

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

February 9, 2021

The Clarksville-Montgomery County Board of Education convened Tuesday, February 9, 2021 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 via Zoom, Margaret Pace, Charlie Patterson, Herb Nelson, Jimmie Garland and Kent Griffy. Also present were: Millard House, Director of Schools; Mark Nolan, General Counsel; Dr. Angela Huff, Chief of Staff; Norm Brumblay, Chief Operations Officer; Jeanine Johnson, Chief Human Resources Officer; Anthony Johnson, Chief Communications Officer; Dr. Sean Impeartrice, Chief Academic Officer; David Holman, Chief Technology Officer; Marcia Demorest, Chief Financial Officer; and LaTonya Long, Board Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee: Josh Beal, Loretta Bryant, Rickey Ray, Garland Johnson, and Lisa Prichard

Board Review of Director's Contract-Benefits and Compensation

General Counsel Mark Nolan addressed the Board to explain the process in considering the amendments to the Director's contract. The Board was previously provided a copy of the amended contract renewal for their review. Board Chair, Ms. Carol Berry called for a motion to accept the Director's contract. Mr. Jimmie Garland made a motion to accept the contract as written. The motion was seconded by Mr. Charlie Patterson. Further discussion was made by the Board before the final vote was taken. Board member Mr. Kent Griffey stated that he was in favor of extending the Directors contract but could not support the contract as written as it includes a 40% overall increase in benefits and compensation. Board member Charlie Patterson stated that the 40% increase in benefits and compensation is indicative of the Director's contract being tabled last year due to the circumstances of the pandemic. Board member Margaret Pace shared information related to superintendent's compensation in other Tennessee school districts comparable in size to CMCSS. Accordingly Montgomery County's Director's compensation is significantly lower. Ms. Pace stated that CMCSS has to be competitive in order to retain quality. Ms. Pace stated that in review of Mr. House's performance over the past three years with CMCSS the descriptive words that come to mind are professional, diplomatic, proactive, integrity, adaptive and a great communicator. She also stated that Mr. House was baptized by fire through the pandemic. Board member Mr. Jimmie Garland agreed with Ms. Pace on her comments and stated that other districts across the state model themselves after CMCSS, stating that it is due to Mr. House's leadership and the leadership team. Mr. Garland also stated that Mr. House has not been given a substantial raise during his tenure with CMCSS and stated that CMCSS is being frugal in the amendments to the Director's contract. Board Chair, Carol Berry stated that there are other districts that would like to have Mr. House as their Director of Schools. Mr. Nolan reminded the Board that Board member Mr. Josh Baggett is attending the meeting via Zoom and will be participating in the vote. Board Chair, Carol Berry called for further discussion, with no further discussion being made the motion to accept the Director's contact as written passed 6-1.

Public Conversation

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

Approval of Consent Agenda

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

1. 01/12/2021 Regular Session Minutes
2. Resolution-To Establish an updated Occupational Safety and Health Program Plan, 1st Read 01/26/2021
3. 2021-2022 Special Course Application 1st Read 02/02/2021
4. Resolution- 2020-2021 School Budget Amendment, 1st Read 02/02/2021

Policy Monitoring

The policy monitoring report for **Executive Limitation 3 – Personnel Administration** was interpreted by Mr. House. The Director of Schools shall assure the recruitment, employment, development, evaluation, and compensation of district employees, consultants, and contract workers in a manner necessary to enable the organization to achieve its Ends policies, and not jeopardize the fiscal integrity or the public image of the District. A motion was made by Mr. Herb Nelson and seconded by Mr. Jimmie Garland to declare full compliance for this reporting period of EL-3. Motion passed 7-0.

