

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

**August 16, 2022**

The Clarksville-Montgomery County Board of Education convened Tuesday, August 16, 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, Margaret Pace, Charlie Patterson, Carol Berry, Jimmie Garland, Josh Baggett and Kent Griffy. Also present were: Dr. Jean Luna-Vedder Director of Schools; Mark Nolan, Board Attorney; Dr. Angela Huff, Chief of Staff; David Holman, Chief Technology Officer; Chris Reneau, Chief Financial Officer; Norm Brumblay, Chief Operations Officer; Jeanine Johnson; Chief Human Resource Officer, Dr. Sean Impeartrice; Chief Academic 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: Walker Woodruff, John Gannon, Charlie Keene and Lisa Prichard

**Point of Pride Awards:**

Anthony Johnson, Chief Communications Officer announced the following point of pride awards:

**FCCLA National Leadership Conference:** Kristy Long MCHS-Silver Award in the Leadership Level 3 STAR Event Competition.

**National Junior Classical League Conference:** Wyatt Roder RHS-1<sup>st</sup> Place in Academic Decathlon, Latin Literature, Roman Life, Academic Heptathlon, Latin Vocabulary, Mythology and Reading Comprehension, 2<sup>nd</sup> Place in Latin Derivatives and Latin Grammar, 3<sup>rd</sup> Place in Mottos, 4<sup>th</sup> Place in Roman History, led the advanced Tennessee Certamen Team to 2<sup>nd</sup> Place, Overall 3<sup>rd</sup> Place Academics, 6<sup>th</sup> Place overall sweepstakes winner. Wyatt Roder, Logan Graff, Isabella Ochoa, Jia Do, Teacher Alyssa Sanchez-1<sup>st</sup> Place in Tennessee as a team from RHS, Logan Graff, 10<sup>th</sup> Place Ancient Geography, 8<sup>th</sup> Place 200 Meter Spring, Isabella Ochoa 6<sup>th</sup> Place Classical Art, 8<sup>th</sup> Place Derivatives, Jia Do, 5<sup>th</sup> Place Classical Art, 3<sup>rd</sup> Place Impromptu Art.

**Junior Beta National Convention:** Carson Carroll-RoMS-3<sup>rd</sup> Place seventh grade math.

**Technology Society Associations (TSA) National Race:** Emma Barber, Haley Harrison, Brystolyn French, Natalie Loreant, Coach Bridget Harding-Rossvie Middle Jr. Solar Spring Car Team 2<sup>nd</sup> Place.

**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. 07/19/2022 Regular Session Minutes
2. Retiree Insurance 2023 Update, 1<sup>st</sup> Read 08/2/2022
3. 2022-2023 Inclement Weather Make-Up Plan, 1<sup>st</sup> Read 08/2/2022
4. TSBA School of the Year Architecture Award, 1<sup>st</sup> Read 08/2/2022

**Reports**

**Goal #7** Individualize Professional Learning Opportunities was presented by Tina Smith, Director of Professional Learning. Ms. Smith gave an update on CMCSS's strategic work plan to increase individualized professional learning opportunities. The presentation consisted of district employee's "Knowing What's Available" through the PL Surge Podcast, this includes Gaps in awareness of opportunities, focused marketing of available learning resources as well as continuing to share the impact of professional learning. The entire presentation can be viewed at the following link: <https://www.cmcss.net/wp-content/uploads/2022/09/Goal-7-Individualize-professional-learning-opportunities.pptx>

**Board Discussion and Consideration**

**Collaborative Conferencing Management Team:** Dr. Luna-Vedder, recommended the following individuals for approval for the collaborative conferencing management team: Ms. Jessica Harris, Elementary Education Director, Dr. Mary Gist, Middle School Director, Mr. Christopher Reneau, Chief Financial Officer, Ms. Emily Vaughn, Director of Teaching, Learning and Innovation, Dr. Roslyn Evans, High School Director, Dr. Sean Impeartrice, Chief Academic Officer and Ms. Jeanine Johnson, Chief Human Resources Officer. A motion was made by Mr. Josh Baggett to approve the collaborative conferencing management team as presented. The motion was seconded by Ms. Margaret Pace. (Discussion). Mr. Patterson stated the list presented consists of high-ranking individuals, stating that he feels the district could not get a better final group put together. (No further discussion). Motion passed 7-0.

