

GREENE COUNTY BOARD OF EDUCATION

Minutes

December 16, 2013

The Greene County Board of Education met in regular session Monday, December 16, 2013 at 5:00 p.m., at the Central Office.

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

Chairman Brown called the meeting to order, welcomed everyone present and noted that a quorum was present. Student Board member Ashley Morelock led the pledge to the flag and Dr. Julia Lamons led the invocation.

Mr. Brown congratulated the South Greene High School Volleyball team for placing 2nd in the State Tournament. Ms. Kathy Austin presented Coach Steve Gregg and the team with a certificate of Achievement for their outstanding team effort. Coach Gregg thanked the Board for recognizing the team.

Mr. Brown also announced the recognition of Chuckey-Doak High School's Girls Basketball Coach for receiving the District 1 Female Coach of the Year Award. Ms. Frye was not in attendance.

Mr. Brown stated that the Board would now move on to approve the agenda, consent agenda and addendum and wanted to make a note that on the Addendum, that we had not heard back from Mr. Roger Woolsey and the Board would set the item aside and wait to get Mr. Woolsey's final okay. Ms. Johnson stated that before we approve the agenda that she would like to move 4C from the Consent Agenda to the regular agenda, to amend the minutes and table Policy 1.8012. Mr. Brown recapped that first Ms. Johnson was asking to pull item C and move it to an action item "O" at the end of the regular agenda. Next, Ms. Johnson was requesting to Amend the Minutes and that we will need a Motion and Second on that. Ms. Johnson made the Motion to add to the minutes "*textbooks will be available for the community to review at the Central Office and all four high schools*"; Ms. Kathy Austin made a second to the motion and the Board voted unanimously to approve the Amendment to the Minutes. Lastly, Ms. Johnson has requested to table 1.8012 until we can have a special called meeting to further discuss that program. Mr. Brown stated that Ms. Johnson has requested that we table the item and that it will require a second and the Board will have to vote whether to table or not. Ms. Austin stated that we have not done that when Ms. Crawford tabled the bid charter and when she herself had tabled the minutes and that has not been the precedence. Mr. Brown responded that he did realize that and that he was caught off guard the last time and after looking at Robert's Rules of Order that anytime something is table, two board members can't just ask to table it and that be what happens, that the whole board has to vote and there has to be a motion and a second. He said that going forward he realized that with Mr. Jones we made the mistake then and we made the mistake last month and that he just didn't know. He said that we want to do these things right. Mr. Brown stated that if it is the pleasure of the Board then we can pull it. Ms. Austin made a second to the motion and stated that she would like to be consistent with what is done and that she had questioned it about the bid charter when it was tabled and it was said that there did not have to be a second or a motion to that and we

are changing mid-stream here. Mr. Brown reiterated that he is the chairman now and he wanted them to hold him accountable to it and that he wanted to do it right. Ms. Johnson stated that she wanted to make it clear that she is not wanting to table this policy forever but that she just wanted to table the item until they can sit down and discuss this program before we change the policy. Mr. Brown said that a motion had been made and Ms. Austin stated she had seconded it and we had moved on to discussions and wanted to see if anyone else had comments. Ms. Austin said that Dr. Kirk has been working on the policy for this program as a stand along program and that she felt that there should be a meeting called to discuss it. Ms. Johnson also stated that without discussion it would be hard to make an informed decision. She stated that changing the policy before the program was set isn't the right order to do that. Dr. Kirk stated for clarity that we have been working on the policy for a couple of months and we were just wanting to clarify the holidays that the employees took off and that there was a site director at each site that was responsible for day to day operations and who they report to and then we added a line about pay increased when classified staff received raises and the last time it was up we were asked to take it back and add the language "provided the ESP budget, which is self-contained and self sustaining is sufficient to cover the cost". We added that line and I would say that it is a self-sustaining program, but as with food service these employees are our employees but are paid out of the funds that are taken in for this program and is not through tax-payer dollars. Ms. Austin asked regarding the holidays if we were adding to or taking from their holidays? Dr. Kirk said that we added Martin Luther King Day, Good Friday, Labor Day, July 4th and Memorial Day were added. Ms. Austin then asked if these were part-time or full-time and Dr. Kirk answered that they were part-time. Ms. Austin then asked if we were adding those as paid holidays to which Dr. Kirk responded that no, they were just days that the center would be closed. Mr. Tipton asked for further clarity that the wording was added that when you were thinking about giving a raise that you would also include ESP if funding is available. Dr. Kirk agreed. Ms. Austin stated she would also like to request that any tuition increases to come before the Board. She further stated that she would not want to see tuition increased and get out of control because of raises since it is supposed to be an affordable program. She also asked if the raises or tuition increases would come before the Board and Dr. Kirk answered that they would. Mr. Tipton stated that he was new but that he understood that all raises come to the Board to be approved and wanted to be sure that was correct. Dr. Kirk answered that he was correct. Ms. Johnson stated that the sticking point to her was linking it to Classified because every time Classified gets as raise it doesn't mean that the ESP staff should get a raise. It is a stand along program and we should be evaluating their performance, we should have a pay scale, we should set a time for review and then set when they get a pay raise not just say it will be linked to personnel that is being paid from a different budget. Dr. Kirk state that this pay raise, for clarity is when a cost of living increase is applied to a salary schedule that these employees would get that increase like the Classified staff do because they are in fact Classified staff. Ms. Johnson stated that she felt that would drive the cost of tuition. Right now we go ahead and evaluate and looking at their pay it may not go up as much as the Classified who tend to be more full time employees. She would just like to see us look at the program a little harder before we change the policy. Mr. Brown asked for other comments and with none being heard, he stated that we do have a motion and a second to pull 1.802 and asked for a roll call vote. After the roll call vote the motion to pull Policy 1.8012 from the agenda, failed. Austin and Johnson voted yes and Brown, Crawford, Cobble, Hopson and Tipton voted no.

Mr. Brown reminded the Board of the Addendum item that they had wanted Attorney Roger Woolsey to discuss and stated that since Mr. Woolsey was now in the audience he would like for

