

GREENE COUNTY BOARD OF EDUCATION

Minutes

August 28, 2014

The Greene County Board of Education met in regular session Thursday, August 28, 2014, at 5:00 p.m., at the James W. Parham Central Office.

Board members present were: Chairman Nathan Brown, Vice-Chairman Kathy Crawford, Kathy Austin, Tom Cobble, Deborah Johnson and Rick Tipton. Rex Hopson was absent.

Chairman Brown called the meeting to order, welcomed everyone present and noted that a quorum was present. Kathy Crawford led the pledge to the flag and Mark Norman led the invocation.

III. PRESENTATIONS & CELEBRATIONS

Angie Tipton, Gifted Education Teacher had two Gifted Education students to present to the Board speeches they had written during the last school year on Global Interdependence. Students presenting were Nicholas Haynes, 8th Grade student at CDHS and Kaytie Hoxie, 4th Grade student at Chuckey Elementary.

Jessie Beth Miller was recognized for attending the 2014 Discovery Education Network Summer Institute.

Mr. George Robert Knight was awarded a Vietnam War Veteran Honorary Diploma and was given a United States flag that was flown over the Capital in his honor. Several of his friends and family members were present to see him accept his diploma.

Krista Elmore with tnAchieves gave a brief report on their program and stated their mission is to increase higher education opportunities for Tennessee high school students by providing last-dollar scholarships with mentor guidance.

Chairman Brown thanked the Board members who will be leaving for their dedication to the Board and the children of Greene County Schools. He presented each one of them with a plaque to honor their service to the Board. Members leaving are Rex Hopson with 18 total years of service, Kathy Crawford with 12 total years of service and Deborah Johnson with 2 years of service.

IV. APPROVAL OF AGENDA INCLUDING CONSENT AGENDA AND ADDENDUM

Approve the Agenda, Consent Agenda and Addendum

On motion by Kathy Crawford, seconded by Tom Cobble

Vote: 6 – 0 Passed

Deborah Johnson stated that she would like to make a few comments about an item from the minutes regarding a teacher that moved to another school system with an increase of \$7,000 in her salary. Ms. Johnson said that she had researched salaries from surrounding areas online and

that Greene County Schools are on average with other counties. She said the Greeneville City Schools pays about \$2,000 more than we do and after talking with several school board members she found out that their teachers have to pay part their insurance and we pay 100% of our teachers' insurance and 60% of family insurance so our benefits here are really good. She said that she was concerned why the other system was so much higher than ours and wanted to be sure that we are paying all of our teachers the same.

V. REPORTS, HEARINGS AND COMMUNICATIONS

GCEA Representative – Rebecca Thornburg, President elect announced the names of the GCEA officers elected for this school year. Beth Catron, President; Emily Sherwood, Vice-President; Lindsey Shaw, Secretary; Rhonda Lankford, Treasurer

Budget Report – Budget Director, Mary Lou Woolsey gave a brief update on the budget stating that property tax was up 3% and also sales tax was up 2.9% from last year. She stated that there has been a decrease in electricity of \$50,000 from last year and that natural gas and propane are up \$33,000. Diesel is down 6.2%. She added that the revenues and expenditures were all on level with last year. She gave the current unassigned fund balance at the beginning of this year was \$2,877,000 and the ending balance was \$3,195,000 and we were able to roll over \$318,000 into our fund balance.

Personnel Report - Mr. Bill Ripley's attachment showed current personnel updates. Dr. Vicki Kirk pointed out that Amanda Smucker showing for Mosheim is actually system wide and serves west and south side as a Psychologist. Mr. Ripley reported to the Board that with the change in tenure law it has been two years since they have be given the opportunity to grant tenure to a group of teachers. He said that there are six teachers who qualify for tenure this year and he has spoken to Mr. Brown about the process for getting them to meet with the Board prior to next month's Board meeting and have a reception for them.

Data Report – Dr. Julia Lamons gave a brief Powerpoint presentation on the 2013-2014 Data Report for Greene County Schools. Notable celebrations in her report were:

- Eight of our 16 schools scored a 5 in composite school growth, three of them (Chuckey Doak Middle, McDonald & South Greene) scoring 5's across the board in every measurable category.
- Greene County was one of the only districts in the state to have a school represented at all levels (high school, middle school and elementary) that received 5's in all measurable categories.

