

## Minutes

September 25, 2014

The Greene County Board of Education met in regular session Thursday, September 25, at 5:00 p.m., at the James W. Parham Central Office.

Board members present were: Chairman Nathan Brown, Tom Cobble, Michelle Holt, Clark Justis, Rick Tipton and Brian Wilhoit. Kathy Austin was absent.

Chairman Brown called the meeting to order, welcomed everyone present and noted that a quorum was present. Brian Wilhoit led the pledge to the flag and Mr. Brown led the invocation.

**III. PRESENTATIONS & CELEBRATIONS**

Students listed below from various schools were recognized for obtaining a Perfect Score on state testing for 2013-2014.

**Baileyton**

Tristen Newman 4<sup>th</sup> RLA  
Katee West 3<sup>rd</sup> Math  
Garrett Blackwell 4<sup>th</sup> Math  
Leighton Casteel 5<sup>th</sup> Science  
Leighton Casteel 5<sup>th</sup> Math  
Kyle Reynolds 6<sup>th</sup> Math

**Camp Creek:**

Jacob Fellers 5<sup>th</sup> Science

**Chuckey**

Rance Tipton made 3<sup>rd</sup> Social Studies

**CDMS:**

Nikolas Waddell- 6<sup>th</sup> Math  
Hayden Rush – 6<sup>th</sup> Science

**Doak**

Rachel Phillips – 4<sup>th</sup> Science  
Matthew Buch – 5<sup>th</sup> Math  
Caelyn Harrison – 5<sup>th</sup> Math  
Katelyn Jones – 5<sup>th</sup> Math  
Matthew Palazzo – 5<sup>th</sup> Math  
Ethan Britton – 5<sup>th</sup> Social Studies  
Ansley Inscore – 5<sup>th</sup> Social Studies  
Katelyn Jones – 5<sup>th</sup> Social Studies  
Abigail Gibson – 5<sup>th</sup> Science

**DeBusk**

Avery Gordan- Science 6  
Bradley Seaton- Soc St 7  
Braelyn Wykle- Science 7

**McDonald:**

Triston Lawson 5<sup>th</sup> RLA  
Sarah Douthat 8<sup>th</sup> Math

**Mosheim:**

Dalton Reeves 5<sup>th</sup> Math  
Aubrey Horner 6<sup>th</sup> Social Studies

**Glenwood:**

Michaela Bender 8<sup>th</sup> Math  
Megan Thibert 8<sup>th</sup> Math

**West Pines:**

Katelynn Rector 8<sup>th</sup> Science

**CDHS:**

Aspen Parker  
Allison Gefellers  
Daniel Ridlen  
Kori Smith  
Logan Mack

**NGHS:**

Emilee Starnes

**SGHS:**

Raina Shoemaker

**WGHS:**

Marinda Parham

#### IV. APPROVAL OF AGENDA INCLUDING CONSENT AGENDA AND ADDENDUM

##### Approve the Agenda, Consent Agenda and Addendum

On motion by Rick Tipton, seconded by Tom Cobble

**Vote:** 6 – 0                      Passed

#### V. REPORTS, HEARINGS AND COMMUNICATIONS

Budget Report – Budget Director, Mary Lou Woolsey gave a brief update on the budget stating that Revenues last year were \$4,158,000 and this year we are currently at \$3.8 million. The total was up last year due to a Grant that we received last year for \$400,000 which was one-time money. The Expenditures at this time last year were 2.8 and this year they are at 3.0. She indicated that the reason the number is up slightly is due to textbooks and custodial supplies coming in at a different time of year. She gave last year's unassigned fund balance as \$2.8 and this year it is at \$3.2 which is up \$375,000.