him to explain. Dr. Kirk introduced the Addendum item as an Agreement with our Solar investors for 3 more sites and it has been run through our Insurance provider who explained that according to him that what is in there regarding insurance is okay and we also wanted Mr. Woolsey to check through it. This item is on the Consent Agenda and unless you pull it, once you approve the agenda it will be approved. Mr. Woolsey stated that he did have a few concerns about the agreement. The agreement provides that they can move the site plan and if we are approving it we need to exactly where they are going to put it and make sure there are no issues with any possible future expansion of the system. He recommended that if the Board approves this to have a specific site plan. He went on to state that the contract talks about the site plan being identified. That is not an issue if it is identified black and white. The language needs to be tweaked so there is no wiggle room. Page three (3) also talks about "obstructions". Mr. Woolsey again stated that it would be located in a place where there is no future expansion. He said that these are easy fixes. Mr. Woolsey moved on to page five (5) C- "*the exact location from the licensor*", again, we need to know when the Board approves the agreement, where the exact plan is. Page 7, paragraph 12, also needs language that they reimburse the school system if there are any damages if they remove their equipment. Lastly, ten (10) C- "*As Licensor has care, custody and control of the Premises, Licensor shall take all reasonable precautions and measures to secure the Solar Facility from vandalism, damage or theft.*" That language is not acceptable since we do not want to be an insurer of their property. The last part is similar, page 11, paragraph 22 C, if they, through negligence on their part cause damage on our property, they should pay and if we have something that blows off of our building that damages their property then we would pay. That is what that paragraph is saying and that is why we have the general insurance for the county. That provision is an indemnity clause that requires the Board of Education to cover certain costs and responsibilities, which is not unusual if it is an act of negligence on the Board's part, or on any personnel for the Board. These should be easy fixes and be sure that the Board of Education is protected. Mr. Brown thanked Mr. Woolsey for looking into this and asked the Board if they felt they should just pull this and let Mr. Woolsey correct. Ms. Austin stated that she knew that we had run into a problem with the upkeep of the other sites and wanted to know if we were going to change that for this because it was our understanding that they were going to keep the other sites up with the grass and things and we were surprised when they did not do that and it was not in the contract. She wanted to know if we would add that to the contract for these sites. Mr. Woolsey said that if that is an issue that he would add it to the contract. Mr. Tipton added that what had been done for the other sites was that a bus driver had picked up some inmates and taken out to the sites and cleaned them up. Also, there is a tight deadline with this contract approval and if the system doesn't go on line by February 6th then the TVA contract is void. He asked if the Board would be comfortable approving this with the stipulations that we get the wording that Mr. Woolsey suggested and then take care of it administratively. He stated that if we had to wait until the January Board meeting there would be no way that this would happen and then the Greeneville Light and Power would want money for the work that they have done and the investors who have worked with this will be expecting more money. He reminded the Board that these were just things they needed to think about. Ms. Austin stated that this is what had happened the last time and they were in a hurry for us to do this and then it was sent to Mr. Woolsey to look at and that she was uncomfortable to get this now at this Board meeting having not seen it before and it makes her anxious to hurry up and do things is not a good way to do business. She asked how much money we had made this year off of the current solar contract. Mr. Steve Tipton stated that from the five sites we get around seven hundred and fifty dollars (\$750) a month. Mr. Rick Tipton asked of Mr. Woolsey how soon he thought he could have the changes turned around and

back to the Board and responded that he should be able to have them ready within the week. Mr. Rick Tipton agreed with Ms. Austin that he too would rather see the finished product before he signs off on it. Mr. Brown asked Mr. Steve Tipton if thought there would be no way that if was approved at the January meeting that it could be done. He responded that he did not think it could be done at that time. Mr. Brown then stated that the Board would have to have a special called meeting to come back and approve. Ms. Austin asked for clarification from Mr. Steve Tipton about bringing in the inmates for the upkeep and that if they were brought because of the misunderstanding and that she would rather incorporate in the contract that they do have to keep up those sites. Mr. Steve Tipton added that with adding that language to the contract they probably would not agree to the reimbursement rate they have now if they have to pay someone to come and do that and they will probably reduce that amount. Mr. Brown stated that if what we have now is working that it was not a big sticking point for him as long as it is being taken care of without putting extra work on our employees. Mr. David McLain added that we had only brought in the inmates one time and that next year it would probably need to be done three or four time so it looked good. Ms. Austin stated that she had received several calls from South Greene that it looked bad and that she had a concern with having inmates around the schools. Mr. Woolsey answered that a lot of systems use inmates. Mr. McLain added that the work was done while school was out. Mr. Rick Tipton asked Mr. McLain what kind of fee do they charge for that and Mr. McLain answered that there was no fee but that we did pay the bus driver for going to pick them up and he did stay and monitor the work. Mr. Brown asked if the Board agreed that they would come back in a called meeting to see the finished contract and they unanimously agreed that would be the best course of action. Mr. Rick Tipton made a motion to pull the contract from the agenda and with a second by Mr. Tom Cobble, the Board unanimously agreed to send the contract back to Mr. Woolsey for changes.

Mr. Brown stated that the Board still needed to approve the agenda and asked for a motion. On Motion my Mr. Cobble, second by Mr. Hopson, the Board voted to approve the Agenda and Consent Agenda with the Amendment to the Minutes.

Moving on to Reports, Beth Catron, GCEA President elect for next year, welcomed Mr. Rick Tipton to the Board and thanked the Board for involving them in the Differentiated pay discussions. She wished everyone a Merry Christmas and a Happy New Year from GCEA.

Under Board Reports, Ms. Austin stated that the Director Evaluation Committee had held an informational meeting and looked at the qualifications and duties of the Director and the criteria for hiring a Director as well as the Board/Director relationship and she also handed out sample evaluations from other systems and the committee would be taking all of that back for discussion on January 8th. She added the Dr. Kirk would be at the meeting as well to start to discuss the items to be added to the Director Evaluation and one of the main reasons systems were asked to look at their director evaluations is because we need to implement data into the evaluation which we are not currently doing. Ms. Austin stated that Dr. Grissom from TSBA said that initially they were going to legislate that it had to be done and that they had backed off of that hoping that school systems would take it upon themselves to do that without having to change the law. She encouraged all Board members to attend the January 8th meeting.

Mr. Brown then asked for Central Reports. Mary Lou Woolsey gave a brief update on the budget stating that the sales tax was up 1.9%, electricity was down \$81,000 from last year, diesel is down 8% with the average cost of \$3.25/gallon. The undesignated fund balance is \$2,868,000. She stated that as far as the budget, we are on track with the previous year. The percentages of

revenues and expenditures for the current year closely match those of the previous year at this time. There are a few things in the hole and the budget amendment on the agenda would fix those. Ms. Johnson stated that she had a question for Ms. Woolsey. She said that they were told that back in October there was an anonymous donation given to the school system and that it was primarily for the central office furniture and that the rest of that money was going to come from other donations and November 14th a check was written for \$11,219 and it came from account 72612-720 which is plant operations and that was what paid for the furniture and she wanted to know where the \$11,000 that was in the contribution that should be for the furniture and if it was going to go back to plant operations? Ms. Woolsey answered that we are putting it in instructional equipment instead of putting back into that one because that is where we will need it with all of the computer equipment that we are going to be buying and at the end of the year we put money in that line to buy furniture when we know what we are going to need. Ms. Austin said that she too has had questions about that and for clarification asked Ms. Woolsey if she was saying that the \$11,000 was not budgeted and Ms. Woolsey replied that it was in last year's budget and those were carry over purchases and in accounts payable and the money didn't come in until the next year so that money was spent out of last year's budget. She added that the checks were not written until November but the money was already encumbered and put back. Ms. Austin stated that he question for that was that it was \$11,000 and should have been bid out. Ms. Woolsey responded that the first purchase ordered was under \$10,000 and then once they got the furniture they needed additional pieces and they were ordered at a separate time. Ms. Austin asked how far apart they were ordered and Mrs. Woolsey stated that without the purchase orders she was unsure of the time but that it was after the furniture was already delivered. Ms. Johnson said that she felt that if they were told that they were going to take an anonymous donation and she had a problem with taking money from someone who said "I just want this money to go for central office furniture" why don't we put that money back to the account where we took it from to pay for the central office furniture. Ms. Woolsey stated that we could do that and when the Board got to the budget amendment on the agenda that they could vote to change it to that line. Dr. Kirk added that would be fine with her. Ms. Woolsey stated that she had put it where she thought it was needed and it would be no problem to move it. Ms. Johnson also stated that our Policy says that \$10,000 or more has to be approved by the Board. She added that she could see that there are two purchase orders and that they are very close together and that they came from the same place for the same things and she would hate to set a precedence that we would be splitting the bid to avoid going through the Board, so she hopes that in the future that we look at how we are spending our money and hold to the policies that we have.