For complete Data Report see http://tn.gov/education/data/tcap_2014_districts.shtml

Deborah Johnson said that in her time on the Board that the system has spent a lot of time and money on Reading and Math and over the last three years we have focused our efforts on academic coaches, reading specialist, learning leaders, training and retraining teachers at a cost of \$341,225 and our test scores in Reading and Math have gone down. She said that she felt we needed to look at what we were doing and how we were doing it and the tax payer money that we are spending and the time we are putting in seems to have little benefit on the students. Dr. Lamons addressed Ms. Johnsons concerns and said that that value added scores

are at a 5 which shows improvement and she would be happy to sit down with her and show her the improvements that we have made which has been much more in Greene County than in other surrounding areas . Ms. Johnson stated that the state of Tennessee is really good at using the value added and growth but when it comes down to the facts of the scores and the proficiencies of the students, we still went down in Reading and Math. She said the scores are bottom line of what determines the ability of the student and we still have fifty percent of our students that are academically below grade level. Dr. Lamons answered that was in the composite and in some grade levels were far above that and that is where you have to look. Dr. Kirk added that it is a continuum of proficiency and there is a cut-score and as Dr. Lamons said that if you look one question below the cut-score we have a great number of students scoring in that range and we are moving them up closer to that proficiency level and the teachers have done an amazing job. She added that it is much more complex than looking at a few numbers and we have to really dig into it to understand it. She said that the funds we have used to train and to help our teachers learn new things was Race to the Top money and was not local money. She stated that we have invested this in our teachers and she feels it is a worthwhile investment. Ms. Johnson said that she hoped that we all remember that Math skills have not changed and we can change the standards and change the teaching strategies but if we don't teach our children the basics they cannot have a good foundation and the cannot move ahead. Chairman Brown said that no one would deny that children need to be taught the basics and said that we are doing that.

Capital Projects Report-Mr. David McLain provided a Power Point presentation including updated pictures of various capital projects that were done throughout the summer. He said that he knew there have been several questions about the installation of doors and he would like to address those questions at this time. Kathy Austin said that she would like to know why the projects are not finished. David Butler with Keller Glassco answered and said that there had been several delays including him wanting to bid the job and the bid date was pushed out a week and then it was five to six week before they had the contract. Rick Tipton asked what date they actually started. Dave Wright with Wright Engineering said that the contracts were returned to Mr. David Myers on June 12 and Mr. Butler answered that he started at that time. Ms. Austin asked for clarification on the bids backing it up a week. Mr. McLain answered that when Mr. Wright drew up the bid process he listed a specific door and when that was done Mr. Butler was unable to bid so the specs were rewritten and Mr. Butler was able to bid. Mr. McLain reminded the Board of the meeting at the Greene Technology building where Ms. Johnson said there was no Board member present at the bid and there was a discussion of having a rebidding process and he had told the Board at that time if we do this it will delay the process so the decision was made to go ahead with Mr. Butler's bid and we are still in a delayed process of getting the doors finished. Mr. Butler said he wanted to mention that they had finished three or four out of seven doors and it was requested that he order a preferred extrusion for the remaining schools so he switched materials during that process so they had to stop and ordered the materials which came in last week for the schools that were left. Mr. Butler reported that five of seven schools are complete or substantially completed. Mr. Tipton asked to clarify that Mr. Myers had asked him to change what had been bid out. Mr. Myers answered that he had asked them to change the stops on the frame which were a snap on stop that they have not had good luck with. Mr. Tipton said that his concern is that three days before Glenwood opened he received a call from the principal that there was still plywood up and that presents a safety concern. Kathy Austin asked for the date that the contracts said the project would be complete. Mr. Butler said that if there were expectations like that it would be a good idea to put

those in the contract and there was nothing in the contract. Mr. Tipton said that in his defense he agreed that the date was not in the contract and that he wanted to address that with Mr. Wright and to add what would happen if it is not complete. Mr. Butler added that he was under the understanding that these schools were preferred to be completed this summer. Mr. Tipton said that he would not approve any other contracts that do not address this issue because contractors need to know the completion date and any penalties so this does not happen again. Mr. Roger Woolsey, County Attorney, responded that he understood there was going to be a construction schedule before the work started so we would know when the work was going to be completed. Mr. Tipton said he would like to see a report on when to expect the work to be complete. Mr. Butler said that on September 2nd he would complete trim DeBusk, Glenwood, CDHS and planned to start Thomas Howard as well. He said Thomas Howard should be complete on September 3rd. Mr. Tipton said he would like for Mr. Butler to contact Mr. McLain when those are finished and he would like to get an update from Mr. McLain on Thursday to see where we are. He said that he would like to see us improve on the communication of these projects in the future and to learn from this and move on. Mr. Butler added that the schedule for Nolachuckey was the 8th-10th.

Bus Advertisement Distribution – David McLain said that he was able to give a total of \$976.25 to each of the four high schools based on the advertisements on the school buses. He added that it has been a big battle because anything put on buses has to be checked out by the state inspector for catch hazards and several buses have had to be brought in. He said that he did ask the high school principals what they have done with the money and that the money was distributed in May as a lump sum so some schools have not had time to disburse the money. Others responded that they are using the money to take athletes and band members to events and reward trips. He said that we keep 55% of the proceeds and this year we are expecting to be able to distribute \$11,385 back to the schools in May, split four ways.

