

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

**April 26, 2022**

The Clarksville-Montgomery County Board of Education convened Tuesday, April 26, 2022 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 Herbert Nelson, Josh Baggett, Margaret Pace, Charlie Patterson, Carol Berry, Jimmie Garland and Kent Griffy. Also present were: Dr. Angela Huff, Interim Director of Schools; Mark Nolan, Board Attorney; Jeanine Johnson, Chief Human Resources Officer; Dr. Sean Impeatrice, Chief Academic Officer; David Holman, Chief Technology Officer; Chris Reneau, Chief Financial Officer; Norm Brumblay, Chief Operations Officer; Anthony Johnson, Chief Communications Officer; Carol Joiner, General Counsel, and LaTonya Long, School Board Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee: Charlie Keene, Walker Woodruff and Lisa Prichard.

**Point of Pride Awards**

Anthony Johnson; Chief Communications Officer announced CMCSS' points of pride.

**National History Day Student Winners: Kenwood Middle;** Carlos Amador-3<sup>rd</sup> place for research paper, Dominic Cucuzza, Morgan (Jeremy) Clair, Nathan Harter, Braiden Jackson 3<sup>rd</sup> place for group live performance. **National History Day Junior Division Teacher of the Year:** Ms. Tabitha Wilson.

**Rossvie High School: Tennessee Society Sons of the American Revolution Tennessee's Outstanding JROTC Cadet of the Year:** Rachel Cassella

**National Association of Music Merchants Best Communities for Music Education:** CMCSS Music Educators: (Kara Kindall, Related Arts Coordinator, accepted on behalf of music educators).

**Tennessee Department of Education Reading 360 District:** CMCSS Educators and Instruction & Curriculum Department (Dr. Mary Gist, Level Director for Middle Schools, accepted on behalf of educators and Instruction & Curriculum).

**Northeast Middle School: National Interscholastic Athletic Administrators Association State Award of Merit:** Mr. Patrick Miller, Teacher and Assistant Athletic Director.

**Approval of Consent Agenda**

Board members Charlie Patterson, Josh Baggett, Kent Griffy and Herbert Nelson each made a declaration required by TCA 49-2-202 as related to CMCSS's 2022-2023 proposed consolidated budget that while they have a relative employed by the school system the vote they cast will be in the best interest of the Clarksville-Montgomery County School System. 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. 03/15/2022 Regular Session Minutes
2. 04/19/2022 Special Session Minutes
3. Surplus Property-School Buses, 1<sup>st</sup> Read 04/12/2022
4. 2022-2023 Proposed Consolidated Budget, 1<sup>st</sup> Read 04/12/2022

**Reports**

Executive Order 04/12/2022 request to overspend Child Nutrition Fund to pay for additional cost for food supplies to be reflected in FY 21-22 Budget Amendments. A motion was made by Mr. Jimmie Garland to approve executive order 04/12/2022. The motion was seconded by Ms. Carol Berry. Motion passed 7-0.

**Goal #7 Increase employee's awareness of the effects of absenteeism:** was presented by Jeanine Johnson, Chief Human Resource Officer and Dr. Erica Christmas, Human Resource Coordinator. Ms. Johnson and Dr. Christmas shared data on trends over the past two years as it relates to employee absences. The presentation also consisted of persisting challenges for CMCSS, COVID Leave for 2021-2022, Substitute program and next steps. The entire presentation can be viewed at the following link: <https://www.cmcss.net/wp-content/uploads/2022/05/Diversity-Recruitment-2022.pptx>

**Comments**

**Ft. Campbell School Liaison Officer**

None

**CMCEA/PET Representatives**

Ms. Constance Brown, President of CMCEA thanked the Board for reinstating the teacher organizations comments back to the Board's formal agenda. Ms. Brown introduced the collaborative conferencing team members. Melissa Lindsey, Chris Jarrell, Dr. Kimiko Thomas and Emily Clay. Ms. Cathy Kolb, President of PET, thanked the Board for the opportunity to share information related to the organizations work with CMCSS stakeholders throughout the district. Ms. Kolb gave an update on PET's Legislative agenda. An update on bills drafted by PET and approved by Legislators will be given at the May 10<sup>th</sup>, 2022 Board meeting. The Board and Dr. Huff were invited to attend the annual PET conference in June.

**County Commissioners**

None

**Board Members**

Mr. Nelson, thanked Mr. Patterson for chairing the special session held on April 19, 2022 in his absence.

Mr. Nelson shared the schedule for the new director of schools interviews. May 3<sup>rd</sup> Dr. Angela Huff 4:30 pm. May 4<sup>th</sup> Dr. Mason Bellamy 4:30 pm, May 5<sup>th</sup> Dr. Jean Luna-Vedder 4:30 pm, May 6<sup>th</sup> Dr. Sean Impeartrice 4:30 pm. Interviews will be followed by district employees question and answer sessions.

**Director of Schools Report:**

Dr. Huff provided the Board with a hard copy of the Stepping into the Future Community Report supplied by the Harwood Institute. Members of the senior leadership team met with Harwood Institute to review and discuss the report and found that many of the revelations listed in the report did not come as a surprise. District leadership is committed to using the information in the report as the district plans for moving forward.

Dr. Huff addressed the assault on Ms. Clark at Glenellen Elementary School, stating that in her 38 years of public education she does not ever recall a parent physically assaulting an employee. She further stated that no student or employee should ever have to go to school or work in fear of their personal safety. Throughout the year parents have been concerned and have made comments about their student's safety. Dr. Huff expressed that it is not the expectation that students, parents or employees should be in fear of their safety. There has been growing concerns and feedback from district stakeholders related to the increasing level of instability, disrespect, anger and violence of both students and adults. The district has shared messages about these concerns with the community throughout the year. District leadership know that words alone cannot solve the problems. CMCSS continuously express kindness, nonviolence and all social and emotional learning skills in schools. The district has also revisited its safety, discipline and investigatory policies and practices with school administrators. Additionally, a meeting has been called with law enforcement officials this week to discuss opportunities to improve the district's current mitigation and de-escalation response practices. CMCSS wants to partner with law enforcement agencies to ensure that all stakeholders know their rights if they have been a victim of assault. Over the next few weeks and before the 2022-2023 school year the district will have additional policies, training and support to address the violence.

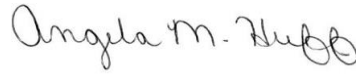
In closing Dr. Huff stated that the district appreciates the strong collaboration with the Montgomery County Sheriff's Office and Clarksville Police Department. Together we will remain committed to improving safety and security in CMCSS schools. Next week the Instruction and Curriculum Department will have a presentation on the proposed changes to the Student Code of Conduct. Due to federal and state privacy laws it can be frustrating when victims and their parents cannot know the school based consequences for a student offender, however as a district, leadership has listened to stakeholders and reviewed feedback over the past several months and will be proposing changes to the student code of conduct based on community input and changes to state and federal laws. In the 2022-2023 budget the district have proposed funds for additional social workers, counselors and psychologists as well as additional support for alternative school and other student support programs as the district address these challenging behaviors. Dr. Huff stated that what she knows in her soul is that we are stronger and better when we all work together and that she is personally looking forward to what we can accomplish as Clarksville Montgomery County and as a school system as the district and all stakeholders work together.

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Items on the agenda having been completed, Board Chair Herbert Nelson adjourned the meeting at 6:47 p.m.



Herbert Nelson  
Board Chair



Dr. Angela Huff  
Interim Director of Schools



LaTonya Long  
Board Secretary