

Minutes
Clarksville-Montgomery County
Board of Education

March 12, 2019

The Clarksville-Montgomery County Board of Education convened Tuesday, March 12, 2019 in the Boardroom central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 6:00 p.m. Board members present were: Chair Margaret Pace, Anne Murtha, Josh Baggett, Carol Berry, Charlie Patterson, Danny Kittrell, and Jimmie Garland. Also present were: Mr. Millard House, Director of Schools; Mark Nolan, General Counsel; Dr. Sean Impeartrice, Chief Academic Officer; Danny Grant, Chief Financial Officer; Jim Sumrell, Chief Operations Officer; Elise Shelton, Chief Communications Officer; Jeanine Johnson, Chief Human Resources Officer; David Holman, Chief Technology officer; Dr. Angela Huff, Chief of Staff; and Deb Cummings, Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee were Charlie Keene, Jerry Allbert, Loretta Bryant, and Carmelle Chandler.

Point of Pride Awards

Dr. Jean Luna congratulated Rossview High senior Josh Hunter who has been named a National Merit finalist.

In addition, Dr. Luna recognized those students representing CMCSS in the State Wrestling Tournament as follows:

In Individual – Boys:

Clarksville High's **Christian Isbell** was State Champion in the 132lb weight class
Clarksville High's **Bradley Williams** was State Champion in the 195lb weight class
Rossview High's **Logan McMillan** was 2nd place in the 220lb weight class
Rossview High's **Samuel Shires** was 3rd place in the 113lb weight class

In Individual – Girls:

Rossview High's **Robin Yunis** was State Champion in the 125lb weight class
Rossview High's **Emma Walker** was State Champion in the 132 weight class
Rossview High's **Kyelia Maxwell** was State Champion in the 160lb weight class
Rossview High's **Saqara Buchanan** was 2nd Place in the 140lb weight class

Northwest High's **Catherine Palmieri** was State Champion in the 190lb weight class
Northwest High's **Deyla Brito-Perez** was 2nd place in the 170lb weight class
Northwest High's **NovaLee Feichko** was 2nd place in the 215lb weight class
Northwest High's **Taylor Rickley** was 3rd place in the 150lb weight class
Northwest High's **Brianna Teasley** was 3rd place in the 160lb weigh class

Montgomery Central's **Vivian Hurn** was State Champion in the 150lb weight class

In Team competition:

Rossview Girls were both the State Dual Tournament Champions and State Individual Tournament Champions (for the second year in a row)

Northwest Girls were the State Individual Tournament Runner-Ups

Dr. Luna commended students from Kenwood and Rossvie High schools who received the prestigious honor of being named to the All State Band and All State Orchestra. They include:

Kenwood: **Emma Kreuser** – All State Band; Rossvie: **Olivia Voldarski**– All State Band; **Hunter Keeran** – All State Orchestra; **Shelby White**– All State Band; **Rianne Brown**– All State Band; and, **Ashley Rands**– All State Band. Kenwood High Director of Bands is Mary Suiter and Rossvie High Director of Bands is Brock J. Cobb.

Rossvie High School Latin Teacher **Ryan Vinson** was one of 10 teachers nationally chosen in Varsity Brands' 4th Annual School Spirited Awards as most spirited teacher. In addition to being the Latin teacher, Mr. Vinson is sponsor of the "Rossvie Rowdies," a spirit club at the school.

The final recognition for the evening went to Kenwood Middle School music and choir teacher **Robert Neumeyer**, who coordinated the first ever CMCSS Middle School Choral Festival. The purpose of the festival was to provide a local opportunity for students to receive constructive feedback from professional adjudicators in order to reflect upon and grow in their musical art form. Almost all of the choirs received a perfect score in sight reading and all eight choirs performing received a superior performance designation. Mr. Neumeyer's vision and organization brought recognition to a number of middle school students.

Public Conversation

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

Approval of Consent Agenda

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

- February 12, 2019 regular session minutes
- Surplus Property – Filing Cabinets – Sheriff's Department, 1st Read, February 26, 2019
- Surplus Property – Vision Related Services, 1st Read, February 26, 2019
- Surplus Property – Child Nutrition Miscellaneous, 1st Read, March 5, 2019
- Textbook Adoption Waiver, 1st Read, March 5, 2019
- Resolution – 2018-2019 Budget Amendments, 1st Read, March 5, 2019
- Resolution – Technology Lease of Computers Agreement, 1st Read, March 5, 2019

Policy Monitoring

The policy monitoring report for Executive Limitation 5 – Financial Administration was interpreted by Mr. House. 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 Ends Policies. A motion was made by Mr. Baggett to declare full compliance for this reporting period of EL-5 and was seconded by Mr. Garland. Motion passed 7 – 0.

The policy monitoring report for Executive Limitation 12 – Rezoning was interpreted by Mr. House. 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 based on agreed upon constraints. A motion was made by Ms. Murtha to declare full compliance for this reporting period of EL – 12 and was seconded by Ms. Berry. Motion passed 7 – 0.

Reports

Goal # 9 – Implement automated on-boarding and electronic employee files was presented by Ms. Jeanine Johnson Chief Human Resources Officer. Ms. Johnson reported that iAutomation was selected to automate the paper processes, on-boarding forms, and document workflow for CMCSS. The first goal was to scan all active employee paper files which consisted of over 490,000 pages. Since that time, an additional 217,700 documents have been scanned by the CMCSS HR staff. Ms. Johnson shared the many benefits of electronic employee files comparing the previous process to the new electronic web-based system. Next steps will be to continue organization of electronic employee files and determine other workflow opportunities as well as converting existing HR forms into electronic forms.