Mr. Tipton asked how they were doing with bus drivers and Mr. McLain responded that right now he has an opening at Glenwood and Baileyton. He added that they are struggling to pass physicals and that the requirements have tightened. Ms. Austin asked if he has had teachers who have agreed to be sub-drivers and Mr. McLain responded that he has had only one and she has driven four trips.

Director of Schools, Dr. Vicki Kirk, addressed the following items in her report:

Director's Report – Greene County BOE Meeting ~ August 28, 2014

Start of School

We have had a very smooth start to school this year. We do have some increases in enrollment that we are watching, and Mr. Ripley has reported on those. Overall our enrollment is down slightly. Kindergarten enrollment is very low, but that seems to be the case in other districts as well. We believe it may have something to do with the new age requirements for kindergarten students.

Over the summer we had our annual leadership retreat for principals and administrators, and we also met to discuss "nuts and bolts". These meetings help us work together, set the tone for the year, and do our best to be proactive in our work. Our principals and central office administration deserve a great deal of credit for our smooth school start. We try to reflect each year on what went well and what could have been better in order to improve for the coming year.

Our clerical staff here at Central Office has worked very hard throughout the summer to prepare for a smooth school start as well. As you can see, we onboarded lots of new personnel, both certified and classified. This entails much work, and we have several new programs in place that will make the work more streamlined, but learning how to use them at first can be a challenge. I appreciate the staff here for their hard work and “can-do” attitude.

We have several new technological solutions being implemented this year. One is our student data management system, Skyward. This replaces Star Student which was taken offline this year. It is a tremendous challenge to implement a new student data management system. Skyward is a tremendous program, but there is a learning curve. We have had some scheduling glitches at the high school level, and we have learned some valuable lessons. Overall, we believe we are functioning at a very high level with the new program already, and in comparison to some other new Skyward customers, we seem to be doing quite well. This is due to the hard work of principals, assistant principals, counselors, and secretaries. Our staff here gets lots of credit, too. They have worked tirelessly to train and learn. I want to recognize the hard work and expertise of Jason Patrick, Cole Spears and Mildred Hawkins. Mildred is widely known as having solid student management data. She is as careful as anyone I have ever known – and that benefits the system. Our student data determines our funding.

Our other new systems are being used to manage human resources. Five Points applications include the following: online time clocks, tracking hours for insurance purposes (look forward and look back), and to manage attendance at professional development programs. We have also implemented eSchool Solutions which tracks teacher attendance and has online forms for leave for teachers. It also does an automated call for substitutes. We believe this will not only streamline our leave process and record keeping but also help teachers because they no longer must call for their substitutes. The program does this for them. We began looking for this solution at the request of teachers in Teacher Advisory Council, and I am pleased that we have been able to come up with a good solution that is at slightly lower cost than the previous program we were using. Thanks to Bill Ripley for researching the issue and coming up with this solution. I also appreciate Myra Darnell and Melissa Batson for their work in implementing all of these new HR initiatives.

Our Opening Inservice this year focused on grit. We want to be people who stick with it until the job is done and who believe in the work. I served as an object lesson for this during my remarks because my technology didn’t work as anticipated. We got through it with some humor, and I suppose the message may have been stronger through my experience on stage, even though it was a bit embarrassing. We also had a wonderful storyteller, Donald Davis and Rodger Dinwiddie, who spoke to you about bullying at your retreat, spoke to the teachers.

We have a team of highly effective teachers working together to create strong lesson plans that others can also use. This is a collaborative effort, and the process is as helpful as the product. Melinda Pruitt and Tanya Herman secured a grant to fund this effort. Our teachers are excited to be participating in this work.

Again this year, Dr. Lamons is leading assessment meetings with each principal. She is accompanied on these visits by Dr. Wallin and Dr. Pruitt. They have just completed their first round of visits. This holistic approach to analyzing the data and planning for student success is a great model, and I am pleased with the work all of our administrators are doing to use the data in an effective way.

Also again this year, Mr. Ripley has continued to work with principals to insure that our personalized professional learning plans are working the way they are intended to work – with teachers learning in areas of need and interest and with appropriate changes to instruction and classroom structure as a result of this learning. Greene County is garnering some national attention regarding this work. We believe this is a strong model that others may be interested in adopting.

Our implementation of Leader Results Teams through the TN LEAD Grant is also gaining attention. We will be presenting the model at the Superintendent’s Conference next month, and they hope to have some of our principals present it at the LEAD Conference. We will also be presenting at the National Conference of Learning Forward. It is a simple but effective model for administrator professional learning, and our principals reported that they saw, not only increases in their own learning, but changes in their schools as a result of this program.

