

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

**July 24, 2018**

The Clarksville-Montgomery County Board of Education convened Tuesday, July 24, 2018 in the Board Room central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 6:00 p.m. Board members present were: Chair Charlie Patterson, Jimmie Garland, Josh Baggett, Margaret Pace, Anne Murtha, George Giles and Willie Freeman. Also present were: Mr. Millard House, Director of Schools; Katy Olita, General Counsel; Elise Shelton, Chief Communications Officer; Dr. Sean Impeartrice, Chief Academic Officer; David Holman, Chief Technology Officer; Jim Sumrell, Chief Operations Officer; Jeanine Johnson, Chief Human Resources Officer; Danny Grant, Chief Financial Officer; Dr. Angela Huff, Chief of Staff; and Deb Cummings, Secretary, who documented minutes of the meeting. Members of the County Commission School Liaison Committee: Wallace Redd, Jerry Allbert, David Harper, and John Genis.

**Approval of Consent Agenda**

On a motion by Mr. Giles and seconded by Mr. Baggett, the Board approved the Consent Agenda 7-0. Consent Agenda consisted of :

- June 26, 2018 regular session minutes
- 2018-2019 Inclement Weather Make Up Plan, 1<sup>st</sup> Read, July 3, 2018
- Surplus Property - Technology, 1<sup>st</sup> Read, July 3, 2018
- Surplus Property – SPED Technology and Communications Equipment, 1<sup>st</sup> Read, July 3, 2018

**Policy Monitoring**

The policy monitoring report for Executive Limitation 6 – Asset Protection was interpreted by Mr. House. The Director of Schools shall not allow assets of the District to be inadequately maintained, inappropriately used, or unnecessarily risked recognizing budgetary limitations. A motion was made by Mr. Giles to declare full compliance for this reporting period of EL-6 and seconded by Mr. Garland. Motion passed 7 – 0.

The policy monitoring report for Executive Limitation 7 – Emergency Superintendent Succession was interpreted by Mr. House. In order to protect the Board from sudden loss of Director of Schools services, the Director of Schools may have no fewer than two other executives familiar with Board and Superintendent/Director of Schools issues and processes. A motion was made by Mr. Giles to declare full compliance for this reporting period of EL-7 and seconded by Mr. Garland. Motion passed 7 – 0.

**Reports**

Goal # 4 - strengthen portfolio of academic offers was presented by Dr. Sean Impeartrice, Chief Academic Officer. Dr. Impeartrice reviewed CMCSS mission and vision statements. He also spoke regarding various academic offers available to students which include traditional and non-traditional options.

**Traditional HS** options follow TN state standards and expectations for high school graduation, advanced placement classes, dual enrollment classes through APSU, MTSU, NSCC and other TN colleges and universities and continuation of CTE pathways.

**Non-traditional options** : Middle College at APSU is a public, dual-enrollment CMCSS high school for juniors and seniors located on the APSU campus. Middle College serves as a transitional learning environment to help ensure postsecondary success and was developed for students who would like to earn college credit in high school but are not anchored in the traditional high school setting. Students begin with one college course in the fall of their junior year and increase the number of classes each semester. This pathway allows students to gradually acquire the academic and readiness skills to be successful as full-time college students. The Middle College Associate Degree pathway is a year

round calendar, substitutes many HS classes for college classes and students graduate with both a HS diploma from CMCSS and an Associate Degree from APSU. Requirements for admission include a cumulative GPA of at least 2.85 or a composite ACT score of at least 20 and be able to provide transportation to and from the APSU campus.

**CMCSS at TCAT** has been created for students who would like to earn industry certifications while enrolled in HS through hands-on learning experiences and are not immersed in the culture of a traditional HS. Students choose from four pathways earning up to two certifications per pathway. Students who qualify can use funding from TNPromise to complete TCAT diplomas following HS graduation. CMCSS at TCAT pathway certifications include diesel powered equipment, HVAC, industrial electrical maintenance/mechatronics and pharmacy technology. Admission requirements are at least 2.5 GPA, be on track to graduate with earned credits and exhibit the maturity necessary for independence on a college campus.

**CMCSS at NSCC** (Nashville State Community College) is for students who would like to earn certifications in pathways not currently offered in traditional CMCSS high schools. This pathway certification includes early childhood education and prepares students for employment in the field of child care or early education. Students can use TNPromise funding to complete one year of classes at NSCC post HS in order to earn an Associate of Applied Science in teaching. GPA required is at least 2.3 and transportation must be provided by the student.

**Korean at Rossvie HS** is a partnership between CMCSS and APSU. This program is grant funded and the first Korean foreign language program offered in the state. This pathway provides a deeper understanding of Korean language and culture and international opportunities for our students.