Personnel Report - Mr. Bill Ripley's attachment showed current personnel updates. (See October 2014 Board Agenda, Item V-C2-Attachment, Greene County Schools Personnel Update September, 2014 on our website at [www.greenek12.org](http://www.greenek12.org) )

Capital Projects Update – Mr. David McLain gave a brief update on the current capital projects, including the punch lists for the door installations discussed at the last Board meeting. Mr. McLain noted adjustments need to be made at each location before the door projects are 100% complete. He added that the roof at Chuckey was complete, the lockers at NGHS have been installed, the HVAC at WGHS is about 1/3 of the way complete and the Central Office roofing has been started.

Data Report – Dr. Julia Lamons gave a brief TVAAS Powerpoint presentation. She reported that the scores rank from 1 to 5 with 5 being the highest you can get. Scoring a 5 means that you have exceeded the growth expectations of the State. Notable celebrations in her report were:

- We are at 5 Over-All Composite
- We are at 4 for our Literacy
- We are at 5 for Numeracy
- We are at 5 for our Literacy and Numeracy combined
- We have 8 Schools that were a 5 Composite
- We have 3 Schools who received 5's across the board-CDMS, McDonald and SGHS.

For complete TVAAS Report see <http://tn.gov/education/data/TVAAS.shtml>

District Climate Team Report – Dr. Julia Lamons invited members of the District Climate Team to give a presentation to the Board about their experiences being on the team. The students and teachers gave very moving and powerful accounts on the progress of the Move To Stand program.

#### **S3 Presenters:**

CDHS:

Kyle Donahue- Teacher

Andrew Forney

Brantley Darnell

SGHS:  
Colleen Bowman- Teacher  
Sara Champion  
Jacob Jesse

NGHS:  
Lindsey Feltman- Teacher  
Elizabeth Navarro  
Chelsey Fields

WGHS:  
Danielle Shackelford- Teacher  
Corey Allen- Teacher  
Lucas Pratt  
Aryn Sauceman

Enrollment Report - Mr. Bill Ripley gave a brief report on our enrollment by grade level. He noted that this report was for this year and gives a total student population. He said that the trend report that was given out shows what our enrollment has been doing over the last few years. He noted that at the next meeting he would try to have a report on the trends for Home Schooling.

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

### **Director's Report – Greene County BOE Meeting ~ *September 25, 2014***

#### **School News**

I have made thirteen school visits since our last meeting visiting twelve schools (one was visited twice). Schools visited include the following: Ottway, Baileyton, North Greene, Doak, Chuckey Doak Middle, Chuckey Doak High, West Pines, Chuckey, Glenwood, Debusk, South Greene and Camp Creek. I continue to be encouraged and inspired by the work I see taking place in classrooms across Greene County. I wish everyone could see what I see. The students are on task and so well behaved. When I observe transitions in the buildings, students are moving from place to place with purpose. They seem to understand that school is their workplace and that they have business to do. That's not to say that they don't have a good time in the process. The work is serious and sometimes difficult, but students appear to be happy and engaged. It makes me very proud to see what's happening here. A teacher who has been with the system for many years spoke to me last week and said that he knows our children today are learning and achieving more than ever before. We certainly have rigorous standards and curriculum to guide us in that effort, but the real credit goes to the teachers who have embraced methods of teaching that draw out the best from our students. We are expecting more, and they are achieving more.

I have seen many examples of rigorous work in my visits, but I'd like to highlight one for you in this report. While I was at Debusk visiting classrooms, I saw the following questions on the board in Mrs. Whitehead's room.

1. What is the theme of this text? Support your answer with evidence from the text. (2examples)
2. Midway through the text, what prediction can you make about Gary and his siblings getting to go to the drive-in movies? Support your answer with two pieces of evidence.

3. What did the text mean when it stated, “their faces were fat with cereal,” and “Mom yawned a hat-sized yawn?” Support with details and setting.
4. What was the author’s purpose when writing the story? How does this purpose relate to the theme? Support your answer with details.
5. Think about your story and list two settings that are given in the text. How does each setting contribute to the plot? Support your answer with evidence.
6. What do you think will happen the next Saturday? Give two reasons.