Reports

Goal #2 Implement research-based literacy practices to develop competent readers, writers, and thinkers was presented by Emily Vaughn, Director of Teaching, Learning and Innovation. The presentation detailed CMCSS Literacy Vision to include literacy over time, current initiatives and future work. The entire presentation can be viewed at the following link: <http://www.cmcss.net/wp-content/uploads/2021/02/2020-2021-Goal-2-Board-Presentation-Literacy-Goal-02092021.pdf>

Marcia Demorest, Chief Financial Officer reported the CMCSS 2020-2021 plan for employee pay raise adjustments. On Friday, January 29, 2021 CMCSS was notified by the State of the allocation amount for the additional non-recurring appropriations approved by the State Legislature based on a 2% increase in the instructional salary component effective January 2021 (which is for half of the year). CMCSS allocation is \$1,505,000. These funds are to be paid out to teachers and other certified staff. Certified personnel include positions requiring a license issued by the State Board of Education and nurses. (These positions also includes administrators that hold a license such as principals and supervisors). Specific reporting of these funds will be required to show that the entire amount was expended and to the eligible personnel.

Earlier in the year Mr. House stated that he is also committed to providing a bonus to all employees. The district's plan is to provide a bonus equivalent to a 2% increase for ½ of the year to all employees on record as of 2/1/2021 and to also provide a bonus equivalent to a step increase for all employees on record as of 2/1/2020 that were hired on or before 10/1/2020. The following is a preliminary summary of the effect of these pay "bonuses" (including associated benefits) across all of the funds: 2% increase for ½ year for positions in the instructional salary component \$1,793,000.00. All other staff: 2% increase for ½ year \$658,000.00. Bonus equivalent to a step for Teachers \$2,195,000.00. Bonus equivalent to a step for all other staff \$1,424,000.00. Total for all funds, \$6,070,000.00. The pay amendments will be brought before the Board in March for a first read followed by a final vote in April after which it will go before the County Commission. The bonuses will be scheduled to go out to employees in May.

Mr. Patterson and Mr. Baggett inquired about the 2% increase being part of the teacher's pay raise. Ms. Demorest shared that the funds are a one-time payment, however, it is the expectation of the district to include a step increase in the 2021-2022 school budget. The step increase is contingent on the amount of BEP received from the State. The funds will be included in CMCSS employee's retirement as verified by the Tennessee Consolidated Retirement System. Mr. Baggett asked if the salary schedule could be sent to the Board members. The salary schedule can be viewed on the CMCSS website. The link will be sent to the Board in the Friday Courier. Ms. Demorest again clarified that the 2% increase is not a part of the districts salary table. Due to the specific reporting nature of the funds to show that the entire amount was expended to the eligible personnel the one-time bonus is the most appropriate manner of achieving that report.

Comments

County Commissioners

None

Fort Campbell School Liaison

None

Board Members

None

Director of Schools Report

Mr. House thanked the Board for their confidence in him as the leader of CMCSS to continue to navigate the waters of the district to ensure that performance and care taking of CMCSS students and families will continue at a high level. Mr. House stated that his duties as Director is something that he does not take lightly. He reiterated to the Board as told to them on July 5, 2017 that he was humbled then and is still humbled and honored and is looking forward to leading the district as indicated in the contract for the next three years.

Mr. House shared documents with the Board on the Governor's state of the state address held on February 8th. The document is a snap shot of what the Governor's budget proposal entails for education. The budget includes 341.6 million in new funding for K-12 education to include \$120.1 million in teacher pay raises, \$110.1 million in new education spending to support teaching in a COVID-19 environment, \$70.5 million in additional spending to fully fund the state's BEP, \$24 million for a charter school facility fund, \$151.2 million increase in higher education spending, including a \$63 million increase in salaries, \$36 million to fully fund regular operations, and \$10 million in new vocational program grants.

Mr. House provided the following updates:

In Person vs. Remote: Monday February 8th all traditional students returned to school. Mr. House shared COVID-19 trend data over the last week. The current data is headed in the right direction. CDT will continue to watch the data as they meet two-three times a week to ensure that our schools are supported whether it is with substitutes or making sure students and staff have exactly what is needed.

