

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

Special Session

February 22, 2022

The Clarksville-Montgomery County Board of Education met in a special session on Tuesday, February 22, 2022, central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 5:30 p.m. Board members present were: Chair Herbert Nelson, Margaret Pace, Jimmie Garland, Carol Berry, Charlie Patterson, Josh Baggett and Kent Griffy. Also present were: Dr. Angela Huff Interim Director of Schools; Mark Nolan, Board Attorney; Jeanine Johnson, Chief Human Resource Officer; Carol Joiner, General Counsel; David Holman, Chief Technology Officer; Norm Brumblay, Chief Operations Officer; Anthony Johnson, Chief Communications Officer and LaTonya Long, School Board Secretary, who recorded minutes of the meeting.

Board Discussion and Vote

Herbert Nelson, Board Chair called the meeting to order at 5:30 pm. The purpose of this special session was to have discussion and vote on 3 agenda items to include the 2022-2023 Rezoning Recommendation, Teacher Tenure Consideration and to Consider and Adopt Criteria for the Director Search.

Dr. Huff, Interim Director of Schools gave a synopsis of the zoning recommendations previously made on January 4, 2022 and February 8, 2022 and presented the map of the zoning area. The February 8th presentation included changes made to the recommendation after feedback was received from stakeholder meetings held prior to the final recommendation to include a grandfathering plan for CMCSS families. Dr. Huff turned the item over to the board for discussion and final vote.

A motion was made by Mr. Jimmie Garland to accept the zoning recommendation as presented. The motion was seconded by Ms. Margaret Pace. (Discussion) Mr. Josh Baggett thanked the staff and consulting firm for their work on the zoning recommendation and for listening to the feedback received from the stakeholder meetings and making adjustments to the recommendation related to that feedback. Mr. Baggett acknowledged that the constituents in his district, district 7, were largely affected by the rezoning recommendation and as a result of the responses received, Mr. Baggett would be voting against the rezoning recommendation.

Mr. Charlie Patterson asked Mr. Brumblay, Chief Operations Officer to clarify the grandfathering provision included in the zoning recommendation. Mr. Brumblay explained the transition phase-in process for current middle and high school students impacted by the boundary changes. Current 6th and 7th grade students will have the option to attend their current or new middle school for the remainder of their middle school years and will be expected to attend their zoned high school at the appointed time. Transportation will need to be provided by the families that choose to remain at their current school. High school students will have the same option at the designated time.

Ms. Pace thanked everyone that worked on the rezoning plan stating that rezoning is difficult for everyone involved and is uncomfortable and an emotional situation but necessary as the county continues to grow. Ms. Pace thanked the staff, and consulting firm for providing the fairest and most reasonable plan for everyone involved. Ms. Pace also thanked the parents for their feedback. Mr. Garland thanked everyone for the effort put into the rezoning plan. He thanked the parents and students that spoke at the previous board meeting as well. Mr. Garland stated that CMCSS staff always work diligently to provide CMCSS students with the best facilities possible. Mr. Garland stated that it is the board's job to ensure that district students have proper and safe space to obtain a quality education. Ms. Berry stated that as a teacher class size mattered. Ms. Berry shared that overcrowded classrooms are difficult, with adequate space classrooms can be kept at the appropriate level and the academic progress CMCSS is striving for will take place. Mr. Griffy stated that he is voting for the rezoning plan due to the grandfathering provision. Mr. Griffy stated that he is casting his vote with regret in regard to the number of families that will be disrupted. Mr. Griffy also stated that there is no other choice but to rezone as the people can be changed but not the numbers. Mr. Griffy hopes the students that are attached to the schools they currently attend will quickly become as attached to their new school as well. Mr. Griffy shared that he respects Mr. Baggett's decision on behalf of his constituents and that he regretfully

will have to be in favor of the motion. (No further discussion). Mr. Griffy asked for a roll call vote. Carol Berry district 1 (yes). Margaret Pace district 2 (yes), Herbert Nelson district 3 (yes), Charlie Patterson district 6 (yes), Josh Baggett district 7 (no), Kent Griffy district 4 (yes), Jimmie Garland district 5 (yes). Motion passed 6-1.

Teacher Tenure Consideration

Dr. Huff referenced the teacher tenure list that was provided to the board for approval on January 4, 2022. At the January 4th, meeting two teachers were pending for tenure consideration. Approval for the additional names is being requested. A motion was made by Mr. Charlie Patterson to accept the additional names for teacher tenure approval. The motion was seconded by Mr. Josh Baggett. (No discussion). Motion passed 7-0.

