

**ALCOA CITY BOARD OF EDUCATION**  
**ALCOA, TENNESSEE**  
**MARCH 18, 2014**  
**REGULAR MONTHLY MEETING**

The Alcoa City Schools' Board of Education held its regular monthly meeting on Tuesday, March 18, 2014, in the Harry B. "Mickey" McClurg Board Room at the Alcoa City Schools' Education Building. On roll call, the following officials were present: Board Members: Steve Marsh, Chairman, presiding; Johnelle Jackson, Vice Chair; Harry B. McClurg, Julie Rochelle, Charles Cameron; Director of Schools and Secretary to Board, Brian Bell; Recorder, Gennie Cardwell; and thirteen (13) visitors, when the following proceedings were conducted.

Board Chairman Marsh called the meeting to order. The audience participated in a moment of silence and the pledge of allegiance.

Board Chairman Marsh asked for comments from the audience.

Dr. Brian Bell, Director of Schools, recommended that the Board approve the minutes of the February 10, 2014, Regular Board Meeting and the financial reports for December 2013 and January 2014. Motion was made by Board Member Jackson and duly seconded by Board Member Cameron to approve the above named consent items. Motion passed by unanimous vote.

Dr. Bell presented Mr. Barry Brooke, of Lawler-Wood, who updated the Board on the new high school project and presented them with a written copy of the monthly update.

Dr. Bell presented Alcoa Elementary Principal Merna Schott, who introduced AES Kindergarten Teacher, Michael Bradburn. Mr. Bradburn has been named the Tennessee East Core K-4 Teacher of the year for 2013-14. He will now compete for the Tennessee State K-4 Teacher of the Year.

Dr. Bell presented the Monthly Personnel Report.

Dr. Bell recommended the approval on first reading revision to Board Policy 1.803, (Tobacco-Free Schools). The revision would be to add the word "e-cigarettes" to the list of tobacco products prohibited in all of the school district buildings. Motion was made by Board Member McClurg and duly seconded by Board Member Rochelle to approve the revision to Board Policy 1.803. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval on first reading revisions to Board Policy 5.106, (Application and Employment). The revision would add the phrase, "As determined by the Director of Schools," to two places in the policy. The director would make the determination on what is a satisfactory background check. This revision would add the necessary wording to the policy to reflect what is already the standard procedure. Motion was made by Board Member McClurg and duly seconded by Board Member Jackson to approve the revision to Board Policy 5.106. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval on first reading revision to Board Policy 5.701, (Substitute Teachers). The revision would add the phrase, "All applicants must have a satisfactory background check, as determined by the Director of Schools." Motion was made by Board Member McClurg and duly seconded by Board Member Cameron to approve the revision to Board Policy 5.701. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval on first reading revisions to Board Policy 5.110, (Compensation Guides & Contracts). The first two proposed revisions to policy 5.110 are necessitated by the Board's approval of the Systems Differentiated Pay policy and the changes made in that policy to the salary scale. The first item states that pay for advanced degrees will only be granted once degrees have been conferred. The second revision states that if a teacher is in a lane on the index that has been discontinued, the teacher will not receive a reduction in salary, but the teacher will remain in that lane until they meet qualifications to move to the next approved lane. The third and fourth revisions come from the old GAL policy that was not transferred to the new policy manual. The third revision reinstates to the manual the policy that allows all newly employed teachers to bring up to ten (10) years of experience to the index when hired. It also states that the Alcoa City Board of Education can waive that policy if recommended by staff and approved by the Board. The last revision states that supplemental salaries will be established by the Board of Education. Motion was made by Board Member Cameron and duly seconded by Board Member McClurg to approve the revisions to Board Policy 5.110. After general discussion the motion passed by unanimous vote.

Dr. Bell presented Alcoa City School Board's Attorney, John Owings, who discussed the possible action steps the Board may take regarding the recent State Comptroller's Audit Report. Mr. Owings presented the Board with a Legal Draft copy of a civil lawsuit to be filed in Blount County Court to recover funds stolen from the school system by a previous employee. The Tennessee False Claims Act allows school systems to recover these funds in full along with damages, fines, and attorney's fees. Motion was made by Board Member Jackson and duly seconded by Board Member Rochelle to instruct Mr. Owens to proceed with the filing of the lawsuit to recover all funds to the fullest extent that the law allows. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval of an incentive out-of-state field trip to Carowinds Amusement Park in Charlotte, North Carolina on April 25, 2014 by the Alcoa Middle School Chorus and Band programs. Motion was made by Board Member McClurg and duly seconded by Board Member Cameron to approve this out-of-state field trip. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval of an incentive out-of-state field trip to King's Island Amusement Park in Cincinnati, Ohio on May 10, 2014 by the Alcoa High School Concert Choir. Motion was made by Board Member Jackson and duly seconded by Board Member McClurg to approve this out-of-state field trip. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval of an out-of-state field trip for the Alcoa High School Singers to perform at the Oakhurst Presbyterian Church Gospelfest in Atlanta, GA. They will leave on Saturday, April 26, 2014 and return on Sunday, April 27, 2014. Motion was made by Board Member Cameron and duly seconded by Board Member Rochelle to approve this out-of-state field trip. After general discussion the motion passed by unanimous vote.

Dr. Bell recommended the approval of an out-of-state field trip for the Alcoa High School DECA students to participate in the National DECA Competition in Atlanta, GA. They will leave on Saturday, May 3, 2014 and return on Tuesday, May 7, 2014. Motion was made by Board Member Rochelle and duly seconded by Board Member McClurg to approve this out-of-state field trip. After general discussion the motion passed by unanimous vote.

Dr. Bell updated the Board on upcoming events listed in the Board packet. After a brief discussion, the May Board Meeting was rescheduled for Thursday, May 29, 2014. Dr. Bell informed the Board of the need to appoint a member to the Sick Bank Committee and to the newly formed System Fundraising Committee. The Board appointed Board Member Julie Rochelle to the Sick Bank Committee and Board Member Mickey McClurg to the System Fundraising Committee.

Board Chairman Marsh thanked everyone for attending the meeting. With no other business the meeting was adjourned at 6:10 p.m.

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Secretary to the Board  
Approved April 15, 2014

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Chairman to the Board  
Approved April 15, 2014