

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

December 13, 2022

The Clarksville-Montgomery County Board of Education convened Tuesday, December 13, 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 Kent Griffy, Herbert Nelson, Margaret Pace, Charlie Patterson, Carol Berry, Jimmie Garland, and Aron Maberry. Also present were: Dr. Jean Luna-Vedder Director of Schools; Mark Nolan, Board Attorney; Dr. Angela Huff, Chief of Staff; Norm Brumblay, Chief Operations Officer; Jeanine Johnson; Chief Human Resources Officer; Chris Reneau, Chief Financial Officer; Anthony Johnson, Chief Communications Officer, David Holman, Chief Technology 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, Lisa Prichard, Rashidah Leverett, Ryan Gallant and John Gannon

Point of Pride Awards

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

FCCLA National Fall Conference –Technology in Teaching Category 1st Place: **Kristy Long- MCHS**, 3rd Place: **Brooke Mangrum- MCHS**.

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. 11/15/2022 Regular Session Minutes
2. Update to GP-8 and GP-10, 1st Read 12/06/2022

Policy Monitoring

The policy monitoring report for **Executive Limitation 1–Global Executive Constraint**: was interpreted by Dr. Luna-Vedder. 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 Ms. Margaret Pace to declare full compliance for this reporting period of EL-1. The motion was seconded by Mrs. Carol Berry. Motion passed 7-0.

Reports

Goal #5 Promote a retention first recruitment strategy was presented by Ms. Jeanine Johnson, Chief Human Resources Officer; Ms. Melissa Izatt, Director of Educator Quality; Dr. Erica Christmas, Human Resources Coordinator; Mr. Michael Tharpe, Human Resources Coordinator and Ms. Patti Koloski, Employee Relations Specialist. The presentation consisted of Certified employment and retention data, Certified recruitment data and challenges, Minority recruitment and retention, Classified employment and retention data, Classified recruitment & retention challenges and HR next steps. The entire presentation can be viewed at the following link. <https://www.cmcss.net/wp-admin/media-new.php#:~:text=Goal%20%235%20Promote%20a%20retention%20first%20recruitment%20strategy.pptx>

Board Discussion and Consideration

Teacher Tenure Consideration: Jeanine Johnson, Chief Human Resource Officer presented the Board with the Fall 2022 teacher tenure list. The teachers will be notified by the Human Resources Department once it is approved by the Board. Mr. Kent Griffy, Board Chair, declared that he has a relative that is a CMCSS employee and is on the list for tenure. As defined by T.C.A. 49-2-202(a)(3)(A) Mr. Griffy declared that the vote he will be casting is in the best interest of CMCSS. A motion was made by Mr. Jimmie Garland to accept the list of teachers eligible for tenure. The motion was seconded by Mrs. Carol Berry. (No Discussion). Motion passed 7-0.

Parks & Recreation Carmel Tennis Complex A motion was made by Mr. Charlie Patterson to approve the transfer of land located at Carmel Elementary School from CMCSS to Clarksville Montgomery County Parks & Recreation. The motion was seconded by Ms. Margaret Pace. (Discussion) Mr. Garland stated that he is still against transferring the land stating that he understands the reason why the land is wanted at this time. However, it is not the original intent for the land. Mr. Garland also stated that any time land is requested by the district it is for the welfare and education of CMCSS students stating that sooner or later the land will be needed. Mr. Garland commented that land is in high demand in

Montgomery County and is hard to find and will be difficult to get back. Mr. Garland also stated that he strongly feels that the request to transfer the land to Parks & Recreation should be a no vote.

Ms. Pace stated that her concern was with the school system parting with any land, stating that it always feels uncomfortable no matter the location of the land as it is impossible to manufacture additional land. Ms. Pace stated that she feels that the most important issue for progress and success is respectful, considerate and cooperative working relationships with all involved including School Board relationships with County and City Commissions and councils. Ms. Pace commented that if there is an understanding, a gentlemen's agreement for future community usage area at Carmel Elementary School, she thinks it should be honored even if it does require deeding the land back to the County. Ms. Pace further stated that she thinks the county commissioners will always be principled with a level of integrity to ensure the best educational provisions possible for Montgomery County students. CMCSS did not become such a prestigious, well respected and award-winning school system without the efforts and dedication of many people and she is grateful for that.

Mr. Maberry shared that he had the privilege to meet with Ms. Johnson the principal of Carmel Elementary School to get her feedback on how they felt about the tennis courts being at the school. Ms. Johnson had not heard anything but overwhelming support and nothing negative about the courts being located at Carmel and they are excited about having the facilities on-site in order to develop a physical education program around tennis. Mr. Maberry stated that he received more feedback than he has ever received in support of the tennis courts. Mr. Maberry stated that the relationships with the county commission is very important and there is a need to continue to cultivate those relationships. Mr. Maberry commented that according to the previous meeting there will not be a building put on that land due to waste water concerns and feasibility. Mr. Maberry further stated that the Board should not be holding on to land just to be holding on to it and that he is in support of the tennis courts.