Dr. Wallin and the academic coaches are working together with the principal and teams at each school to make sure our Response to Intervention plans are in place and are implemented with fidelity. We are pleased to have the support of academic coaches and our school psychologists on this project. It is not easy, but our teachers are working hard to make sure we are providing the appropriate quality of Tier I instruction and appropriate remediation and enrichment.

Lastly, with regard to the start of school, I want to thank our maintenance and custodial staff. These folks do great work. The custodial staff worked very hard over the summer to make sure our buildings were clean and inviting for the start of school. Our maintenance men provide such great value to the school system. When we are at the Greene Technology Center in October, we will take time to see the renovated physics classroom and lab. The work that’s been done there is amazing. As you know, the maintenance crew also worked through the night when Camp Creek experienced a power outage recently. They helped us avoid great expense as well as to keep school in session. When you see a custodian or maintenance worker, please let them know how much we appreciate the work they do.

Summer Training

We had an excellent slate of opportunities for teacher learning this summer. All of our system-wide offerings were based on the personalized learning plans of teachers, so they were relevant and they fit in with the overall goals of the teachers, the schools and the district.

We have conducted two institutes (which are still ongoing) for our Learning Leaders, one focused on coaching and the other on qualities of strong professional development. These Learning Leaders are working in the summer and after hours this year to develop their skills so they can better help other teachers in their own schools and across the district.

I am grateful for the leadership shown by many of our teachers in leading sessions this summer; there is a great deal of work that goes into developing and conducting training. I am also humbled by the number of teachers that eagerly attended sessions – even more than required – because they are interested and they want to learn and grow. We are blessed with a fine faculty in Greene County!

Budget

As you know, I have attended many budget and finance sessions with the County Commission this summer. I am concerned that we do not yet have a budget for Greene County. This poses a potential problem for the school system in terms of State funding. The lion's share of our funding comes through the BEP. The budget you passed has revenue from the BEP at \$31,655,000 with total state funds at \$33,919,561. I have spoken with Chuck Cagle about this issue. He tells me it is not panic time yet, but if there is no budget passed in September, we will need to have a plan. We cannot make payroll without state funds, and state funds will be withheld if no tax rate is entered for Greene County by September 30. We must assess how long we could continue, but Chuck says once we can no longer make payroll, everything will cease – school, bus service and athletics. I am hopeful that the new commission will come up with a good plan to avoid this situation.

Meetings and Workshops

I have attended the following meetings and workshops:

Date	Event	Notes
07.09.14	Budget & Finance Committee Meeting Lunch with Rebeckah Ball (Education & Workforce Development)	
07.10.14	Central Team Meeting	
07.11.14	Budget & Finance Committee Meeting	
07.14.14 07.15.14	- Leadership Retreat	
07.16.14	i3 Grant Sustainability Meeting (Niswonger) Insurance Committee Meeting	
07.17.14	CTE Meeting with Linda Stroud & Jerry Ayers Budget & Finance Committee Meeting Meeting with Employee	
07.18.14	LIFT Meeting (Knoxville)	
07.21.14	Called Board Meeting Meeting with Rebeckah Ball (Education & Workforce Development)	
07.23.14	Central Team Meeting Meeting with Frank Woods (Freewill Baptist Children's Home)	
07.24.14	Meeting with Ted Hensley	

	Central Office Cookout	
07.25.14	Meeting with Governor Haslam & Commissioner Huffman	
07.28.14	Leadership Team – Nuts & Bolts	
07.29.14	Central Team Meeting	
07.30.14	New Teacher Breakfast	
	Phone Conference with Education First (research group)	
	Niswonger Partnership Meeting	
	Meet with Darlene (Greene LEAF)	
07.31.14	Budget Workshop – County Commission	
08.01.14	Opening Inservice	
	TN Promise Meeting (Knoxville)	
08.04.14	Central Team Meeting	
	GMS 50 th Celebration	
	Meet with GCEA	
08.05.14	Meeting with Employee	
08.06.14	Budget & Finance Committee	
	Education & Workforce Development	
	Phone Conference – Presentation at Superintendent's Conference	
08.07.14	P16 Executive Council Meeting (Morristown)	
	Meeting with Dale Lynch & Steve Starnes	
	Focus Group Meeting i3 Grant (Niswonger)	
08.11.14	Funeral in Cleveland, TN	Personal Day
08.12.14	Greene LEAF Meeting	
08.13.13	United Way Board Meeting	
	Visit to McDonald, West Greene, Mosheim	
08.14.14	Meeting with Auditor	

