

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

December 08, 2020

The Clarksville-Montgomery County Board of Education convened Tuesday, December 8, 2020 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: District Chair Carol Berry, Josh Baggett, Margaret Pace, Charlie Patterson, and Kent Griffy. Also present were: Millard House, Director of Schools; Mark Nolan, General Counsel; Dr. Angela Huff, Chief of Staff; Jim Sumrell, Norm Brumblay, Chief Operations Officers; Jeanine Johnson, Chief Human Resources Officer; Anthony Johnson, Chief Communications Officer; Dr. Sean Impeartrice, Chief Academic Officer; David Holman, Chief Technology Officer; Carol Joiner, General Counsel; Marcia Demorest, Chief Financial Officer; Dr. Rosalyn Evans, Level Director High Schools, and LaTonya Long, Board Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee: Josh Beal, Carmelle Chandler, Loretta Bryant, Rickey Ray

Point of Pride Awards

Anthony Johnson, Chief Communications Officer recognized the following point of pride recipients; **Rodney Curry**, 2020 winner of the TSBA Student Recognition Award. Rodney will receive a \$2,000 scholarship from TSBA, a \$2,000 scholarship from Education Networks of America and a plaque in recognition of his outstanding achievements. **Ms. Margaret Thompson**, 2020 winner of the TSBA School Volunteer Recognition Award. Ms. Thompson will receive a \$1,000 grant for Montgomery Central Middle School in Clarksville-Montgomery County and a plaque as a result of her volunteerism.

Public Conversation

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

Approval of Consent Agenda

On a motion by Board Member Jimmie Garland and seconded by Board Member Charlie Patterson the Board approved the Consent Agenda 7-0. The Consent Agenda consisted of:

1. 11/10/2020 Regular Session Minutes
2. Surplus Property Technology Servers, 1st Read 12/01/2020
3. Resolution Lease of Computers, 1st Read 12/01/2020
4. Resolution 2020-2021 Budget Amendments, 1st Read 12/01/2020

Policy Monitoring

The policy monitoring report for **Executive Limitation 1– Global Executive Constraint** was interpreted by Mr. House. The Superintendent/Director of Schools shall not cause or allow any practice, activity, decision, or organizational condition which is either unlawful, unsafe, imprudent, or in violation of Board Policy or commonly accepted business and professional ethics. Every effort will be made to ensure that the District is in compliance with local, state and federal law and Board policy.

A motion was made by Mrs. Margaret Pace to declare full compliance for this reporting period of EL-1. The motion was seconded by Mr. Herb Nelson. Motion passed 7-0.

Reports

Goal #5 Create a competitive-edge recruitment strategy for all employee groups was presented by Melissa Izatt, Director of Educator Quality; Human Resources Coordinator's Michael Tharpe and Erica Christmas. The presentation consisted of data related to new hires, teacher shortages and employee retention. Information on recruitment challenges and strategies, licensures and next steps was also given. The entire presentation can be viewed at the following link, <http://www.cmcss.net/wp-content/uploads/2020/12/Goal-5-Create-a-competitive-edge-strategy-for-all-employee-groups-002.pptx>

Comments

County Commissioners

Loretta Bryant wished everyone a safe Christmas

Fort Campbell School Liaison

Melissa Silva wished everyone a safe Christmas.

Board Members

Mr. Nelson wished everyone Merry Christmas.

Director of Schools Report

An update on the Tennessee Department of Education as related to apprenticeship support was given by Dr. Sean Impeartrice, CMCSS Chief Academic Officer. CMCSS "Grow your Own" program model is being considered for adoption by the TDOE and the Governor of Tennessee as the first statewide apprenticeship. Once approved APSU and CMCSS will be the first partnership to be recognized and to work with other programs through-out the state. This apprenticeship will provide CMCSS with funding opportunities and a great recommendation.

Kirkwood property update: CMCSS Operations department, General Counsel, IDB and county are working daily on addendums to ensure the project stay's on pace and the August 2022 deadline is met to open CMCSS's next middle school.

The Tennessee Organization of School Superintendents (TOSS) of which Director House is a board member, has received a grant from the Gates Foundation. The grant will allow a small group of superintendents from the state of Tenn. to join a consortium of superintendents across the country. The focus of the consortium is to learn from each other and share information. Director House has been afforded the opportunity to represent the state of Tenn. and is looking forward to learning and sharing information about CMCSS's strategic work and to bring back information to ensure the innovation the district focus on is continuously pushed.