Mrs. Berry stated that the Board would not be holding on to land just to be holding on to it stating that the land would be used when needed to expand the school when the population increases. Mrs. Berry stated that she understands teacher-pupil ratio and when the classes get overcrowded its going to cause a problem. Mrs. Berry shared the concerns and effects of previously losing school property in the northeast area resulting in students being bussed for thirty minutes to Kirkwood stating that her constituents were against it.

Mr. Garland stated that he did ask the question, would the district ever need that land and no one has said no.

Mr. Griffy made a couple of points of clarification related to the property being deeded back to the school system. It is projected and instructed to be in the agreement if the property is not used for the intended purpose within five years it would automatically return back to the school system. As presented in the presentation there is a projected site plan for expansion at Carmel available to maximize its core. Mr. Griffy also stated that he see's the project as an advantage to the county and to the students.

Mr. Maberry asked Mr. Brumblay, Chief Operations Officer to comment on the waste water site as related to feasibility.

Mr. Brumblay explained that any type of development is driven by costs stating that any development can be built with enough funds, however, CMCSS has always been very careful about the designs they make as to make the best design choices for the tax payers of Montgomery County and not inflate cost unnecessarily by putting themselves in a position where they do not have appropriate space to design a building. Mr. Brumblay spoke about the treatment plant and sewer lines in the area and how it is limiting growth through-out the county. The sewer treatment plant is sized for the Carmel building as it is and additional capacity. The area in red (shown on the map presented) for future expansion is similar to what has been done at other elementary schools in the last eight years. A twelve-classroom addition that would allow the school zone to grow within its foot print is included in the design. To have an additional building on the site that was set aside for a park would be extremely difficult, extremely expensive and would cause logistical difficulties for that building in the future. It would cut off access to the loading dock that serves the existing building. Mr. Brumblay also explained that CMCSS is looking for land to relieve that entire region in the 2030's. The Carmel property is not on the list of land that is being looked at as feasible land. The joint land acquisition committee has ruled that land out as a feasible piece of land for future growth.

Mr. Patterson clarified with Mr. Brumblay that the red area on the map is designated for an additional 12 class room expansion. Mr. Brumblay clarified that information for Mr. Patterson. Mr. Patterson asked Mr. Griffy, Board Chair to call for the question.

Mr. Maberry asked for a roll call vote.

Mr. Griffy called for a roll call vote to approve the transfer of the Carmel Elementary School property designated for a park to Montgomery County Parks & Recreation.

Carol Berry, District 1, No, Margaret Pace, District 2, Yes, Herbert Nelson, District 3, No, Kent Griffy, District 4, Yes, Jimmie Garland, District 5, No, Charlie Patterson, District 6, Yes Aron Maberry, District 7, Yes. Motion passed 4-3.

Comments

Ft. Campbell School Liaison Officer

Ms. Garrett shared that Ft. Campbell soldiers have been in training for the adopt the school program and will be starting to visit schools once training is complete. She also shared that they are working on a matrix to ensure there is enough band staff for the month of music held in March. Ms. Garrett provided the Board with the updated MIC handbook.

CMCEA/PET Representatives

Ms. Constance Brown wished everyone Merry Christmas. Ms. Cathy Kolb wished everyone Happy Holidays.

County Commissioners

The County Commissioner's wished everyone a Merry Christmas.

Board Members

Mrs. Berry shared that the retired teacher's association will be supplying toys for tots on Wednesday, December 14. Mrs. Berry encouraged everyone to provide her with information on any student that may be in need of assistance with toys.

Mr. Maberry wished everyone Merry Christmas and a Happy New Year.

Mr. Griffy wished everyone a safe and healthy Merry Christmas and Happy New Year.

Director of Schools report

Dr. Luna-Vedder reported that the district will be wrapping up the first semester of the school year this week. Dr. Luna-Vedder has had the opportunity to visit every school in the system this semester and is very optimistic about what she has seen and is hearing from teachers and students. The district is returning to its music programs, celebrations and holiday events this year after a difficult couple of years stating that it has been great to witness. Dr. Luna-Vedder thanked the County Commissioners for approving the budget amendments for mid-year pay raises for employees as the district strives to retain its certified and classified employees. The mid-year raises will go a long way in helping CMCSS remain competitive with the neighboring districts. Dr. Luna-Vedder thanked all of CMCSS' team members who give it their all on a daily basis for students. Dr. Luna-Vedder stated that her hope is for all employees to take time to spend with family and friends, unplug, relax and rejuvenate before returning on January 3, 2023.

Items on the agenda having been completed, Board Chair Kent Griffy adjourned the meeting at 7:17 p.m.



Kent Griffy
Board Chair



Dr. Jean Luna-Vedder
Director of Schools



LaTonya Long
Board Secretary