	Ribbon Cutting – Family Ministries	
08.15.14	Meeting with Greene County Health Department Phone Conference – Education First, research project LIFT Conference Call Retirement Reception – Alan Broyles	
08.18.14	County Commission Meeting	
08.19.14	Partnership Breakfast Superintendent’s Study Council (Washington County)	
08.20.14	Insurance Committee Governor’s Visit to SGHS Meet with Lee House (Edward Jones)	
08.21.14	Meeting with Larry Bible Meeting with Brian Wilhoit Partnership Board Meeting Senator Corker’s Visit Open House – Baileyton	Evening Event
08.22.14	Visit to Doak	
08.25.14	i3 Grant Meeting (Niswonger) Phone Conference – Presentation at Superintendent’s Conference Central Team Meeting	
08.26.14	Meeting with Melissa, Myra, Tammy, Bill: Variable Hour Employees Board of Health Meeting with Michelle Holt Nolachuckey Open House	
08.27.14	Leadership Team Meeting Meeting with GCEA	
08.28.14	Photo – Greene LEAF Donation, AJ Bank Board Meeting	Evening Event

Upcoming Dates

September 2	Dr. Kirk in Nashville – Funding Formula Meeting
September 5	County Commission Workshop in Boardroom at CO
September 7-10	Superintendents’ Study Council Conference
September 15	County Commission Meeting (6:00)
September 17	Policy Committee Meeting (4:00)
September 18	Education Committee (County Commission) (3:30)

Governor’s Visit/TN Promise/tnAchieves

We were honored to host Governor Haslam at South Greene High School last week. It was an event the students will never forget. The governor was very gracious in spending time with the students. His announcement of TN Promise was very well received and will put Tennessee in good standing with regard to economic development. Post secondary education is key to student success – whether it’s four-year university, community college or a technical college certificate. Governor Haslam understands that our economic prosperity depends upon our students getting post secondary credentials, and TN Promise affords all of our students two years of community college or technical college free of tuition or fees. In order for this to work, we must have mentors for students – especially for those who are first-time college goers in their families. tnAchieves is here tonight to explain that program. I have already signed up to be a mentor, and I challenge others who have an interest in young people and in our community to do the same.

Education & Workforce Development

I believe we are seeing the highest level of collaboration between manufacturing industry and education than I have ever seen in my career. We are beginning to work together in ways that will certainly benefit students, industries and our community. Rebeckah Ball is working to get the Partnership’s Education & Workforce Development Committee back to work. We are excited about the possibilities with regard to partnership with the TCAT, internships and externships, introducing students and their families to career opportunities with local industry and many career awareness activities. There is the potential for a couple more partnered programs with TCAT. We will keep you posted as those develop.

Schedules for Teachers

In July you voted to allow us flexibility in scheduling teachers so that we may cover needed areas by paying teachers to teach an extra class. The principals have worked to develop a schedule for these teachers that is fair. Below are listed the two schedules that are currently in use.

1 st Period	8:00-9:20
2 nd Period	9:25–10:45
No Students	10:50–11:30 – No students (this is our RTI/enrichment time, neither teacher will have students during this enrichment/RTI skinny period)
Lunch	11:35–12:00
3 rd Period	12:05–1:25
4 th Period	1:30–2:50

1 st period	8:00	9:20	Pre-Engineering (Cutshaw) and Geometry (Ricker)
2 nd period	9:25	10:45	Algebra A (Cutshaw) and Geometry (Ricker)
3 rd period	10:45	1:30	Plan
4 th period	11:35	1:20	Algebra Honors (Cutshaw) and Geometry (Ricker)
5 th period	1:30	3:00	Algebra (Cutshaw) and Pre-Calculus (Ricker)

Safety

Mr. McLain and Valerie Walters are working to update the system safety procedures. He met with principals yesterday to do some preliminary work and to get their feedback on what is needed. This session also served to educate and to bring forward some issues that we need to address. Once the system safety plan is complete, the schools will use it as a template for their own plans.

New Legislation

Most of you attended TSBA's Legislative session this summer. We also had Chuck Cagle come and speak to our administrators about new legislation. I sent you a copy of the new legislation over the summer. Mrs. Johnson had asked that I bring it to the board meeting, and it is attached to this report. In this way it will be entered into the minutes for the public to see and to know about. In this report "PC" stands for public chapter. A bill becomes a law once the governor has signed it – and it is assigned a public chapter number. Permissive legislation gives LEAs the option of doing whatever the law describes. If the law is permissive there is no directive to do as the law describes. These are my notes from Chuck's presentation, and they have his commentary included in places.

New Legislation – Chuck Cagle *Leadership Retreat 2014*

PC 487 Students who have enlisted in the military and go through basic training prior to graduation will receive two credits, either two elective credits or one wellness credit and one elective credit.

PC614 **Permissive:** Volunteers may be trained to administer insulin. Chuck has grave reservations, and I would recommend not doing this. If it is done there are many regulatory rules.