These are great questions that promote thought and require students to write significantly and reference information from the text in their answers. These are Common Core skills. The most amazing thing about these questions is that Mrs. Whitehead had the students generate them. These questions were authored by the students, and then they had to answer them in their groups.

While I was impressed with the work I saw teachers accomplishing with their students, I was also filled with admiration for some teachers who are dealing with students who are quite challenged. We are seeing more young students with significant learning and behavior challenges. We are fortunate to have a behavior specialist who can do functional behavior assessments. His recommendations help both teachers with classroom management and students to self manage. However, sometimes these challenges can be a strain. We are looking to support teachers and students in these efforts. We know many times if we can help students adjust in the primary grades we will see them become more and more successful later in school. All of our teachers certainly deserve a pat on the back, but especially those who are developing and implementing behavior plans for students.

I had lots of fun at my visit to Glenwood last Friday. They have launched a “morning mile” program. When students arrive, they walk or run the track. Each time around they are given a small straw as a counter, and they collect those in a baggie with their name on it. The teachers are out there walking too or encouraging the children and managing the counters and baggies. Six times around is a mile. I wish you could see the little ones buzzing around that track! I ran eight times around and was joined by many, many students. They enjoyed the physical activity and being outside. Mrs. Verran plays music for them during the walking/running time. It is a great way to start the day! Last Friday was the kick-off, so I spoke to the students about fitness and activity in the gym after they had walked or ran. Mrs. Walters presented me with my very own bobble head which is pictured below. I am planning to use her as I Tweet activities around the district, and we may use her as a challenge or incentive token at some point.



Our Leadership Team has met a couple of times this month. The first was together with Unicoi County principals to kick off their professional learning for the year. This is the program we started with the TN LEAD grant. Principals are in groups together with Unicoi County principals to study on a topic and then implement changes in their schools to improve practice. There are groups studying each of the following themes: Effective Use of Data, Strong Culture for Teaching and Learning, and Feedback, Support & Professional Learning. This is a great model for their learning and they will get state continuing education credit (TASL Credit) for it this year because the state is looking at this model as one that could be expanded to include more districts and serve as a model for a new way to deliver professional development to principals. Our principals discussed what they had learned and implemented last year, and then developed a “problem of practice” that they will study about and implement solutions for this year.

We also met in our monthly meeting to discuss all the business of education including policy updates and professional learning for teachers. The principals met in small groups to discuss their RTI<sup>2</sup> (Response to Instruction and Intervention) plans and schedules. They were able to learn from one another through this process. I admire the way our leaders approach their work – with serious, can-do attitudes.

### **State Meetings**

As reported to you earlier, I attended a meeting with the State Department regarding Full Time Weighted Equivalent Average Daily Attendance. This is the formula by which tax dollars are divided between districts residing in the same county (i.e., how property and local option sales taxes are divided between Greeneville and Greene County Schools). Dr. Stroud also attended the meeting. Changes to the formula are necessary because of changes in career technical (CTE) coursework. Student attendance is weighted based on the class size requirements and on equipment and material needs; therefore, CTE classes carry a heavier weight. The formula is very complicated. The changes being considered would have minimal effect on the split in funding here in Greene County, but we are glad to be included in the discussions. No decisions have been made, and they have assured us we will meet again prior to final decisions being made.

I attended the Tennessee Organization of School Superintendents (TOSS) Conference during September. While there, the LIFT superintendents met together to discuss our work together which includes the possibility of grant funds to assist with further implementation of personalized professional learning. We have already done significant work in this area, so we are excited about the possibilities of expanding on that work. In fact, a research group (unassociated with the LIFT group) has contacted us to be included in some research they are conducting on this topic for the Gates Foundation. We are one of five or six districts in the nation they are studying because our work in this area is innovative. Just as we differentiate learning for students, we should also differentiate learning for teachers based on their expressed needs and interests. In this way, we will see more classroom implementation of their learning and lasting benefit. Also at the TOSS Conference, I learned about research the State has done in surveying effective teachers. We are using this information in Greene County as affirmation for much of our work and to implement changes that should help us be more successful. Other topics of interest from the conference included information on career pathways, ACT success, and principal evaluation tips and tools.