With no further discussions, Mr. Brown moved on to Dr. Julia Lamons with a report on Bullying and the S3 Grant. Dr. Lamons explained that the high schools had become a part of the School Climate Grant called the S3 Grant. As part of the Grant surveys are taken from different groups to see what their school perception is. Some schools used the information to try and make improvements and this year a district team was pulled together to talk about how to spend the Grant money. The money is intended to be spent on district needs. The district team was sent to the International Bullying Conference in November. The students were excited about the information they had received at the conference and one particular group really impressed them called Move To Stand who is through Stars of Nashville that provides bullying training to students so that they can train their student body. Move To Stand came to Chuckey-Doak High School to make a presentation and the students put together a short video about what they learned and presented it to the Board. The students representatives were Andrea Vasquez and

Michala Myers from CDHS; Sara Champion, Preston Loveless and Shannon Shelton from SGHS. Dr. Lamons stated that one of the things that was most inspirational to her the students recognized that they were all one community and it was okay to have school rivalry but they need to come together and realize that they will all be working together one day and they needed to look at it from a community perspective. Noelle Smith, a teacher from SGHS was also present to talk about the conference. Ms. Austin asked the students to tell the Board what they are doing with the information at their schools? One of the students told about Move To Stand coming to CDHS to talk to 25 students from each high school about how to remove isolation and revealing your feelings to others and not being afraid to stand up for yourself but not in a violent way. The meeting was very emotional and allowed them to meet other students from the other schools. Another student told the Board about an activity they participated in to reveal similarities they had with others. Ms. Smith stated as a teacher it was good to see the sense of community among the students and the show of kindness. Dr. Lamons added that these 25 students would go back to their schools and also share with the 8th graders as they come to high school that they are not alone and then getting the information down to the elementary schools. Ms. Smith also stated that it wasn't just about bullying but school climate and making everyone feeling welcome. Beth Catron added that the team would be meeting again in January and go from there to see how they would continue to work with Dr. Lamons. Dr. Lamons added that the district surveys should be complete by then and they would be able to look at the data similarities and see how best to use the funds to meet the needs of all of the Quads. Dr. Lamons praised the students on their behavior and attentiveness at the meetings. Mr. Brown thanked the students for their presentation and the hard work they are doing in the schools.

Dr. Lamons also gave a report and Power point presentation on the Greene County Schools 2012-2013 Report Card, dated December, 2013. The report shows the TVAAS Composite (Tennessee Value-Added Assessment System) for Greene County. Ms. Austin asked a question about the ACT Scores and what the plan was to improve that? Dr. Lamons responded that they have started looking at the EXPLORE test that the students take in 8th grad and the PLAN test taken in 10th grade. She stated that they are placing a lot of emphasis on the results of those tests and letting students know what they say and identifying the strengths of the students and then provide the support they need based on the skills they show a deficit in. Mr. McLain added that the results should improve and they are looking at the results for this year's freshmen. Ms. Austin also asked if ACT Prep was still required in the high schools and Dr. Lamons responded that some schools do still have it based on their staffing. Ms. Austin wanted to know if there was data to show if this helped and Dr. Lamons responded that a comparative study would have to be done to determine that and added that some schools do some afterschool preparation and the added rigor in the classroom could also be factors to consider.

Mr. Bill Ripley gave a brief personnel update and provided copies of the December Report to the Board. Ms. Johnson asked if we have any Certified staff that is teaching under a waiver and Mr. Ripley responded that he did not know of any that were. He added that there is a process that you can do that in an emergency situation but that he had not applied for any waivers. Ms. Austin also added that she would like to have a list that shows the teacher that they are filling in for.

Mr. Ripley also presented a Compliance Report to the Board that the State requires us to submit to show that we are following all of the rules that the State has for us to follow and to the best of our knowledge we are doing that.

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

School News

During the last month I have performed eight half-day principal observations and thirteen follow-up visits. These are the bulk of my work during this time of year. These visits give me the opportunity to visit with principals about issues important to the school and system and also to get an idea of how they are leading. I come away from them encouraged. Our principals and teachers are working very hard to implement the Common Core curriculum as well as the more rigorous instructional strategies associated with these standards. I am hearing about the struggles, but also about the successes. I believe teachers are making great strides with our students. The principals and I discuss instructional strategies, data and issues of culture and climate. We are all committed to creating an environment that challenges all students, where all students grow.

Communications Meetings (Students, Parents, Teachers)

Student Board Members – I had a lovely visit with three of our student board members over breakfast. We discussed responsibilities of being a board member, and I told them I would love for them to participate actively, speaking up when they had an opinion on something.

We also discussed their school experience. Every one stated that they could have been more challenged, and that they would have welcomed more challenge. It was both disheartening and encouraging to hear that. We are actively seeking to include more challenge in the curriculum – particularly at the high school level. These students want and deserve no less.

Parent Advisory Council - The Parent Advisory Council met on November 25th at 6:00. The Central Team shared with them information on the Annual Report, Draft Board Goals, Capital Needs and Facilities Facts. They expressed the desire to have our students increase volunteerism and service as well as to provide some coaching for interviews. These experiences and skills aid students in their quest for admission to top colleges and for scholarship funds. They also expressed a desire for some sort of parent meeting at the freshman or sophomore level to make parents aware of scholarship opportunities. They, too, expressed a desire to see all students challenged.

Teacher Advisory Council – Sixteen teachers were present for the meeting. Some issues that were brought up and have since been addressed include:

- Concern about development of common assessments at high school – A process for inviting all teachers to participate and provide feedback has been developed.
- Concern about the calendar – Mr. Ripley will attend to these concerns as the 2014-2015 calendar is developed.
- Concern about the time required to do online writing pilot – We decided to forgo the writing pilot due to the validity of these concerns. English teachers will still have students perform the tasks and score them; however, we won't be bound to a specific timeline as we would were we participating in the pilot.
- There was much discussion about the kindergarten report card and associated assessment. Teachers gave one another pointers, and the supervisors are having regular meetings for this purpose to which all kindergarten teachers are invited.
- There were questions about PARCC , and information has since been distributed which should help with understanding about these issues.

Questions and concerns that are in the process of being investigated include the following:

- Special education – We have moved to inclusion, but there is still a need for some pull-out service. As we move through the year we are adjusting and refining our special education programming.
- Technology needs – There are valid concerns about technical assistance. The C Team is considering options for provision of services. This may be a budget issue in the future.
- Materials needs, particularly ink – This is a budget issue and one that needs to be investigated.

There were many positives shared, and the meeting was quite positive in nature. We will have these through the year to make sure we are addressing the needs of teachers as they work to provide good instruction for our students.

Solar Investors

The investors have been approved for three additional large and two more small units. They are pursuing the three large units to be located at Camp Creek, Mosheim and Chuckey Doak Middle School. Mr. Roger Woolsey is reviewing the contract for these units. With the first set of units, the investors agreed to pay \$1750 per year per unit. These units will bring in \$1310 per year per unit. The reduction is due to a 25% reduction by TVA.

Rural Education Conference

Jim Mahoney

School is not a place; it is what is taking place.

This conference is about how schools, business and government come together for rural prosperity.

New book: The Best Teacher in You

Framework for Understanding Best Practice:

- We need to let go of the notion that learning can't be measured.
- We need to let go of the notion that everything that matters can be measured.
- We need to let go of the notion that teaching is simple.