Goal # 12 – Implement electronic medical records (EMR) for school nurses and expand onite clinic EMR capabilities was presented by Sharla Smith (Onsite Clinic Manager) and Danielle Kriminger (Nurse Supervisor).

Ms. Kriminger spoke to the Board regarding types of care school nurses render to our medically complex students such as tube feedings and diabetic care. She reported that in 2017-2018 there were over 234,000 clinic visits of which 2,400 students were referred to their PCP, 60,000 doses of insulin administered, and approximately 132,000 doses of medication. There was a great need for change to electronic as nurses were flooded with paperwork. A CMCSS senior programmer, Eric Salyer, wrote the program in fall of 2018. Nine schools successfully test piloted the EMR and district wide implementation of the program began January 2019. EMR will eliminate double charting and paper charting, simplify the tracking of medications and procedures, and capture state required data as well as data for Medicaid reimbursement. Anticipated Medicaid revenue for 2019 is estimated to be over \$99,500.

Ms. Smith continued the presentation on with Onsite Clinic EMR capabilities to improve efficiency and reporting. CMCSS Onsite Clinic was implemented in January 2007 and is fully funded by the Insurance Trust providing 6 locations to serve CMCSS and County employees along with eligible dependents and retirees. Patient volume has steadily increased from 21,566 in 2014 to 25,306 in 2018 and continues to rise. Ms. Smith reported a savings of over \$11,100,000 August 2013 – January 2019 using Onsite versus other providers. Updating to EMR will eliminate excess paper and allow more streamline and efficient practices. The initial rollout of Phase 1 included Patient Fusion or patient portal whereby patients can set up an online secure account to access health records. Approximately 2,500 have enrolled into Patient Fusion to date. Phase 2 began January 2019 and now a patient can complete an online check-in so that the treating provider has immediate information about them prior to entering the patient's room. Next steps include additional staff training, ways to enhance scheduling to accommodate the demand for same-day appointments, and exploring options for online appointment requests.

Comments

Board Members

Ms. Murtha made reference to Executive Limitation 12 stating she felt that when rezoning is necessary the school system has made a tremendous effort to keep students at the heart of those difficult decisions of when and how to rezone. Because of this, Ms. Murtha said students have been given the gift of stability, consistency and an environment of equilibrium.

Mr. Garland commented that he appreciated the hard work and effort that went into the presentations shared at the meeting and this is why CMCSS is one of the best districts in the country.

Director's Comments

Mr. House commented that we are a policy monitoring organization and called the Board's attention to HUM-A023. With the shortage of teachers in the past few years, the leadership team had the foresight to review this policy with regard to tenure of teachers coming to CMCSS from other TN schools. The reasoning behind this update is to enhance teacher building capacity and better position our staff for future growth. The policy was amended to read : "An educator with five (5) or more years of prior service attaining tenure after July 1, 2011 in another Tennessee school system, and who then is employed by CMCSS shall serve a two (2) year probationary period. Once the probationary period is served and the educator obtains overall performance effectiveness levels of above expectations (level 4) and/or significantly above expectations (level 5) during the probationary period, the educator will be eligible and recommended to the Board for tenure with CMCSS by the Director of Schools. "

Mr. House gave a brief update on the budget work and strategic planning currently in process for the 2019-2020 school year and the importance and responsibility CMCSS has to present a balanced budget to the Mayor and County Commission in May. Tough talks and collaboration are taking place to ensure this will happen.

With reference to the State of State address from Governor Lee, Mr. House informed the Board he would be attending the meeting at the State Capitol on Wednesday along with other Superintendents across the state to gain insight on specific budget line items and take the opportunity to speak with legislators regarding concerns within the district.

Mr. House informed the Board of the TBI and FBI fingerprinting pilot program that will begin in-house within the next couple of weeks at the Central Office. This service will be made available to other local county agencies and with the revenues received there should be no additional cost to CMCSS.

Regarding the quarterly financial and construction reports, Mr. House reminded the Board that these reports have been downloaded to their Dropbox to view at their convenience.

In conclusion, Mr. House mentioned the resignation of Board member Mr. Danny Kittrell. As a result of the transfer of his wife to South Carolina, Mr. Kittrell will officially leave the Board on April 30, 2019. In accordance with Board policy, we will publicly announce the vacant position, the Board will review/interview applicants, and select a replacement. Also per policy, this will be a temporary placement until the next election in August 2020. Mr. House said each Board member would receive a copy of the resignation letter for their records.

Mr. Kittrell stated that since becoming a member of Board he now realizes how much appreciation he has for the CMCSS district and all the work, planning and decision-making that goes into making the system one of the best in the nation. Mr. Kittrell complimented all Board members for their dedication and passion and expressed his extreme pride and gratitude in the contributions and sacrifices they make on a daily basis. Mr. Kittrell thanked Mr. House and concluded by saying serving District 3 has been an honor of a lifetime for him.

Items on the agenda having been completed, Board Chair Margaret Pace adjourned the meeting at 7:00 p.m.



Margaret Pace
Board Chair



Millard L. House II
Director of Schools



Deb Cummings
Board Secretary