CMCSS COVID-19: Two weeks ago CMCSS had 263 employees vaccinated. The next opportunity for employees to receive the second shot will be in another week or two. The district is working closely with Tennova to ensure CMCSS have that opportunity. The district is continuing to focus on testing symptomatic employees. The week of 1/25/2021-1/30/2021 the total number of rapid tests given at CMCSS Onsite clinic is 62, out of those 62 tests the total negative tests 30 (48%), total positive tests 32 (52%). 02/01/2021-02/06/2021 total tests given 63, total negative 25 (40%), total positive 38 (60%). Currently the district has 216 employees on COVID-19 related leave. Onsite rapid testing will continue.

Subs and Bus Drivers: (Sub Data): Sub pool=234, Subs Quarantined 10, Break in service 6, Today's fill rate 123 filled by sub program, 109 unfilled, NSR/Virtual School, 43 covered, total absences 275. Absence notes: Same day requests: Monday 11%, Friday 6%. Last 24 hours on Monday 12%, Friday 41%, Teleworking 95. (Bus Drivers) The district is doing everything it can to make sure students get to school in a timely manner. Adjustments are being made to ensure that happens. The district is short by 50 bus drivers. Norm Brumblay, Chief Operations Officer has made some clear recommendations to include scheduling double routes. Many of the district's bus drivers, mechanics, and office staff in operations are driving school buses to make sure that we do what is necessary to ensure district students get to school. Some bus routes have been modified. The students/parents of those routes have been notified. Adjustments will continue to be made as needed.

Vaccine Next Steps: CMCSS have submitted and completed all required components of the pandemic provider enrollment process with the TDOH and is now considered eligible to receive COVID-19 vaccine when available. CMCSS will be a (POD) point of dispensing and will be utilizing an existing facility for dispensing. An electronic sign-up process will be implemented. The POD will be a walk in clinic. Currently 50% (2600) of CMCSS employees have indicated they wanted to get the vaccine. This number is projected to increase over time. A push for early education vaccinations is still underway. Schools and childcare employees are still in phase 1b of the Vaccine Allocation Phases.

ESSER 2.0: Flow chart outlining CMCSS disbursement of ESSER 2.0 funds. \$2.8 million Business Affairs (Reimbursement for FFCRA & COVID-19 leave). \$3.0 million Human Resources. \$4.4 million Technology. \$5.3 million learning loss summer school (multiple sites x 3 yrs.) transportation, digital products. 10.5 million Operations (facility improvements), HVAC at multiple sites, other. Total \$26 million.

CMCSS open enrollment will continue through February 15. The district is encouraging parents to take advantage of the various offerings made available by CMCSS.

The BEP Hold Harmless Position Statement was shared with the Board. The position statement represents six Superintendents or Directors of Schools from some of Tennessee's largest districts in total serving over 200,000 students in the state of Tennessee. The purpose of the statement is to express sincere hope that members of the Tennessee General Assembly will introduce and support BEP hold harmless legislation for the 2021-2022 school year so school districts will not be penalized for any enrollment reductions they experience due to COVID-19. Counties included in the BEP Hold Harmless Position Statement are Rutherford County Schools, Hamilton County Schools, Sumner County Schools, Wilson County Schools, Williamson County Schools, and Clarksville Montgomery County School System.

Mr. Patterson asked if the Kirkwood property (Middle School #8) has gone out on bid. Kirkwood is in construction phase two. Mr. House will provide the details of phase two to the Board next week. Mr. Patterson also inquired about progress on the addition to Rossview Elementary School. Students are scheduled to move into the addition after spring break.

Mr. Garland asked, which area of the ESSER 2.0 budget reflected the funding mentioned by Governor Lee in his state of the state address as related to broadband access for students. Broadband access was not reflected in the current budget but may be reflected in the next legislative session or embedded within one of the line items. Mr. House will look at the details, get more information and send that information to Mr. Garland.

Items on the agenda having been completed, Board Chair Carol Berry adjourned the meeting at 7:01 p.m.

Carol Berry
Board Chair

Millard L. House II
Director of Schools

LaTonya Long
Board Secretary