He showed the BFK Framework which measures structure versus flexibility and relationships versus outcomes. [Get this.](#)

Any of the four above-mentioned things carried to extreme can be harmful. They are equally important.

We must help our teachers become more effective; this can be done.

[Clips from October Sky – very inspirational](#)

Here is one school's motto: If you get your start here, you can go anywhere.

Jeff Charbonneau – 2013 National Teacher of the Year

I am not really teaching robotics; I am teaching them to have confidence, to believe in themselves.

I teach self-sufficiency (hiking).

I teach courage (drama club; baseball).

They scanned in all the yearbooks back to early 1900's for an archive.

Citizenship: The students we are teaching are our neighbors, our co-workers and our community leaders.

Every single student has an obstacle to overcome. What subject we teach doesn't matter. What matters is teaching kids to overcome obstacles.

Ideas for opening inservice speakers: Jim Mahoney or Jeff Charbanneau

Get Gallup Student Survey from BFK.

Jim: Move from accountability to ownership

National Rural Leaders Panel Discussion

Carissa Miller, Deputy Executive Director Council of State School Officers

John Hill, National Rural Education Association

John White, US DOE – Rural Education

Jeffrey Schwartz, Appalachian Regional Council

CCSSO – State Consortium of Educator Effectiveness: <http://scee.groupsite.com>

Progressions of learning for teachers

“Our Responsibility, Our Promise” on teachers prep standards

John Hill – 50,000 foot level challenges: capacity, healthcare, environment (water), economic development, access to technology;

KUNO (?) – Looks like an iPad, just before you leave for the day, everything you need is downloaded to the device

Island School in Alaska – 90% of students meet standards; they have developed a seamless, individualized K-12 curriculum (one key: they have had the same superintendent for 13 years)
Ignacio, Colorado – Large Native American population – hard-nosed superintendent – very student oriented; Narrowed the standards they were using to the most critical (focus); created rubrics to assess standards; comprehensive testing (used formatively); The Tribe provides and extra teacher at each grade, and the school system provides time to talk about Native American Culture.

STEM Goes Rural – Recruit mathematicians and scientists as public education teachers; Purdue does their training; they support their education and first three years on the job/

Jeff Schwartz – <http://www.arc.gov>

Focus is economic development

Greene County was one of the counties labeled “economically distressed” on the map he displayed.

Based on educational attainment of the population, he does not have us marked as educationally distressed.

Effective Strategies

- Grass roots approach: articulate local needs; identify local resources; develop local plans & strategies
- Local networking across domains (silo to silo) – P-20 Programs, Business/Education/Economic Development/Non-profits all working together
- Regional networks of like minded people

There is an AHE Resource Center in Knoxville (TNACHE)

AHE Network Strategies:

- Campus visits for all (K graduation on a college campus; MS drama productions on a college campus; open college labs to HS classes)
- Seminars for parents
- HS student face-to-face with college-going peers
- Job awareness and career exploration
- Seminars by local business leaders for students and staff
- Curriculum alignment workshops
- Focus on data – many data points (test, attendance...) then ask, “why?”
- Use data to improve teaching and guidance (college war room)
- College matching services
- Professional training for guidance personnel
- Partnerships with local economic development agencies

jschwartz@arc.gov

John White – Human capital: invest in great teachers and leaders; Technology can bridge distance; Partnerships: formula funding + competition to drive innovation; College Access & Completion: Rural kids are last in this metric.

Rural Education Achievement Program (REAP) – Check into this

Lots of businesses are interested in investing in rural communities and rural schools.

US Dept. of Agriculture offers lots of resources: Home loans for teachers & principals; tech access for communities

Patrick Carr – Associate Professor of Sociology, Rutgers University – Fight Against Brain Drain

He started out studying young adults in rural America and found that coming of age in a small town is about whether you stay or you go.

Four categories: Achiever (Most likely to leave and not come back); Seekers (Not as much invested in them as achievers, but seeking a broader world – often military; may return); Stayers (Literally the future of many small towns, have the least invested in them, often see themselves as failures); Returners (boomerangs go away for a short period, may be married to a stayer, usually some sort of degree, like home; or high flyers who want to make a difference, want small town quality of life for their children, generally teachers, entrepreneurs or health care)

We are not focusing enough on “middle skills” for those students who are going to stay. We must find a way to equalize the investment in students – not just on achievers but also on stayers.

Educators may contribute to brain drain by : disproportionate investment; inappropriate focus on 4-year degree or even 2-year degree.

College is important, but not the only pathway to success.

Three Big Ideas:

1. Grow Your Own (Neel uses 'promise' scholarships for prospective teachers) Can use to attract professionals to stay
2. Willingness to collaborate across silos (districts/different businesses)
3. Coordinate – Link educational opportunities with regional employment needs

Reconnect McDowell

McDowell County, West Virginia

Gayle Manchin (WV BOE), Bob Brown (AFT)

The problem was much larger than the classroom teacher or the superintendent. State Board took over McDowell County (for 10 years) with little result. They developed a partnership with AFT to see what could be done. "If it takes a village to raise a child, who raises the village?"

McDowell has many deficits, one of the poorest counties in the nation. Began to think about a diverse group of partners and wrap-around services. Developed a 501c3: Reconnecting McDowell. Started with 40 partners, now up to 110. Based largely on the 5 promises of America's Promise: Healthy Start, Caring Adult, Safe Place, Strong Education, Developing an Attitude of Service.

Each partner was asked to make a five-year commitment.

They have two partner meetings per year. There are seven working sub-committees:

Early Childhood

K-12 Education

Post-secondary & college/career readiness

Jobs & Economy

Health & Social Services

Technology

Transportation & Housing

All subcommittees work toward a common set of goals: education, health, the economy

Each subcommittee has objectives and strategies connected to those goals.

There is cross-pollination across committees.

Have established family literacy centers.

The committees meet by phone once a month.

Regional and national partners provide funding for services.

Utilize a "community school" strategy.

Two schools have school-based community health centers.

The SBOE gave McDowell County back to the community.

Big issue: Recruiting and retaining teachers

Teacher Village – an apartment complex; safe new housing that is affordable for new teachers

Concept of Community Schools: No matter the number of partners, they must be focused in on goals; how will their contribution help achieve the goal?

Emily Pilloton – Design Education & Possibility

Designed and constructed a Farmer's Market; prefabbed everything in the shop and assembled on-site. Was given a site by the mayor. Powerful to see their design come to life. Documentary: If You Build It. There is a TED Talk.

She ran the whole project at no cost to the district through a partnership with their non-profit.

Design. Build. Transform.

Four things she has learned:

1. Invest in creativity (the ultimate renewable resource)
2. Rethink resources (repurpose existing dollars)
3. Tap business/industry for support (resources, ideas, experiences)
4. Make learning visible and fun; it needs to be visible beyond the school walls

100 Bricks Challenge

www.projectdesign.org

The nature of this work is context specific. There is no plug and play.

Attracting young architects to this type of work: Look at coop programs, seek architects on the "fringes", ACE hooks up architects with pro-bono hours.

Appalachian Renaissance Initiative

All of our conversations are about a theory of abundance.

Quote by Lincoln: Public sentiment is everything. With public sentiment nothing can fail; without public sentiment nothing can succeed. Consequently he who molds public sentiment goes deeper...

It's not tough to get inspired.