**Student Discipline Appeal:** All records and information pertaining to the student appeal was previously provided to the Board for their review by Mr. Nolan, School Board attorney. The Board met in an executive session on August 16, 2022 prior to the formal board meeting to address any concerns as related to the appeal. The appeal matter was presented to the Board for determination. Mr. Nolan explained that if no motion is made to grant a hearing, to affirm or

overturn the decision of the Hearing Authority, or to modify the discipline imposed, the decision of the Director shall be affirmed. A motion was made by Mr. Nelson to reduce the length of time of the expulsion from 12 months to 6 months. The motion was seconded by Ms. Pace. (Discussion). Mr. Patterson stated that the individuals that handle discipline on a daily basis are more knowledgeable than the Board and feels as though the discipline imposed should remain. (No further discussion). Motion failed 2-5.

**Livestreaming Board Meetings:** A motion was made by Mr. Baggett for the Board to proceed with the livestreaming of board meetings. The motion was seconded by Mr. Patterson (Discussion) Mr. Baggett discussed the reasons for his motion to have livestreaming. 1. Considering the parents in the district, 6:00 pm is not conducive for parents to attend board meetings as school related events are held in the evenings as well as homework and other obligations. This option will give parents the opportunity to watch the meetings on their devices live or the meetings can be watched at a later time, livestreaming would further improve the community's knowledge and understanding of what is going on in the district. 2. Livestreaming would eliminate misinformation or partial information being recorded and published to the public. Mr. Baggett stated that over the last couple of years there has been an increase in the number of rumors that has been circulated in the community in regards to the school district. Examples were shared of mis-information and rumors that have been witnessed by the Board to include board members not requesting items to be put on the agenda as well as rumors that the director of schools and the school board attorney are running the district as they are seated with the Board members for meetings. Mr. Baggett clarified that the director and attorney historically were seated with the Board and changed seating during the pandemic to allow for social distancing and that board members alone are the ones casting votes. Other mis-information was also published to the public (i.e.) testing data was shared that was in-correct and only certain numbers were shared. Mr. Baggett also stated that he was accused of missing several meetings and not voting on tough decisions. Livestreaming would dispel rumors and correct information would be available. Mr. Baggett stated that livestreaming would greatly benefit students, parents, staff, and the board as a whole.

Mr. Garland thanked Mr. Baggett for his summary stating that initially he was against livestreaming not considering the summary items given by Mr. Baggett. Mr. Garland stated that although he is concerned that people would use the time unwisely if livestreamed, he thinks that this is the time to try, stating that the Board needs to take livestreaming seriously under consideration even if it is not continued through-out the years.

Mr. Griffy stated that the meetings should be recorded but not live, taking under consideration the items Mr. Baggett shared. Mr. Griffy stated that a live broadcast at 6:00 pm would not be any more convenient than having the meetings recorded for viewing at a later time. Mr. Griffy also stated that recording meetings for later viewing would be less expensive than livestreaming and would serve the same purpose for the community as related to the summary given by Mr. Baggett. Mr. Griffy commented that he believes it would be wiser to record the meetings for later broadcasting at the convenience of the community but he is not in favor of a live broadcast.