### **Community Activities**

During the past month I met with Bradley Williams from Holston Home for Children. We discussed ways Holston Home could be involved in the schools and the community – two-way partnerships that would benefit both our organizations. I am impressed with Bradley’s vision for his students and his interest in integrating them into the life of our community. It was a very positive meeting, and I anticipate future work with him and his staff.

I also had the privilege of attending the assembly for the Medal of Honor recipients. It was an honor to meet these true American heroes - and what a great experience for our students to hear from them. Their purpose in doing these assemblies is to promote character through the Medal of Honor Character Development Program. It was one of the most interesting events I’ve ever attended.

**County Government**

I attended the following meetings in the past month: County Commission Workshop, County Commission Meeting, Insurance Meeting, meeting with a commissioner in my office, and Budget & Finance Committee Meeting.

I am encouraged by the diligent work of the Commission. They are working together to find a solution to the current problem, and they appear committed to, then, looking ahead to the future so they won’t find themselves in crisis mode again soon. Many of them have expressed a desire to create a vision for Greene County and to work to find more permanent solutions to the issues they are facing.

**Meetings and Workshops**

I have attended the following meetings and workshops:

Date	Event	Notes
09.02.14	Weighted Average Committee	Day trip to Nashville
09.03.14	School Visits: Ottway, Baileyton, NGHS	
09.04.14	Lunch Meeting – Bradley Williams Meeting with Teacher	
09.05.14	County Commission Workshop	Day-long Meeting
09.06.14	Baileyton Parade	Saturday Event
09.07.14 09.10.14	– TOSS Conference/LIFT Meeting	Sunday - Wednesday
09.10.14	Meeting with Teacher	
09.11.14	Central Team Meeting Meeting with Nurses	

	Meeting with Teacher	
09.12.14	Medal of Honor Assembly	
	School Visit: Debusk	
09.15.14	Central Team Meeting	
	County Commission Meeting	Evening Event
09.16.14	School Visits: Doak, CDMS, CDHS	
09.17.14	Insurance Committee Meeting	
	Policy Committee Meeting	
09.18.14	School Visits: West Pines, Chuckey	
09.19.14	Morning Mile – Glenwood	
	Meeting with Clark Justis (Board Orientation)	
	LIFT Conference Call	
	Meeting with County Commissioner	
09.22.14	TN LEAD Meeting (Greene & Unicoi Principals)	
	Budget & Finance Committee	
	TSBA Fall District Meeting	
		Evening Event
09.23.14	School Visits: Debusk, SGHS, Camp Creek	
09.24.14	Leadership Team Meeting	
	Met with Clark Justis	
09.25.14	Personnel Meeting	
	Greene County Partnership Board Meeting	
	Sick Bank Meeting	
	Board Meeting	
	County Commission Meeting	Evening Event

## Upcoming Dates

October 13-17	Fall Break; Central Office Closed Monday & Tuesday; due to community commitments, I will be working Monday – Wednesday and taking Thursday & Friday off
October 20	County Commission (10:00)
October 22	Policy Committee

## **VI-OLD BUSINESS**

### Approve Policies on 2<sup>nd</sup> Reading-

On motion made by Tom Cobble, seconded by Brian Wilhoit

**Vote:** 6 – 0      Passed

- 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

## VII. NEW BUSINESS

- A. Approve CDHS Pee Wee Play Day  
On motion made by Rick Tipton, seconded by Tom Cobble  
**Vote:** 6 – 0

- B. Approve IDEA Part B Grant Amendment  
On motion made by Tom Cobble, seconded by Clark Justis  
**Vote:** 6 – 0

- C. Approve Granting Tenure to Teachers Meeting Requirements

Before voting Chairman Brown congratulated our teachers up for tenure and introduced them. Angie Jones, DeBusk; Todd Malone, NGHS; Karen Miller, System-Speech; Rachel Shanks, Mosheim; Jennifer Tipton, Doak and Zan Weems, Baileyton.