But it is difficult to make sense of all the noise.

Can we be consistent? Can we be persistent? Can we be relentless?

We must see ourselves as community builders!

Grit: Angela Lee Duckworth

Grit entails working strenuously toward challenges, maintaining effort and interest over years despite failure, adversity and plateaus. Predicts success over IQ alone. Success = Talent x Effort

We often measure ourselves on challenges rather than on opportunities.

Opportunities:

- Putting students and community members first.
- Willingness to share resources and strategies
- Capacity to engage a broad cross-section in systemic process for positive change
- Edu-conomy

AIC: public schools/higher education/business & industry/civic organization/adult ed providers/state & local governments/faith-based organizations

Step 1: Determine the need questionnaire (handout); if the answer is no to 3 – 5 questions, then need to participate in economic development

Step 2: Call a meeting of key opinion leaders (not necessarily organization leaders, who can be territorial)

Step 3: Summit (Education & Economic Development) – Use trend data on employment, what opportunities exist for students?

Step 4: Build core planning group

Step 5: Identify and analyze performance gaps

They have a former governor, a state senator and a state representative

Vision

Core values & guiding principles

Strategic goals

Task forces

Define issues and review best practices

Report findings and recommend actions

Brought some students in: Students Transforming Appalachia with Real Solutions – conducted a competition

Declaration of Commitment: Everyone signed publically (banner)

We can measure the quality of a worker, but how do we measure the quality of the workforce?

“The Kentucky Criteria” [Work Ready]

82% graduation rate

Increase in NCRC (career readiness certificates)

Community Commitment

25% with a 2-year (or more) degree

Soft Skills –Localized plan to develop and train

Internet availability – 3 Mbps or greater in 90% of housing

How about a project portal for our career pathways? Career cluster and pathway information; links to lesson plans/activities with links to CCSS; Work Keys/ACT Prep; soft skills information; regional business/industry information (See handouts: Career Readiness System * “When High School Ends...”

PETLL: Perpetuating Excellence in Teaching, Leadership & Learning

A new system created due to loss of funding for PD

A relentless focus on the two most important factors:

1. Relationship between the teacher and student
2. Relationship between the principal/coach and teachers

Culture eats strategy for breakfast.

Culture is your guiding beliefs and values. The way we work; the way we interact

Builds upon strengths of teachers. Teachers (all) identify two strengths they have. Principals develop action plans with three main goals developed on reflective analysis (scores, attendance...) These goals are tied to strategies (increase the level of rigor, improve questioning, develop good learning targets) They have a one-page blueprint as their plan using plain language (that any literate individual in the Wal-Mart parking lot could understand). Visits focus on talents of staff. Web-based PETLL talent matrix, sets up cross-school/cross-district collaboration. Cross-walked talents to the evaluation rubric. All goals are crosswalked.

They are building on collective and individual talent.

Dr. Dessie Bowling dessie.bowling@hazard.kyschools.us

Dr. Jeff Hawkins jef.hawkins@hazard.kyschools.us

Battelle for Kids

Joe T. Wood from Battelle for Kids is working with us on a few initiatives. BFK has been retained by the State with RTTT dollars, so they will be available to help us until the end of June. They have information on strategic compensation, and Joe T. has been quite helpful to Mr. Ripley in understanding the options and affordability of plans.

We are also working with them on using the Quality Core from ACT to develop some common assessments at high school. This is our initial foray into common assessments, and I am sure we will redevelop and refine them along the way. But the concept of a common assessment based on

good, rigorous test questions helps teachers – especially more novice teachers – to develop skill at instructing to a high level of rigor and also provides a sense of pacing, which is helpful. The next step will be to analyze student performance on the common assessments in order for teachers to share information with each other and build upon strengths in the group.

Another exciting initiative that we are embarking on involves the development of literacy lessons for content areas such as social studies and CTE. BFK has a grant, and districts in our region have been invited to participate in development of these lessons which will be posted to the web for use by all. We know that materials and resources are a big need for teachers as they begin to teach more and more of the Common Core. This is one way to provide for those needs.

Finally, we are working with Joe T. on a plan to help middle school students learn about careers, select a goal and then project their test scores to forecast achievement of that goal. For example, we may have a 7th grader who expresses a desire to be a physical therapist. We can give them information that states that they need a 25 on the ACT to enter the appropriate program and to be successful in the endeavor. But, maybe they are only predicted to make a 21. We can design a program for them, and they can take measures to increase that score. In this way, students are developing some purpose for their learning and getting some skin in the game. We have already seen some exciting results from students setting learning goals for themselves, so I am quite excited about the potential of this initiative.

Niswonger Foundation/i3 Grant

In a meeting with Dr. Nancy Dishner and Vivian Franklin, we discussed the goals of the i3 Grant and Greene County's role in achieving those goals. We are most challenged in the area of college going. This includes university, community college and Tennessee College of Applied Technology (formerly TTC). While we have not made progress in this area over the past three years, early indicators are promising. I believe it will take a bit longer to see the long-range results of more college going. Currently we have increased ACT scores and many more dual credits earned. Both of these metrics would indicate that we would have more students enrolling in post secondary. Along with the Niswonger Foundation, we will redouble our efforts around college going.

One area we are examining currently is an increase in rigorous coursework at the high school level, particularly Advanced Placement offerings. There is a team currently examining our options, and we will convene the curriculum committee in January to examine these and make recommendations. The current team is developing plans for submission of proposals to the Niswonger Foundation for i3 funds to assist with the start-up of these programs. The following ideas are under consideration:

- Centrally located lab for AP physics and chemistry
- Pairing AP courses with WSCC dual credit courses
- STEM Camp
- CTE Camp

As this group studies the issue, I am sure there will be more ideas. I have been thoroughly impressed with their innovative approach and dedication to bringing these opportunities to our students in Greene County. I am more convinced than ever that we do a disservice to our students by failing to provide them the opportunity to have these courses on their transcripts. In order for them to be competitive nationally, they must have access to this coursework.

I will close by saying that in this holiday season I always reflect on my blessings, and I recommit myself to the purposes I believe I have been given. I am privileged and honored to serve Greene County as the Director of Schools. There is nothing I would rather be doing at this point in my life.

Each year school systems everywhere experience both triumph and tragedy, and Greene County is no different. We have had both this year. Through it all I am encouraged and inspired to see the way our staff responds to needs and celebrates successes. I am also astonished by the power of our own students, as you have seen this evening. I attended Move2Stand, and you would have been moved by the response of our students. They want an empathetic, caring culture in their schools – and they will develop it. I only had opportunity to attend one Christmas concert this season. I went to North Greene. The exuberance of both students and faculty at that event left me with a feeling of joy that lasted for days. I am blessed; we are all blessed to be associated with the students and faculty of this school system. I wish all a very Merry Christmas and a Happy & Prosperous New Year!

Ms. Austin asked if it is possible to take some of the electives and offer higher courses in their place. Dr. Kirk responded that yes we could and we are examining our course work, our curriculum and our schedule. Ms. Austin also asked that when she talks about strategic compensation, what is she talking about. Dr. Kirk stated that is the differentiated pay.