PC 645 Bids can be let and accepted electronically. A date must be posted when bids will be "published" rather than opened.

PC 654 This bill, which came from ALEC, is word-for-word the same bill that was adopted in three other states. If a student expresses a viewpoint in a discussion, we cannot discriminate against him based on that viewpoint. We do not, however, have an open forum in schools. It is a limited open forum which means that we can restrict expression based on time, place and manner. In other words, cannot jump up and express themselves whenever and however they want to. According to Chuck this public chapter does not change anything that we are doing, and in fact, there was no problem that had occurred that precipitated this bill. Our current policies and procedures are already in line with this legislation.

PC 678 The TN DOE shall include on its website any rules that are waived by the State for an LEA.

- PC 684 If a teacher is suspended, the suspension may not be for more than 900 days unless there is an ongoing criminal or DCS investigation.
- PC 692 Disciplinary records must be transferred with other records when a student changes schools. The records go as a whole document; we cannot transfer a portion of the records.
- PC 703 Anything that affects air quality (certain cleaning, maintenance, pest control) must take place, to the extent possible, when school is not in session.
- PC 717 The act makes school and system safety plans confidential documents. If the board wishes to discuss the safety plan, they must advertise the meeting, but that portion of the meeting is closed. ALL safety meetings are confidential.
- PC 723 the State Board of Education must develop a uniform grading system for grades K-8. This may be adopted by the LEA.
- PC 740 Currently, teachers who renew their license must get either 90 hours of professional learning beyond what the district requires or 6 credit hours in a five-year period. They can now request the Commissioner to waive that requirement if they have three consecutive years of a 5 on TVAAS. This is only for teachers who have their own scores.
- PC 742 This act overrides the State Board of Education's action that set a new state salary schedule. In effect, it goes back to the education/experience model. The only exception is that there is no longer a designation for Masters+15 and Masters+30.
- PC ? School buses may be used until the 18th year. This requires a biannual inspection. Chuck believes this to be risky, especially if buses are being used beyond 200,000 miles.
- PC 757 This act involves children returning to a school from DCS custody. It urges juvenile judges to ask for advice or allows us to intervene in the case. The law lists the charges where this would be applicable.
- PC 781 Must teach cursive writing at the appropriate grade level.
- PC 873 Students must be in attendance 150 days per year or 75 days per block before that student's scores are attributable to the teacher.
- PC 878 Amends the Family Life Curriculum - Only abstinence will be taught. Must include instruction on HIV and AIDS.
- PC 882 SBE shall establish guidelines regarding the financial impact of rules, regulations and guidelines
- PC 885 If there is a disagreement between principal and teacher on 15% designation for evaluation, they must now come to an agreement. The principal can no longer override and decide.
- PC 888 Classified employees can join the teacher sick leave bank.

PC ? No later than July 31st a list of all mandated tests, both State and local, must be posted.

PC 905 Stopped PARCC implementation; TCAP will be given in 2015. There will be an RFP for a new test (very clean process). The new test should go into effect 2016.

PC ? Limits the distribution of student data. Requires confidentiality agreements for contractors who work with student identifiable data. There is a list of such data in the law. (We need to check rules for CSH regarding biometric screening). No state agency or educational institution may seek a grant that requires collection of biometric data without parental permission.

PC 960 Parents who receive public assistance must attend at least two conferences during the year (can be parent conference, IEP Meeting, 504, etc...). The implication for schools is that we must keep good records in case we are asked to verify.

Kathy Austin asked if there have been issues with the new automated substitute program. Dr. Kirk responded that as with any new system there are sometimes glitches and we are working those out and we believe this is going to be very effective to get our substitutes. Mr. Ripley added that he is getting good reports from the school level.

Ms. Austin said she would also like to discuss textbooks to be sure that every teacher and student had the required textbooks and workbooks because it is required by law. She asked for teachers and parents, just in case there is confusion, who do they need to contact. Dr. Kirk responded that parents should contact principals and principals should contact us the same as they should with any concern they have. She said that Ellen Myers, Materials Clerk has done a great job in getting the textbooks out. Dr. Kirk said that we always have some enrollment fluctuation and she gets the books from one school and sends to the other. She said that we have ordered three or four different times and all of those are in except for two Chemistry books, a teacher's edition and the Physics books for the new program. She added that there is some misunderstanding about workbooks and that some workbooks come with the adoption and they are free and we distribute them but some are free one year and then cost in subsequent years and we do not have the funds to provide workbooks. She said we provide textbooks but not workbooks for everybody. Ms. Austin asked to clarify how much we are allowed for textbooks in the BEP formula. Dr. Kirk responded that we have \$365,000 in our budget.