Consideration and Adopt Criteria for Director Search

Mr. Nolan, School Board Attorney explained that there are three items for consideration and adoption as related to the criteria for the director search to include the minimum qualifications for the director of schools, approval of the 10 points for the selection criteria and approval of the 7 procedures in the superintendent search process. This information was previously provided to the Board by Dr. Tammy Grissom, TSBA Executive Director.

Minimum qualifications for the Director of Schools: Pursuant to 49-2-301 the minimum qualification for a director of schools in the State of Tennessee is a bachelor's degree. A motion was made by Mr. Griffy to adopt a master's degree as the minimum requirement for the director of schools. Mr. Garland suggested an amendment to that motion of a double master's degree or doctorate as the minimum requirement. Mr. Nolan clarified the order in which the motions and discussions should occur. A motion was then made by Mr. Patterson to accept a master's degree as the minimum requirement for the director of schools. The motion was seconded by Mr. Griffy. A motion was made by Mr. Garland to amend the motion of a master's degree as the minimum requirement to a double master's or doctorate degree. The motion was seconded by Mr. Nelson. (Discussion) Mr. Baggett stated that he is in favor of increasing the minimum requirement to a master's degree as to not miss out on good qualified candidates that may not have a double masters or doctorate. In the past the Board has hired candidates without a double masters or doctorate successfully. Mr. Garland reiterated his position on the amended motion as the district is continuing to grow it need's someone with experience and understands the ramification's that comes with being the director of schools. The motion was restated for clarification. (No further discussion). A motion was made by Mr. Patterson to accept the minimum requirement of a master's degree for the Director of Schools. The motion was seconded by Mr. Griffy. Firstly, the previous motion for the minimum requirement of a double master's or doctorate degree for the Director of Schools made by Mr. Garland and seconded by Mr. Nelson was put to a vote. The motion failed 5-2. The motion for the minimum requirement of a master's degree passed 7-0.

Approval of the 10 points for the Selection Criteria: A motion was made by Mr. Patterson to accept the 10 points for the selection criteria. The motion was seconded by Ms. Berry. (Discussion) Mr. Griffy suggested an addition to the 10 points selection criteria. The addition would read "The director should be able to build employee morale and possess good moral character". Mr. Baggett pointed out item #4 of the selection criteria currently states "Has the ability to unify diverse groups and build and maintain high morale among employees". Mr. Griffy made mention that moral character was not listed related to the director and building employee morale will be key to keeping employees as the district grows. A motion was made by Mr. Griffy to add "has the ability to develop and encourage employee morale and good moral character" to the 10 points selection criteria. The motion was seconded Mr. Garland. Motion passed 7-0. A motion was made by Mr. Patterson to adopt the 11 points criteria. The motion was seconded by Mr. Garland (No further discussion). Motion passed 7-0.

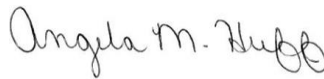
Approval of procedures in superintendent search process: A motion was made by Mr. Griffy to accept the 7 points of approval of procedures in superintendent search process. The motion was seconded by Mr. Patterson. (Discussion) Mr. Baggett suggested changes to items 5-7. Item #5 wording would be changed to read "At the end of the process, each board member will list up to 2 choices on a written and signed ballot. Item #6 wording changed to read "The candidates, up to two receiving the most votes may be invited to return for a second interview. This person, or persons will not be identified as the Board's first or second choice, but will become the Board's candidates of focus. The Board will follow the same procedure with the remaining candidate if necessary. At any time during this stage, a motion to enter into contract negotiations would be in order, but if more than one candidate is brought back for a second interview, no motion shall be made until both candidates second interview is completed". Item #7 be removed from the list as the ultimate goal is to have a unanimous vote, however, a unanimous vote may not occur. A motion was made by Mr. Baggett to make the suggested changes to the 7 points approval of procedures in superintendent search process. (Discussion) Mr. Garland explained that item #7 was there

as it was the procedure followed during the previous director search. Ms. Pace added that the procedure does not read there “must” be a unanimous vote but an effort to be made to reach a unanimous vote. There was no second on the said motion. A motion was made by Mr. Garland to accept the 7 points approval of procedures in superintendent search process as listed. The motion was seconded by Ms. Pace. An amended motion was made by Mr. Baggett to accept the changes to items 5-6 and delete the suggestion to completely remove item #7. The motion was seconded by Mr. Griffy. Mr. Griffy encouraged Mr. Baggett to reword his motion as to have the option to enter into contract negotiations at any stage of the interview process. The wording was not changed. (No further discussion). Motion passed 6-1. Motion passed 7-0 to accept the approval of procedures in superintendent search process to include changes to items 5-6.

The meeting adjourned at 6:04 p.m.



Herbert Nelson
Board Chair



Dr. Angela M. Huff
Interim Director of Schools



LaTonya Long
Board Secretary