Darlene McLeish with Greene LEAF gave a brief report to the Board and showed them a video to celebrate and support of Greene County Schools. She advised that they have achieved with the IRS, their 501 (c) 3, Nonprofit status. Many community groups have shown interest in making donations and now they will be able to accept them. She informed the Board that their Board of Director has met to refine by-laws and procedures. They have invited four new members to join the Greene LEAF Board of Directors, Ken Bailey, Carla Bewley, Robin Quillen and Daniel Wolcott and they have also joined the Partnership. They plan to publicly launch in January and February. She let the Board know that as she visits the schools and talks with the students she asks them what kinds of things they would like to see in the schools and they have talked about having more challenging classes and more computers connected to Wi-Fi. She stated that one of the first things they wanted to assist with is to help the system with getting more computers for the students. Ms. Johnson asked how Greene LEAF is planning to help the school system. Ms. McLeish answered that they are going to look to the community to invest in the school system with their time, volunteerism, monetary donations from businesses, individuals and community groups. Monetary donations will be used for the top priority needs such as technology which has been perceived as the greatest need. The students have to have technology to get their research done. Mr. Brown thanked Ms. McLeish for her work and her presentation.

Chairman Brown moved to approving Policies on 2nd Reading. Policy 1.205 Board/Director Relations-Mr. Rick Tipton made a Motion to Amend the wording to add in the 2nd paragraph with grant tenure "on recommendation of the director". He stated that at the New Board Member Orientation it was said that the Board can grant tenure but only with the recommendation of the director. Also, he stated that the same wording would need to be added with the elect and dismiss all tenured teachers. Mr. Cobble seconded the Motion to Amend the wording. The Board unanimously approved the Policy with the Amended wording.

On Motion by Ms. Austin, Second by Mr. Tipton, the Board approved Policy 1.805 - Use of Electronic Mail.

The Board, on Motion by Mr. Hopson, Second by Mr. Cobble, unanimously approved Dr. Kirk as Purchasing Agent for the ERATE Program.

With a Motion by Mr. Cobble and Second by Mr. Hopson, the Board approved the School Activities Fund & Food Service Audit Report. Ms. Austin asked if there was a representative present from Rodefer, Moss, who performed the audit. Mr. Brown introduced Mr. Curtis Morrison. She asked him if there was anything else other than the recommendations listed that he would like to tell them to do differently? She also asked about the statement on the audit about "fundraisers, not authorized". Mr. Morrison answered that authorization is supposed to be requested by the director at the beginning of the year for fundraisers and sometimes a fundraiser will come up that they were not expecting and they get it authorization after the fact or just overlook it and not really consider it a fundraiser and that is where the statement comes from. Ms. Austin asked for clarification that all fundraisers are to be approved by the director? Dr. Kirk added that applies to school-wide fundraisers. Mr. Morrison confirmed that and added that a club could have a fundraiser that would not require it. He stated that as far as other recommendations, when they complete the audit they meet with both the principal and the bookkeeper and sometimes bring in Dr. Kirk if there are a lot of findings and they go over what they saw and what they can do to correct. Some can be difficult to correct and others are oversight or they didn't know the Policy and it is an ongoing educational battle to keep everyone informed and there are some tough rules to follow. Dr. Kirk also added that there are time that the finding is beyond the bookkeepers control and it happens at the classroom level. The teacher may fail to do something correctly. Mr. Morrison gave an example of the three day deposit rule, stating the when the money is turned in to the teacher it counts as day one and if they don't turn it in until the next day then the bookkeeper only has one day to get it in.

On Motion by Mr. Cobble, Second by Mr. Hopson, the Board Approved the Board Goals. Ms. Johnson stated that the Board Goals were discussed at the Retreat and it was primarily informational. She added that hopefully in the future the Board could have a special called meeting and have a discussion to talk about the Board Goals and formulate the goals as a team. Ms. Austin added that she and Dr. Kirk had discussed making the goals easier to read so that the public could understand and relate to them.

On Motion by Ms. Crawford, Second by Mr. Cobble, the Board unanimously approved the IDEA 619 Preschool 13:21 Carryover Budget.

Chairman Brown moved to the next item on the agenda and Mr. Tipton added that this is where there was going to be an Amendment made and Dr. Kirk clarified that the Amendment was to move \$11,000 to custodial equipment, Mr. Brown asked Ms. Johnson if that was her Amendment suggestion and she replied that it was and made the Motion for the Amendment; Dr. Kirk added that it was budget line 71100-722 moving to 72610-720; Mr. Tipton Seconded the Amendment and the Board unanimously voted to approve the Resolution to Amend the General Fund Budget with the Amendment above.

On Motion by Ms. Johnson, Second by Mr. Tipton, the Board unanimously approved the Mid-Year Category Budget changes. Ms. Austin asked Dr. Kirk to make a comment about these changes. Dr. Kirk stated that money was moved from contracted services line into the teacher's line because of an IRS requirement. The custodial supply and plant operation equipment change is taking money from the electricity line and the natural gas line which is savings that we have incurred. Custodial supplies came in a little higher than anticipated through the bid process, especially toilet paper for the system. Also, money was being moved for plant

operation equipment for thermostats and other energy savings equipment and felt the money would be recouped by the end of the year. Ms. Austin also asked about the Bonus reimbursements to be sure that is where money was taken from Federal funds and we were repaying that back and Dr. Kirk confirmed that is what that was for and that it went out as a Bonus this year instead of a salary increase.

On Motion by Ms. Johnson, Second by Mr. Cobble, the Board unanimously approved the Recommendation of Skyward Inc., as the Student Information System.

The Board on Motion by Ms. Crawford, Second by Mr. Hopson, unanimously approved the ESEA (Title Program) Budget Adjustment.

Mr. Brown then moved on to the Policy Manual Revisions/Recommendations on First Reading. Ms. Austin stated that she would like to pull out the Energy Guidelines for discussion and Ms. Johnson stated that she would like to ask a few questions on Policy 1.8012. She Johnson asked a question regarding the extended School Day Program, on the front page it reads "Educational Objective, Quantitative Data information", what does that mean, are we gathering information? Dr. Kirk answered that they look to make sure the students are using their time to do homework and if they need tutoring during that time, they use data to tell them how they are going to work with the students in the program. Ms. Johnson further inquired if they are just observed and Dr. Kirk answered that they may get information from the teacher about what the student may be struggling with and focus some of their efforts for that student. Mr. Johnson stated she hoped that the Board could get a report on this because it is such an important program that benefits the community. She added that at this time the program seems so disorganized and would like to be fair to all of the employees and looking at the pay it seems like one school has most of the employees making more than the others. She said that she would like to see the criteria for hiring and the pay scale for this program. Mr. Tipton agreed that work needed to be done on the pay scale and the requirements of the ESP instructor. Ms. Austin said that she would like to set a timeline for the report so that it didn't get lost. Dr. Kirk stated that a report could be ready at the next Board meeting. Mr. Brown asked for a Motion to approve Policies 3.208 Facilities Planning (a new policy), 4.606 Graduation Activities, 1.8012 Extended School Day/Year Programs and School Age Childcare, 2.702 Inventories, 2.802 Payroll Procedures. On Motion by Mr. Tipton, Second by Ms. Johnson the Board unanimously approved the above policies. Mr. Hopson asked if any recognition is given to students who go all the way through high school with perfect attendance. Dr. Kirk responded that it is not in policy but we do recognize them at graduation. He added that it was quite a milestone and does need to be recognition.