Mr. Baggett stated that he would not be in opposition of recording the meetings for later broadcast if that option was chosen by the Board and the Board wanted to make an amendment to his motion. Mr. Baggett also stated that what is most important is that the community be able to view the meetings in some manner. Mr. Baggett asked if the information on livestreaming received by the Board included recording for later playback. Anthony Johnson, Chief Communications Officer explained that recording for later display was not something that was proposed. Mr. Johnson further explained that even if the meetings were recorded for later playback that the meetings would still have to be captioned. Mr. Johnson also stated that if the meetings are recorded for playback there could be a perception of content editing as he has witnessed by other districts that use that method, however either option the Board chooses can be accomplished and the previous information provided was a quote for livestreaming. Mr. Baggett asked for clarity on the initial start-up cost that was provided to the Board, if it was for livestreaming only and not an option for recording and later playback. Mr. Johnson shared that some upgrades would still have to be made and some equipment would have to be purchased to allow the Board to be recorded in a way that capture's members as well as their audio. The initial start-up fee would most likely be similar to the cost that was provided to the Board. An example of some cost savings if the meetings were not livestreamed were given such as live captioning software would not have to be purchased. The cost for live

captioning would range between \$150-200 per hour depending on the captioning in addition to recommending cart services for the audience to have the captioning as well. Some of the same start-up fees would apply if livestreaming was not made available, however the captioning can be done in-house. Mr. Johnson stated that if the Board does not approve livestreaming more turn-around time would be needed for submitting the recording. Mr. Johnson asked that the Board allow the meetings to be made available the next day to allow for the additional time that would be needed for captioning. Mr. Baggett asked Mr. Holman if there would be any issues with the recordings being available at a later time. Mr. Holman did not have any concerns. Mr. Johnson clarified that if the Board were to pursue livestreaming the videos would automatically be saved on YouTube until the district decides to take it down. Livestreaming would provide both options, live viewing and viewing at a later time.

Mr. Patterson enquired about the cost. Mr. Johnson restated his previous comments on the cost savings as related to the live captioning. The re-occurring cost of \$150-200 would be per hour-per meeting and would apply to livestreaming only as the captioning can be done in-house in addition to some staffing arrangements that would need to be made. Mr. Patterson also asked if study sessions and formal sessions would be recorded. The Board would need to make that decision; however, both would be recommended. The initial start-up cost would be around \$50,000 as previously shared. FCC grant monies may be available to fund the start-up cost. Mr. Patterson stated that he was initially against livestreaming, stating that he thought livestreaming would hinder public participation. (No further Discussion). Mr. Griffy made an amendment to Mr. Baggett's motion. The amended motion is to record the board meetings for broadcast delay. The motion was seconded by Mr. Garland. (Discussion) Mr. Patterson asked about the delay time. There would be a 24-hour delay as to allow for captioning. (No further discussion). Mr. Patterson needed clarity as to what motion was being voted on. The vote is for the amended motion. The amended motion was restated by Mr. Nelson for clarity with the addition of the 24-hour delay. "The motion states" To record the Board meetings for delayed broadcast with the recording being delayed 24 hours prior to publication. Motion passed 7-0.

**Ten Point Grading Scale:** Mr. Nelson shared that the state has already adopted the ten-point grading scale. The issue the board is reviewing is to have the ten-point grading scale retroactive. As the ten-point grading scale is a legislative item and not a state board item it would not reach the legislature until February 2023. This allows time for the Board to work on the resolution for the next legislative session. The board will revisit the item at the September 6<sup>th</sup> study session.

### Comments

#### Ft. Campbell School Liaison Officer

Ms. Laquavia Garrett introduced herself as well as Ms. Karen Watkins as the new Ft. Campbell Liaison Officer's. Ms. Garrett and Ms. Watkins will be attending the School Board meetings and, in the schools, serving the districts military connected students. On behalf of the Garrison Commander, Ms. Garrett thanked Dr. Luna-Vedder for attending the beginning of the year meeting and is looking forward to the next meeting in January.