Mr. House followed-up with the board in reference to the CMCEA position letter received last week. Time has been scheduled next week to meet with CMCEA Executive Board to listen to their concerns.

COVID-19 Updates: six school systems in the state of Tenn. has moved forward with some form of COVID-19 testing. Some states are focusing on student testing, CMCSS is focused on employee testing. The testing will be a plus for CMCSS. County employees who want to get tested can do so at the districts clinics. CMCSS in conjunction with the MCHD has worked closely on a COVID-19 distribution plan. CMCSS will partner with the MCHD to serve as a point of distribution for the vaccine. As a back-up, Kenwood High School will be utilized as a point of distribution if needed.

CMCSS substitute fill rate update. CMCSS is currently at a 70% fill rate. The instructional team has put a plan in place to help cover at schools that would other-wise have to go remote due to substitute shortages. Members of the instructional team that work at CSS and CSG will serve as substitute teachers at various schools when needed to ensure CMCSS students are getting the instruction that is needed as the district continues to fight COVID-19.

CDC Quarantine guideline change. The CDC's 14 day quarantine is now automatically a 10 day quarantine. An individual that gets a negative test result at the 7th day of their quarantine are allowed to return to work or school. The new guidelines has allowed 1,300 students to return to school early and 118 staff members to return to work. As of today the district had 25 positive cases and 33 positive cases the day before. The results are a combination of employee's and students, with students making up the majority of the cases. The district will have over 900 students quarantined as of 12/9/2020. On 12/7/2020 CMCSS had 55 student active cases, 30 quarantines, 26 school level employee cases, 2 school level employee quarantines and 442 employees on COVID-19 related leave. Currently there are no entire school populations on remote learning.

The MCHD provided data on the COVID-19 Thanksgiving Effect: As of December 4, 2020. Montgomery County had 765 active COVID-19 cases. Out of the 765 active cases, there were 22 CMCSS active student cases and 21 active CMCSS employee cases. CMCSS makes up 19.9% of Montgomery County's population. CMCSS only accounts for 5.6 of Montgomery County's active cases. As of December 8, 2020 Montgomery County had 795 active COVID-19 cases. Out of the 795 active cases, there are 55 CMCSS active student cases and 26 active CMCSS employee cases. CMCSS only accounts for 10.2% of Montgomery County's active cases. According to the MCHD, the data has consistently shown that CMCSS social distancing efforts, sanitation practices, and mask policies have kept CMCSS's rate of active cases lower than the rest of Montgomery County's. **CMCSS Data on the COVID-19 Thanksgiving Effect:** As of December 4, CMCSS had 242 employees on FFCRA Leave. As of December 7, CMCSS had 442 employees on FFCRA leave. Director House reiterated that CMCSS does not have a predetermined date for transitioning to remote learning. Data is reviewed every day to determine the next course of action for the district.

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Vaccine Allocation Phases: Phase 1a1, inpatient and other high exposure HCW, residents and staff of LTCF, first responders, Est. 450K. Phase 1a2, all other HCW, Est. 100K. Phase 1b, high-risk comorbidities, Est. 1.2M. Phase 2, critical infrastructure, school and childcare staff, mod-risk comorbidities, >65 years old, congregate care, corrections, Est. 2.55M. Phase 3, young adults, children industry, Est. 2.0M. Phase 4 all others, Est.500K.

County employees completed a survey on taking the vaccine. 40% of county employees indicated they would get the vaccine, which is similar in number to other vaccines such as the flu. The district is considering developing a survey to get an idea of how many employees would be interested in the vaccine as taking the vaccine is voluntary. This information will be vital to the MCHD as to have the correct information when it comes time to deploy the vaccine. Between December 22, 2020 and January 2, 2021 is the expectation for the vaccine to be administered. CMCSS CDT will continue to look at the data and take the necessary steps to do what is best for CMCSS students and employees and for next steps.

Items on the agenda having been completed, Chair Carol Berry adjourned the meeting at 7:18 p.m.



Carol Berry

Board Chair

Carol A. Berry



Millard L. House II

Director of Schools

LaTonya Long

Board Secretary