Other –

-Discussion of System Website Information-Kathy Austin said that she would like to see some additional information added to our website. She gave handouts to the Board showing suggestions of what other systems include on their websites. She said that one of the main ones she would like for us to look at is the state mandated assessment, state and district assessments. She said that the State Department of Education puts this on their website as well and it is something that she would like to see us elaborate on. Dr. Lamons responded that we link to the site that provides this detailed information. Ms. Austin said that other surrounding sites add it to their site so parents don't have to go to another site to see it. Dr. Kirk said that the link provides the same information and that we could do it either way.

-Conflict of Interest Statements-Deborah Johnson said that the Board passed the School System budget and those who have close relatives in the system did not acknowledge their conflict of interest. She read from Policy 1.106 *"An official or employee with the responsibility to vote on a measure shall disclose during the meeting at which the vote takes place, before the vote and to be included in the minutes, any personal interest*

that affects or that would lead a reasonable person to infer that it affects the official's or employee's vote on the measure. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from voting on the measure." She added that they are representatives of the community and role models for the students and she thinks that we can get around the law and the policy but ethically it is wrong. She said she received an email that stated *that there is no penalty for not reading, no penal statute, no jail time or loss of office for not reading the statement.* She said the email said *the only times the statement should be read is when the budget as a whole is being passed,* which it was at that time. Chairman Brown agreed and said that it was his oversight and that they had read the conflict of interest statement at an earlier meeting and it was not done intentionally.

VI-OLD BUSINESS

Approve Policies on 2nd Reading-

On motion made by Rick Tipton, seconded by Tom Cobble

Vote: 6 – 0 Passed

- 6.100 – Student Goals
- 6.202 – Home Schools
- 6.207 – Withdrawals
- 6.209 – Child Custody – Parental Access
- 6.300 – Code of Behavior & Discipline
- 6.301 – Rights & Responsibilities
- 6.308 – Bus Conduct
- 6.314 – Corporal Punishment
- 6.319 – Alternative School Programs

VII. NEW BUSINESS

A. Approve Policy Recommendations on First Reading

Before the vote Dr. Kirk read through the changes recommended by the Policy Committee. (See August Board Agenda with Attachments, dated August 28, 2014 at www.greenek12.org. Director/School Board/ Board Agenda.)

On motion made by Rick Tipton, seconded by Tom Cobble

Vote: 6 - 0

- 1.803 Tobacco Free Schools
- 4.400 Instructional Materials
- 4.401 Textbooks
- 4.700 Testing Programs
- 4.802 Student Equal Access (Limited Public Forum)
- 4.803 Recognition of Religious Beliefs, Customs and Holidays

- 5.200 Separation Practices for Tenured Teachers
- 5.201 Separation Practices for Non-Tenured Teachers
- 6.200 Attendance
- 6.201 Compulsory Attendance Ages
- 6.312 Use of Personal Communication Devices
- 6.317 Student Disciplinary Hearing Authority (DHA)
- 6.4001 Survey Students, Analyses and Evaluations
- 6.401 Student Health Services
- 6.4031 Pediculosis (Head Lice)
- 6.404 Acquired Immune Deficiency Syndrome
- 6.405 Medicines
- 6.410 Accidents & Illnesses
- 6.412 Emergency Allergy Response Plan
- 6.500 Special Education Students
- 6.600 Student Records
- 6.601 Student Records Annual Notification of Rights

B. Approve Policy Procedures Manual Revisions and Recommendations

Before the vote Dr. Kirk read through the changes recommended by the Policy Committee. (See August Board Agenda with Attachments, dated August 28, 2014 at www.greenek12.org. Director/School Board/ Board Agenda.)

On motion made by Rick Tipton, seconded by Tom Cobble

Vote: 6 – 0

- 6.207 Exhibit B – Withdrawal Form
- 6.4001 Exhibit A – Request to Conduct Research
- 6.405 Exhibit B – Permission for Medication
- 6.410 Exhibit A – Report of Accidents and Injuries
- 6.5001 Exhibit A – Restraint and Isolation
- 6.5001 Exhibit B – CPI Restraint Data Usage – DELETE
- 6.5001 Exhibit B – NEW – Report of Isolation and Restraint
- 6.5001 Exhibit C – DELETE – Isolation Usage Data Sheet
- 6.5001 Exhibit C – NEW – PCM Usage Data Sheet
- 6.5001 Exhibit D - DELETE
- 6.5001 Exhibit E – DELETE
- 6.601 Exhibit B – Consent for Release of Directory Information
- 6.601 Exhibit C – Student Roster of No Release

C. Approve Science Fair Request

On motion made by Rick Tipton, seconded by Tom Cobble

Vote: 6 – 0 Passed

D. Approve Volunteer Coaches

On motion made by Kathy Austin seconded by Deborah Johnson

Vote: 6 – 0 Passed

Tom Cobble stated that he would like for us to be sure that all Volunteer Coaches are aware of the Concussion Policy. David McLain said that they are aware of the new law and the schools are supposed to be sending him a copy showing they have completed the training.