**Japanese at Clarksville HS** - another partnership between CMCSS and APSU, also grant funded and provides an international foreign language pathway for CHS business academy as well as international opportunities for our students.

**Full Immersion at Barksdale Elementary** is a partnership between CMCSS and Add.A.Lingua which is high proficiency in two languages. It will provide domestic and international opportunities for our students.

Next steps will include studying School of the Arts and study student pathways to become teachers. We will continue to collaborate with APSU, Nashville State and Industrial Park manufacturing companies requiring industrial certifications, dual enrollment and student pathways.

#### **Board Discussion and Consideration**

**Director's Annual Evaluation** – Board Attorney Ms. Olita stated that pursuant to state law and policy B/SL-3, the annual evaluation for the Director of School had been prepared based on compliance with all executive limitations throughout the year and the monitoring of Ends policies through the 2017-2018 End of Year Review for the district. Board members had received and reviewed the evaluation. Mr. Giles made a motion supporting the evaluation. The motion was seconded by Mr. Baggett and passed 7 – 0.

**Tenure Teacher Appeal** – Jeffrey Major - Board Attorney Katie Olita explained that the law on termination of tenured teachers provides for a hearing officer to preside over termination hearings. After the hearing officer has made a decision, either party (the teacher or the school system), can appeal to the Board, and then to the Court. Teacher Jeffrey Major was terminated by the Director and requested a hearing before an impartial hearing officer. That hearing was conducted before attorney Chris McCarty who upheld the termination. Mr. Major, through TEA attorney John Allen, requested an appeal to the Board.

Pursuant to T.C.A. 49-5-512(c)(3), Ms. Olita noted the Board has reviewed the transcript and exhibits, post-hearing filings, and decision of the hearing officer in advance and will hear the appeal only on the record. No new evidence shall

be introduced pursuant to T.C.A. 49-5-512(c)(3). Mr. Major's attorney was afforded five (5) minutes to argue why the decision should be modified or reversed after which Carol Joiner, on behalf of the Director, was also given five (5) minutes to argue why the decision should be upheld.

After arguments from both attorneys, Ms. Olita advised the Board they may sustain the decision, send the record back if additional evidence is necessary, review the penalty or reverse the decision. There must be a majority vote and a decision must be rendered within ten working days after the appeal. Mr. Giles made a motion to take action at this time and to uphold the hearing. The motion was seconded by Mr. Garland which carried a vote of 5 in favor (Giles, Pace, Freeman, Murtha, Garland) and 2 abstentions (Baggett and Patterson). Ms. Olita confirmed the decision will be upheld.

**County Commissioner Comments**

Commissioner Allbert shared positive feedback he had received from folks visiting Clarksville all over the United States attending the recent basketball tournaments. Kudos were extended to the CMCSS management facilities department for the well-kept grounds and clean buildings.

**Board Member Comments**

Mr. Garland thanked all County Commissioners for their continued student support in everything they do as commissioners.

Ms. Anne Murtha welcomed Dr. Angela Huff to the district as Chief of Staff.

Mr. Josh Baggett commented he is extremely excited about all the academic offerings Dr. Impeartrice presented at the meeting and is looking forward to seeing students take advantage in these programs.

**Director of Schools Report**

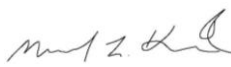
Mr. House commented the beginning of school is very near and shared details of the convocation scheduled on August 3 whereby an expected 4,600 – 4,800 employees will gather at APSU Dunn Center to celebrate back to school as a combined group. A couple of other dates Mr. House mentioned with one being Stuff the Bus at three different Wal-Mart stores on Saturday and Sunday, August 4 and 5. These items are collected and donated to the teacher's warehouse. Secondly, there will be a back to school event at Governor's Square mall over the weekend as well.

Mr. House discussed the valued partnership between Sheriff Fuson and his team referencing the addition of six SRO officers in our schools to increase safety. Last year we had twelve schools sharing SRO's and this year we will only have six schools sharing (all at the elementary level).

Regarding the land acquisition committee with the County Mayor's office, Mr. House said that Jim Sumrell and others have worked closely with this group to determine future capacity and what that might look like. The search is narrowing to a few potential parcels and hopefully within the next four to six months serious conversations can be had sharing more specifics of identified space in addition to Kirkwood. Mr. House reiterated our goal is to stay ahead of the growth curve over the next several years as the district is growing by a trending 1,200 – 1,300 students each year.

In conclusion, Mr. House introduced Dr. Angela Huff who is our new Chief of Staff with over 30 years as an educator. Welcome Dr. Huff to CMCSS !

  
Charlie Patterson  
Board Chair

  
Millard L. House II  
Director of Schools

  
Deb Cummings  
Board Secretary

Items on the agenda having been completed, Board Chair Patterson adjourned the meeting at 7:05 p.m.