

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

April 28, 2020

The Clarksville-Montgomery County Board of Education convened Tuesday, April 28, 2020, electronically via Zoom. The meeting was called to order at 6:00 p.m. Board members present were: Chair Margaret Pace, Josh Baggett, Carol Berry, Herbert Nelson, Charlie Patterson, Anne Murtha and Jimmie Garland. Also present were: Millard House, Director of Schools; Mark Nolan, General Counsel; Dr. Angela Huff, Chief of Staff; Jim Sumrell, Chief Operations Officer; Jeanine Johnson, Chief Human Resources Officer; Elise Shelton, Chief Communications Officer; Anthony Johnson, Director of Community Relations & Continuous Improvement; Marcia Demorest, Chief Financial Officer; Dr. Sean Impeartrice, Chief Academic Officer; Carol Joiner, General Counsel; Dr. Mary Gist, Level Director Middle Schools; Dr. Mason Bellamy, Level Director High Schools; Jessica Harris, Level Director Elementary Schools; David Holman, Chief Technology Officer; Dr. Kimi Sucharski, Director of Accountability and LaTonya Long, Board Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee: Josh Beal, and Rickey Ray.

Point of Pride Awards

Dr. Mason Bellamy announced the following point of pride recipients for High Schools:

Point of Pride Awards

JROTC Academic Bowl Champions

- Montgomery Central High-Coach Vernon Lightner, Cadets C/CPT Cheyenne Douthitt; C/SSG Christian Chesser; C/2LT Julia Easter; C/1LT Abria Peoples; C/2LT Aidan Sartor (ALT)

State of Tennessee Distinguished Finalist for the Prudential Spirit of Community Award

- Montgomery Central High- Vivian Hurn.-
- Vivian Hurn- 1st place in the Girls 150 State Wrestling Competition-named to the Middle Tennessee Wrestling Coaches Association Women's Dream Team

Dr. Mary Gist announced the following point of pride recipients for Middle Schools:

Middle Tennessee Honor Choir

- Kenwood Middle School- Faith Graham, Desirae Weston, Samantha Stryck, Blaize Durham, Jaevontae Clemmons, Choir Director Robert Neumeyer

Public Conversation

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

Approval of Consent Agenda

Board member Charlie Patterson made a declaration required by TCA 49-2-202 that while he has a relative employed by the school system, the vote he cast will be in the best interests of the Clarksville-Montgomery County School System. On a motion by Board Member Mrs. Carol Berry and seconded by Board Member Mr. Jimmie Garland, the Board unanimously approved the 2020-2021 Proposed Consolidated Budget (Public Hearing April 28, 2020) and Consent Agenda 7-0. The vote was carried verbally with a yes designated by each board members district.

The Consent Agenda consisted of:

1. 03/10/2020 Regular Session Minutes
2. 2019-2020 Resolution Budget Amendment, 1st Read 04/21/2020
3. 2020-2021 Proposed Consolidated Budget, 1st Read, 04/21/2020
4. 2020-2021 Special Course Application 1st Read 04/21/2020
5. Mid-Cumberland District Chair Application, 1st Read 04/21/2020

Reports

Executive Order 04/23/2020- Request to overspend 2 accounts pending the FY 19-20-Budget Amendments. Mr. House signed an executive order to purchase the needed mobile classrooms for the 2020-2021 school year. Mr. House explained that the classrooms are normally constructed by CMCSS building and trade students but the classrooms will not be able to be completed by the start of school due to the early school closure.

Goal # 7 – Develop differentiated employee recognition practices.

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Jeanine Johnson, Chief Human Resources Officer submitted a presentation on the current employee recognition practices in place for all CMCSS employees as well as the next steps for district wide employee recognition practices. The entire presentation can be viewed at the following link:

<http://www.cmcss.net/wp-content/uploads/2020/05/Goal-7-Develop-Differentiated-Employee-Recognition-Practices-Jeanine-Johnson-Chief-Human-Resources-Officer.pdf>

Comments

Fort Campbell School Liaison

None

Board Members

Ms. Pace thanked Mr. House and the leadership team for the exceptional work being carried out on behalf of the district. Ms. Pace made mention of the article posted in the Leaf Chronicle commending Mr. House for his timely response to the COVID-19 Pandemic in closing district schools. Mr. Garland expressed his appreciation to Mr. House and the entire leadership team for their guidance and direction in the decisions being made during the COVID-19 Pandemic. Mr. Garland commended the team for the work done on preparing and distributing meals and instructional packets for the students in the district. Mr. Garland also thanked the board for their vote of confidence in approving his application for the Mid-Cumberland District Chair. Mr. Garland made mention of the volunteer work taking place at Ringgold Elementary School, stating how proud he was of the entire Clarksville Montgomery County School System. Mr. Nelson also thanked Mr. House, Dr. Huff, Dr. Impeartrice and the entire senior leadership team for their dedicated leadership.

Director of Schools Report

Mr. House thanked the board for their confidence in his leadership as well as the leadership team for all of the time and effort spent in making sure the district students were being fed and for the instructional materials being made available for all students. Mr. House gave an update on the work that has taken place within the district over the past several weeks. He shared that it has been a challenge to meet the ongoing needs and changes that needed to be made in order to provide the best services possible to our district students during COVID-19. He shared that CMCSS Operations, led by Mr. Jim Sumrell, Chief Operations Officer, has navigated the bus routes, maintenance crew and custodians for the distribution of meals and instructional materials. These employees also offered the support needed to maintain the individual sites. He reported as of April 28, 2020 there has been approximately 350,000 meals delivered to food distribution sites.

Mr. House reported that over 400 essential personnel have continuously been working to keep the district moving forward. He gave the following examples of the work that has taken place throughout the district. The Human Resources Team hosted their first virtual job fair while continuing to onboard new employees and coordinate nurses and clinics for screening district employees as well as county employees. Business affairs has completed the 2020-2021 budget which was a challenge considering the financial effects of COVID-19. The communications department has been instrumental in crafting messages for the community, keeping them informed on all district matters through the CMCSS Web-site, messaging, Instagram and Facebook platforms. Sherry Balthrop-Zook, copy center coordinator, has worked tirelessly to copy thousands of instructional packets to ensure that district students continue to engage in the learning process. The instructional team has developed and helped with online learning resources for High School students through the Google platform. The instructional team has downloaded packets of materials online for students in grades K-8 as well as materials for pick up at 23 district schools. Student services has continued to operate in a modified manner to deliver student transcripts and address all other functions of the department. Technology continues to fill work orders for student laptops as well as creating VPN access to ensure that student needs are being met.

Dr. Bellamy, Level Director for High Schools in concert with the communications department shared their work on creating a survey for parent and student feed-back concerning graduation. Together they have reviewed over 3,000 suggestions and comments as to what graduation would look-like. They have established dates for June and alternative plans for dates in July depending on the weather to ensure district graduates are celebrated. Dr. Bellamy thanked everyone for their help in developing a plan for the upcoming 2020 graduations.

Mr. House shared that several waivers have been applied for through the state for assessments, accountability, report cards, non-renewals and tenured employees. Waivers have also been applied for on behalf of board members to have extended time for meeting training requirements. Mr. House spoke about the reopening of the district and what that

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may look like with employees returning to work. He shared that the senior leadership team are in the process of developing a reopening plan and will share that information with the board once it is completed.

Items on the agenda having been completed, Chair Margaret Pace adjourned the meeting at 6:33 p.m.



Margaret Pace
Board Chair



Millard L. House II
Director of Schools



LaTonya Long
Board Secretary