Mr. Brown asked for a Motion to approve the Existing Energy Guidelines with the Recommended Revisions. On Motion by Ms. Austin, Second by Ms. Johnson – Ms. Austin discussed some concerns she had about the guidelines. She stated that she has had calls about people being cold and she was concerned about the strict coherence to the guidelines to the point of discomfort. She added that she has visited schools and they are uncomfortably cold and the kids and staff are wearing the coats throughout the day. She reminded everyone that one the things they had said when the guidelines were voted for initially was that the maintenance of the learning environment shall always take precedences over the Energy conservation measures. She felt that a student or teacher who was not comfortable would not do as well. She asked Mr. Steve Tipton to clarify the number difference between the heat and the cold, to see if it was in fact 6 points between how cold we go and how hot we are with the hallways set

at 69 degrees and asked if that was correct? Mr. Tipton stated that yes the hallways were between 69 and 70 degrees which is what the temperature is currently set at in the Boardroom. Mr. Tipton added that not all schools had thermostats in the hallways so they could not be heated and the only way to do that would be to open the classrooms which then get into safety policies and fire marshal codes. He stated that no one had let him know of any problems in the classrooms and that they should be set to where the Boardroom is set now which is within the range at 68 to 74 with the best learning taking place at 68 degrees. He said that our set points are between 69 and 70 degrees. There are some areas that thermostats are not giving a true reading and in that case he will go in and adjust the thermostat where it needs to be for the classroom to be at the right temperature. Ms. Austin asked him if the thermostats could be turned up to at least 70 and they could not go any higher? Mr. Tipton responded that yes, some thermostats are set at 69 and some at 70 and some teachers have even requested the thermostat to be set a little lower in a well insulated room with larger children and that it varies from school to school. Ms. Austin suggested possibly having a survey at the end of the year to teachers, administration and parents to get an idea what they are saying. Ms. Austin also asked to be sure that lights would not be turned off again during the day at the schools. Mr. Tipton stated that when that was done it was an ENERNOC response to the program that we participate in with the TVA Demand Response Program. He added that the system had signed up for this before he came and that the four high school, Baileyton and Mosheim are the schools listed. He said the way it works is that if TVA is reaching peak demand then they call us and then we have agreed to try and cut back as much as we can. They have called before and we couldn't cut back much because we have schools to operate and we cannot turn the heat off so we could not help them at that time. He also stated that it had always been the case since the beginning of the program that they did not want to do anything to interrupt instructional time so if that happens then it is a miscommunication somewhere. Ms. Austin asked Mr. Tipton if he would briefly go over the changes that are being made. He stated that he had recommended that maintenance of the learning environment shall always take precedence over Energy Conservation measures. Moving to the next item striking out "education" that an issue of getting our guidelines to match up with what Cenergistics name change. He also added that the Energy Specialist would monitor the indoor air conditions to strive to meet standards. He explained that under General, Section 7 that it is where they talked about in the policy committee to clarify from the committee about whether to shut down personal appliances over breaks or run them through the breaks. Mr. Tipton also stated that under Air Conditioning equipment he had struck through a couple of sections because they are things that we do not have. Under Heating Equipment number 4 we don't have the hot water heater loops and number 8, we don't have heating oil so that was struck. Under Water, Section 4 we didn't need to keep install sub-meters for irrigation since we already have irrigation on separate meters. Ms. Johnson added that she agreed with Ms. Austin that she too has been in a few of the schools and it is a shame when we go into a school and see the office staff and students wearing coats, hats and gloves. She said that she hoped that we don't pressure the principals to go ahead and focus on Energy usage more than the comfort of the students. She also said that she felt 68 degrees was a little too low. Mr. Brown added that they had talked with Mr. Tunnel at West Greene and had asked him if their teachers were okay and he had told them that they had some areas of concern but that they just gave a call to Mr. Tipton and he had come and made the correction to the thermostat. He agreed that everyone wanted the best learning environment for the system. Mr. Tipton reiterated that the Boardroom that we were in is set at the same temperature as the classrooms and that everyone seemed comfortable. Ms. Johnson reminded everyone to keep in mind that it more about the children who may not

always have the freedom or choice to get up and get a blanket or coat or put on extra clothing. With a Motion and Second already being made, the Board unanimously voted to approve the Energy Guidelines with the recommended changes.

On Motion by Mr. Cobble, Second by Mr. Hopson, the Board unanimously approved the Policy Manual Revision 6.205-Exhibit A – Request for Student Transfer/Application for Out of Zone Enrollment.

The Board on Motion by Ms. Crawford, Second by Mr. Cobble, unanimously approved the Carl Perkins Budget Amendment.

Mr. Brown moved on to the Capital Outlay Projects for 2014. On Motion by Ms. Crawford, Second by Mr. Cobble – Ms. Austin expressed some concerns and reservations she has about taking \$800,000 out of the Undesignated Fund Balance which is \$100,000 more than last year and we have no idea what next year's budget looks like. She also stated that she has some concerns about our classrooms and all of our schools having some basic classroom needs like having the right sized desks and chairs and even textbooks, which she has discussed with Dr. Kirk and Mr. McLain. She stated the Mr. McLain was working on getting a committee together including the Long Range Planning committee along with some commissioners to go and visit the schools. She felt that these basic needs needed to be met first. She also said that there were some projects that still had not been completed from last year and that she had requested that any monies from any project to be put back into this fund and be used for the next project. She noted that there were quite a few safety projects listed and that they needed to be immediate. She asked Dr. Kirk if she had anything to add. Dr. Kirk responded that she felt it was important to fix these things and that they are big needs that are not going away. She added that these were things that needed to be addressed. She stated that she is always hesitant to use the Fund Balance to balance the budget. She said that we would be leaving the Fund Balance in decent shape after moving this money in these needs and that taking care of infrastructure was just as important as being responsible with your financials and if we allow these to go on too long we will be fixing things that cost us more in the long run. She stated that her recommendation would be to move forward with these projects. Ms. Johnson added that she felt that approving Capital Outlay projects totaling \$800,000 all at one time, assumes that our priorities will be the same in six months as they are today. She added that she would like to see the Board prioritize the projects and complete one project at a time would allow for better control of the quality of the work and the money being spent. Mr. Hopson stated that the long it is let go the worse it will get. Ms. Austin said that she was not talking about letting it go but to prioritize safety first and she was not talking about balancing the budget with Undesignated Fund but if it meant that we were talking about closing a school like we had discussed before that she would want to use that money to keep a school open even if it was for another year. Ms. Crawford called for Question. Mr. Brown asked for any further discussion. He stated that he had found out in the rules that we have doing that wrong over the years as far as Question goes. Ms. Crawford added that it was used if they were saying the same stuff. Mr. Brown said that the Board would still have to vote to end the discussion. Mr. Rick Tipton asked what could be done about these concerns like the desk and if there was some way to find out from the schools. Dr. Kirk answered that we do ask every year at the end of the year what their needs are and we do our best to fulfill them. She added that we don't always fulfill every need but we have fulfilled a good amount of what is requested. She said we ask about custodial equipment, floor polishes and furniture which is sometimes hard for the schools to purchase for themselves. Mr. Brown stated that if we find out that a student needs a desk that he doesn't have a problem with