E. Approve Soccer Co-Op for CDHS - NGHS

On motion made by Tom Cobble, seconded by Rick Tipton

Vote: 6 – 0 Passed

F. Approve CDHS Baseball Assistant Coach Position

On motion made by Deborah Johnson, seconded by Tom Cobble

Vote: 6 – 0 Passed

G. Approve TN LEAD Budget Amendment

On motion made by Kathy Austin, seconded by Tom Cobble

Vote: 6 – 0 Passed

H. Approve Permission to Give a Bus to Greene County EMS

On motion made by Kathy Crawford, seconded by Deborah Johnson

Vote: 6 – 0 Passed

I. Approve Middle School Football Request

On motion made by Deborah Johnson, seconded by Rick Tipton

Vote: 6 – 0 Passed

J. Approve Lease Renewal of the Sunnyside Property

On motion made by Rick Tipton, seconded by Kathy Austin

Vote: 6 – 0 Passed

K. Approve IDEA Part B 14:21 Carryover Budget

On motion made by Rick Tipton, seconded by Deborah Johnson

Vote: 6 – 0 Passed

L. Approve Professional Learning Opportunities for Dr. Vicki Kirk

On motion made by Kathy Austin to **TABLE** this item, seconded by Deborah Johnson

Roll Call Vote: 2 – 4 Failed

YES – Austin, Johnson

NO – Brown, Cobble, Crawford, Tipton

On motion made by Kathy Crawford to **APPROVE Item L, as is**, seconded by Tom Cobble

Vote: 4 – 2

Passed

NO – Austin, Johnson

YES – Brown, Cobble, Crawford, Tipton

Kathy Austin asked to make a motion to Table this item until the next Board meeting when the new Board members are present and said that it would be helpful if Dr. Kirk would work on a timetable describing the different organizations and the time that each will require her to be away and tell them how the different organizations will benefit the students of Greene County. Dr. Kirk responded that some of the opportunities would take place before the next Board meeting. Deborah Johnson seconded the motion. Mr. Tipton asked which ones would take place before the next meeting and Dr. Kirk responded that the Superintendent's Study Council would take place in September. Mr. Cobble said that they at least needed to approve where she would be going before they met next month. Mr. Brown said that he did not feel the need to micromanage Dr. Kirk's schedule any more than necessary. Ms. Austin responded that she was not trying to micromanage her schedule she just feels the new Board members should have some input and information. She added that there are additional things Dr. Kirk has added that other Directors do not attend. Mr. Brown said he would commend Dr. Kirk and thinks that she has done very well over the last four years with the things she has attended with governor coming to visit South Greene and he wants to compliment her on the committees that she serves and the hard work she has done over and above her job. Ms. Austin said she was not attacking her. Mr. Brown said it seemed like it to him and he was giving his opinion as well. Deborah Johnson said that she helped work on the surveys and a big part of the surveys was that Dr. Kirk was not seen a lot at the schools so it may be helpful to have an idea how long each of these organizations would take her out of the schools. Ms. Austin added that she did not intend for this to be negative and Dr. Kirk is the only employee the Board hires and this was a simple request. Mr. Tipton asked if the Superintendent's Study Council was over the weekend and Dr. Kirk responded that she would leave on Sunday and return on Wednesday. Mr. Tipton added that he felt these organizations are beneficial to Greene County and the Central Office. Dr. Kirk responded that she tries to be judicious and she has always enjoyed learning and some of the things she attends are for learning herself because when she learns things she is able to help others. She said that she works weekends if she misses work days and she makes efforts to visit schools and has visited seven or eight schools this year. She said that she goes to evening events and everyone there does not see her and she doesn't go for people to see her, she goes to support what is going on. She said that she believes she has demonstrated that she is a professional and as a professional she feels she should have the ability to make some decisions about what she attends. Mr. Cobble said that he agreed with her.

M. Approve WG Football team to play Madison County High in Madison County, NC

On motion made by Rick Tipton, seconded by Kathy Crawford

Vote: 6 – 0

Passed

Kathy Austin gave handouts to the new Board members with information on electing Board officers including Board Chairman.

Tom Cobble stated that he would like to add to the agenda next month to discuss bringing soft drinks back to the schools.

VIII-OTHER

Mr. Brown announced that the next Board meeting is scheduled for September 25, 2014, at 5:00 p.m. at the James W. Parham Central Office.

On Motion by Rick Tipton, Second by Deborah Johnson, and with no further business, the Board adjourned at 7:35 p.m.