#### CMCEA/PET Representatives

Ms. Constance Brown, President of CMCEA gave a huge shout-out to Ms. Tina Smith, Director of Professional Development and her team, stating that CMCEA has received positive feedback on the many self-paced professional development options made available to employees. Ms. Brown thanked Ms. Smith on behalf of CMCEA for all of the work to make that happen. Ms. Brown also received a lot of positive feedback concerning the road shows. Ms. Brown shared that in recognition of the teacher shortages CMCEA leadership is ready to begin collaborating and working with the Board, Dr. Luna-Vedder and the senior leadership team to find ways to retain teachers and staff and to prioritize hiring and retaining those that are in direct contact with students "better than ever together". Ms. Brown thanked Mr. Baggett on behalf of CMCEA for his years of services to the employees and students of CMCSS.

Ms. Cathy Kolb, President of PET shared information related to PET's focus for this year "what is right with public education" stating that educators has taken a hit this summer concerning the hard work of teachers. Ms. Kolb shared a quote from the world economic forum, it estimates that 65% of children today will end up in careers that do not currently exist. "The future is not fixed and people working together can shape it for the better". Ms. Kolb communicated that parents in the community have a role in making sure that the public education system works for their children. Part of PET's role is keeping K-12 education at the forefront of every discussion in public policy across TN, this will be PET's focus entering the 2023 Legislative session. Ms. Kolb also shared a story from her 5<sup>th</sup> grade class.

**County Commissioners**

Mr. Woodruff asked for the names of the new Ft. Campbell Liaison Officers.

**Board Members**

Mr. Garland thanked the district teachers for the work they perform every day. Mr. Garland shared a news story involving the Secretary of Education, identifying the information given as the Grow Your Own program stating that what is happening in CMCSS is known. Mr. Garland commented on working with Mr. Baggett stating that it has been great working with him over the years as this evening's meeting is Mr. Baggett's final School Board meeting.

Ms. Pace commented that Mr. Baggett is a level headed, honest and fair-minded soul. Ms. Pace stated that Mr. Baggett has always been professional, decent and never a back stabber. Fellow board members have always enjoyed working with Mr. Baggett as he is an opened minded team player that has always been a true gentleman. Ms. Pace thanked Mr. Baggett for his years of service.

Mr. Patterson acknowledged the County Commissioner's serving on the School Liaison Committee that would not be returning. Mr. Patterson thanked Mr. Keene for his many years of work on the County Commission. Mr. Patterson also commented that Mr. Baggett is a true gentleman and wished him well.

Ms. Berry stated that she will miss Mr. Baggett, he has always been a blessing and a team player. Ms. Berry also stated that Mr. Baggett always kept a level mind and made the best decision's for CMCSS students and staff and will be greatly missed. Ms. Berry commented that she will also miss Commissioner Keene he has been wonderful and very supportive of the Board.

Mr. Baggett, thanked Mr. Keene for all he has done for the community. Mr. Baggett commented that he has really enjoyed serving on the Board for the past 12 years stating that the district has gone through some tough times but he has also been a part of some positive things that has happened in the district. Mr. Baggett stated that it has been exciting to watch the district continuously evolve and it will be equally interesting to see where the district goes in the coming years. Mr. Baggett stated that there are some great people that work for this district and he cannot thank them enough for what they do for the students. The work that is being done for students spans across the district no matter what the position, everybody has an integral part. Mr. Baggett shared that he has had the opportunity to work with several Board members and appreciates all the work they have done over the years. Mr. Baggett commented that he has also seen some great leaders in this district to include Dr. B.J. Worthington and Mr. Millard House. Mr. Baggett thanked Dr. Angela Huff for the job she did for the district as the interim director during a very difficult year. Mr. Baggett also stated that he is looking forward to seeing what Dr. Luna-Vedder will do for the district. Mr. Baggett shared that it has been an honor to serve the people in District 7 and he thanked them for giving him the opportunity.

Mr. Nelson stated that he appreciated all the guidance and support he received from Mr. Baggett during his time on the Board. Mr. Nelson also thanked commissioner Keene for his time of service and congratulated all of the official's elected during this voting term. Mr. Nelson also thanked Mr. Brumblay and his team for the time taken to address PRZ concerns.