finding a desk or voting on more money to be sure the kids have what they need. Mr. Rick Tipton added that the only concern he had was that we take care of the needs of the kids before other things and that the safety issues are met. Ms. Johnson asked if there was a reason why this list couldn't be broken down into four parts and first to prioritize the projects and then complete the top quarter of them and then vote for another quarter of the projects when the first quarter is completed. She added that it just seemed like a lot of money to go ahead and decide on right now when we haven't completed the projects that we agreed to complete prior to this. Dr. Kirk stated that the project that was incomplete was the sewer project at South Greene and that is because the bid came in so much higher than anticipated and we had to make sure we had the money to do that one. She also added that you would need to understand the timeline if you break things down and that if this is approved tonight she will have to take it to the Commission in January and so it would be two months before you could begin working on anything because it is that long before you can get the approvals completed. Ms. Austin stated that another project that the cost estimate was \$177,700 and the Bid price was \$237,444 and that project was completed. Dr. Kirk stated that they did talk to the Board about that and it was decided not to do what was going to be done at the central office in order to do the full amount in the classroom portion at West Greene. Ms. Austin stated that the cost estimate was on the electrical HVAC system and we went with gas and the Board did not vote to go with gas. She said her concern is that we be fair with what we do and stick with it. Mr. Cobble asked how to move on to vote? Mr. Brown stated that after Question is called there has be a Second to end the discussions. Ms. Austin asked if she could make an Amendment? Mr. Brown told her that she could and she said she would like to go with Ms. Johnson's suggestion to prioritizing these with the safety and Baileyton's water, with 1930's piping, and prioritize these into groups and not tie up \$800,000 and then we can have a budget discussion in January. Mr. Brown announced that Ms. Austin had made the Motion for an Amendment and Ms. Johnson made a Second to the Motion. Mr. Brown said that before the vote was taken he would like to say that he understands what both Ms. Austin and Ms. Johnson are saying but this has been talked about now for a month to a month and a half and all of this has been presented to us at the Board Retreat and there wasn't a lot of discussion then and everything was fine then and he is supporting it as a whole. Ms. Johnson asked to remind everyone that the Retreat they could not have a discussion and there could only be information and then give their opinion but this is the first time that the Board has really discussed this in depth. Mr. Brown said that he didn't hear any objections at the Board Retreat at the time. Ms. Johnson stated that they had talked about the coach's office, the buzzer and the safety system and how it hasn't been completed. She also said that we have to remember that without minutes there could not be a discussion. Mr. Brown said that he felt that Mr. McLain has done his best to address those when Ms. Austin brought those up and he looked into them and they did what was asked of them at the Board Retreat. Mr. Cobble added that since there had been a Motion and a Second that we should be able to vote. Ms. Austin added that even though he was saying that there wasn't much said that she did talk about it and Mr. McLain is aware of that as well and she had brought up the \$800,000 at the Retreat. Mr. Brown asked if there was more discussion and with none being heard, he stated that the Board would be voting on the Motion to Amend this and prioritize and break down into quarters. Mr. Tipton said that he would be abstaining from voting on this because he had discussed this before he became a Board member and he thought the vote was only for prioritizing. Ms. Austin agreed that yes, she just wanted to prioritize the list and then come back and break it down if the Board wanted to. Mr. Cobble added that if it approves as read that you wouldn't be able to come back and break down in quarters. Mr. Brown clarified that Ms. Austin was making the Motion just to re-prioritize

this list and fund those items first. Mr. Hopson asked who would be the ones prioritizing the list and Mr. Brown answered that it would have to be the Board who decided what to do. Mr. Brown asked for a roll call vote. With Hopson, Brown, Cobble, and Crawford voting No and Tipton abstaining, the Motion did not pass. Austin and Johnson voted yes. Mr. Brown stated that the Board would now go back to the original agenda item to approve the Capital Outlay Projects for 2014, as is. He added that we do have a Motion and a Second on the original agenda item and that we would need a roll call vote. Ms. Austin asked who would be prioritizing this list. Ms. Crawford stated that it had already been prioritized. Ms. Austin address the question to Dr. Kirk who answered that we have good estimates for this list and that if we have to deviate from this it will be brought back to the Board. She said that we believe we can do everything on the list with that amount of money. She restated that we have close estimates on all of this and didn't know that it would need to be prioritized. Ms. Austin said that she was talking about Safety projects being done first. Dr. Kirk answered that there are many Safety projects on there and there was no reason that they could not be taken care of first. Mr. Brown asked for any further discussions to which Mr. Rick Tipton asked for clarification if Mr. McLain would make that decision? Dr. Kirk added the he and Mr. Myers would make the decision. With Brown, Hopson, Cobble and Crawford voting yes, the original Motion to approve the Capital Outlay Projects for 2014 passed. Austin and Johnson voted no and Tipton abstained.

On Motion by Crawford, Second by Cobble to approve the Transfer of Funds from Fund Balance to Capital Outlay, which will be \$808,857, and with a roll call vote the Motion passed. Cobble, Hopson, Crawford and Brown voted yes. Austin and Johnson voted no and Tipton abstained.

A Motion was accepted by Crawford, Second by Cobble on Agenda Item 7N, Approval of Distribution of Funds for Bus Advertising. Ms. Johnson asked to make an Amendment. She stated that at the Retreat it was discussed that the academic trips were actually academic competitions and she felt if it was left as trips it might get confused with fieldtrips and that she would like to cross out "*extra-curricular*" and change "*trips*" to "*competition*". She said to add accountability she would like the Board to receive a report once a quarter from each high school on how much money was used for the transportation of students in each of the areas of athletics, band and academic competitions. Mr. Brown stated that report would come from the principals. Ms. Austin said that she would Second that Amendment. Mr. Hopson asked if each of the schools would be getting the money from the advertisements. Dr. Kirk answered that each of the four high schools would get equal amounts. Mr. Hopson asked how much trouble was that going to be for them to have to put down every penny. Mr. McLain answered that up to this point they have sold 25 ads with a total of \$12,250 and we will keep 55% of that to give back to the schools which is \$6,875. On average they will spend about \$8,000 per year on travel. He felt that it shouldn't be a major issue to get the report. Mr. Hopson wanted to clarify that all of the money was going back to the high schools and Mr. McLain said that it is being divided four ways back to the high schools to be spent on band, athletic trips as well as academic competitions. Mr. Brown stated that the Board would vote on the Amendment first. The Motion as Amended passed with Austin, Brown, Crawford, Hopson, Johnson and Tipton voting yes. Cobble voted no.

On Motion by Tipton, Second by Austin, the Board approved the fieldtrip requests - Ms. Johnson said that she would really like to see the criteria of who can go and who cannot go on the fieldtrips that are mainly concerning the grade level trips. She noted a trip from Chuckey, grade 2-5, and it was a reward to motivate students. Dr. Kirk answered that she thought that particular one was for meeting AR Goals. Mr. Cobble voted no, all other Board members voted yes.

Ms. Rhonda Brown had submitted a request to appear before the Board and gave a report regarding full contact sports safety and suggested that they possibly utilize the volunteer fire departments.

Maryann Johnson also submitted a request to appear before the Board and made a statement about the Board Members' behavior and attitude at open monthly Board meetings.

Ms. Austin thanked Dr. Kirk and the Board Secretary for getting the agenda out sooner and Ms. Johnson stated that she would like to see the recording of the Board meetings kept for at least five (5) years. She also wanted to thank Dr. Kirk for getting the agenda out earlier. Mr. Brown added that he would like to wish everyone a Merry Christmas and hoped that we all enjoyed it with our family and loved ones. He announced that the next regular meeting date would be January 23, 2014 at 4:30 p.m. at the Greene Technology Center and that it is the Joint meeting.

On Motion by Hopson, Second by Johnson, the Board adjourned at 7:55 p.m.