilization of our satellite clinics (currently only open 1 day per week), more health-related benefit fairs in collaboration with various vendors, and continue to look for ways to better serve our district and employees.

## Comments

### Board Members Comments

Mr. Garland reported that he was in Murfreesboro recently with the SCOPE Team (Student Congress on Policies in Education). CMCSS was represented by 13 students one of which was named the first vice-president of SCOPE for 2016. Mr. Garland congratulated Dr. Worthington and his staff for their dedication in preparing these students to become responsible young adults with such interests like policies in education. Mr. Giles commented it was a pleasure recognizing all the dedicated teachers that were honored tonight. Ms. Lodbell added she very much enjoyed the wellness and fitness presentation and learning about all the exciting opportunities being offered to the students and teachers. Chairman Baggett concluded it was a privilege getting to personally meet all the phenomenal teachers within the district. He also expressed gratitude to the Education Foundation for their work in making it possible to award all of our talented educators.

### Director of Schools Report

On behalf of the Board and the district, Dr. Worthington thanked Bill Powers and the CMC Education Foundation for their contributions and commitment to ensure the night was a special one for our teachers. Dr. Worthington commented on a recent visit from the State Council for STEM comprised of higher education teachers and administrator from around the state. This team came to Clarksville to observe our STEM work. Dr. Worthington stated that CMCSS students, teachers, and administrators district-wide well-communicated to the group all the remarkable STEM work going on as well as the tremendous support received from our community through the externships. Our teachers continue to exchange dialogue with each other in regard to the relevancy they are able to bring back into the class room because of the externship program.

Items on the agenda having been completed, Chairman Baggett adjourned the meeting at 7:02 p.m.



Joshua Baggett  
Board Chair



B. J. Worthington  
Director of Schools



Deb Cummings  
Board Secretary