**Director of Schools Report:**

Dr. Luna-Vedder showed photos of the welcome back road shows held to welcome employee's back to the 2022-2023 school year. Dr. Luna-Vedder thanked everyone for coming out and celebrating, recognizing, and motivating faculty and staff. Dr. Luna-Vedder and the Senior Leadership Team visited several schools during the first half day and full day of school to welcome students back into the buildings. Photos were shared of students and parents arriving on the first days of school.

Dr. Luna-Vedder shared the following information: The State has begun to release various data pieces. Dr. Luna-Vedder highlighted and explained parts of that data. The data includes TVAAS=Growth (did the students in the district make at least an adequate year's growth which would be a level 3). The data presented to the Board this evening includes Science and Social Studies. The 2021-22 school and district accountability will include English language arts (ELA) and math subject areas; science and social studies will not be included. The following data was explained. **Accountability Indicators include:** Achievement = % achieving proficiency 3<sup>rd</sup> - HS on TCAP, Growth = TVAAS Composite 4<sup>th</sup> - HS, Ready Graduate = % of students in graduation cohort who meet Ready Graduate criteria, Graduation Rate = % of students in graduation cohort who graduate in 4 yrs. with a Regular Education Diploma. Chronically Out of School = % of students absent 10% or more in the academic year, includes out of school suspensions, English Language Proficiency Assessment [ELPA] = 5 of students meeting the ELPA growth standards, State Report Card in late September/early October. **District Value-Added Data Released:**

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As a system CMCSS has a system wide composite of a 5 which is the highest indicator on the 1-5 scale. System-Wide Composite = 5 Literacy/Numeracy/Science/SS, System-Wide Literacy = 1, System-Wide Numeracy = 3, System-Wide Literacy & Numeracy = 1, System-Wide Science = 5, System-Wide Social Studies = 5. The district will continue to work on literacy and math this school year. **Value-Added Data by Level:** Composite of 3, 4 or 5 (made growth as expected or made more growth than expected) Elementary – 91%, Middle – 29%, High – 63%, K-12 Virtual – Score 5. Literacy/Numeracy Composite of 3, 4 or 5 (made growth as expected or made more growth than expected) Elementary – 87%, Middle – 0%, High – 50%, K-12 Virtual – Score 3. The data tells the district more of where there is work to be done. District leadership is very excited and optimistic to work together with CMCSS teachers and teams and to highlight their great work this year.

Dr. Luna-Vedder shared the following updates: **Certified Update:** As of 8/12/2022 onboarded 443 certified employees. Scheduled to onboard an additional 17. 54 Classroom Postings, 18 Elementary, 13 Middle, 20 High, 3 ELL. Saturday, August 20 there will be Information sessions held regarding the teaching profession. **Classified Update:** Classified Postings; 94 active listings (99 last week) **Application and Hiring Data;** 33 recommendations for hire (45 last week), 20 new job requisitions received (24 last week), 161 approved applications (102 last week), 12 approved bus driver applications (5 last week). **Substitute Update:** Started the week with 80 open positions and LOAs (49 last week.), 30 LOAs (21 filled; 8 unfilled), 50 Vacancy Requests for Subs (36 filled; 14 unfilled). **Student Attendance: Day 5 (2022)** Elementary 18,664, Middle 8,587, High 11,368, Total 38,619. **Day 5 (2021)** Elementary 18,161, Middle 8,647, High 10,882, Total 37,690, Difference from 2021 to 2022; 929 students. Dr. Luna-Vedder re-stated that teachers have been amazing as the leadership team has visited buildings. Teacher attitudes have been amazing. Dr. Luna-Vedder thanked Mr. Baggett for his 12 years of service stating that he will be missed.

Items on the agenda having been completed, Board Chair Herbert Nelson adjourned the meeting at 6:59 p.m.



Herbert Nelson  
Board Chair



Dr. Jean Luna-Vedder  
Director of Schools



LaTonya Long  
Board Secretary