On motion made by Brian Wilhoit, seconded by Clark Justis  
**Vote:** 6 – 0 Passed

- D. Approve NGHS Teacher to attend CTSO Leadership Conference  
On motion made by Rick Tipton, seconded by Michelle Holt  
**Vote:** 6 – 0 Passed

- E. Approve Out-of-State Field Trips  
On motion made by Rick Tipton, seconded by Tom Cobble  
**Vote:** 6 – 0 Passed

- F. Approve Volunteer Coaches  
On motion made by Clark Justis, seconded by Brian Wilhoit  
**Vote:** 6 – 0 Passed

- G. Approve Extended Contract Proposal  
On motion made by Tom Cobble, seconded by Rick Tipton  
**Vote:** 6 – 0 Passed

- H. Discuss and Possible Action-Technology for Board Members  
On motion made by Tom Cobble, seconded by Clark Justis  
**Vote:** 6 – 0 Passed

Chairman Brown stated that it has been discussed in years past with Dr. Kirk and former Board Chairman Jones about going to iPads for the Board members and have one way of communication for the Board. He said they had wanted to wait until the new Board members were on board to see how they felt about it and that he felt it was a good idea. Mr. Brown noted that they have looked at options and costs for iPads and the cheapest one that Technology could get is \$399. The next level up was \$499 which is the 16GB iPad Air. He said that the Board has an option to go to a Technology class being offered at the TSBA Convention this year which includes a 16GB iPad Air. The TSBA class, including the iPad is \$495. Mr. Brown stated that he would move that the Board consider

moving to the iPad as the means of communication for the Board and also move that the Board travel to the TSBA Convention to take the Technology class. He added that they did check to see if a Board member was unable to attend that they could still receive the iPad as long as they were registered for the class and TSBA indicated that they could still get the iPad.

I. Discussion and Possible Action – TSBA Convention

On motion made by Brian Wilhoit, seconded by Michelle Holt

**Vote:** 6 – 0                      Passed

Mr. Brown stated that this item is brought up each year to give the Board an option of going to the TSBA Annual Convention and if Board members want to go it is up to them and that it is not required. TSBA Convention dates are 11/14-17, 2014.

J. Approve South Greene Band to attend Band Competitions

On motion made by Michelle Holt, seconded by Rick Tipton

**Vote:** 6 – 0                      Passed

K. Approve Baileyton to Widen their Walking Track

On motion made by Nathan Brown, seconded by Brian Wilhoit

**Vote:** 6 – 0                      Passed

Mr. Brown introduced Jan and Jimmy Orazi. Jimmy will be raising the money to widen the Baileyton Walking Track to earn his Eagle Scout status.

L. Discuss and Possible Action-Review and Possible Revision of Competitive Food Policy

On motion made by Tom Cobble, seconded by Rick Tipton

**Vote:** 6 – 0                      Passed

Chairman Brown opened the floor for discussions and stated that he did not think there was anything illegal about it and Mr. Cobble also asked if there was anything illegal about it. Dr. Vicki Kirk stated that we would need a committee to examine all of the legalities and that it would be appropriate for us to review our current policy and then bring it back to the Board for a recommendation for a revision. Mr. Cobble added that every day that we move there is money lost. Mr. Brown and Dr. Kirk said that they would like to ask Colby Wagner, Food Service Coordinator, Valerie Walters, Coordinated School Health Supervisor and David McLain, Assistant Director of Operations and Student Services to take a look at this policy and maybe sit in on the next Policy Committee meeting and look at possible revisions for Policy Committee and then if we need to revise the policy, bring it to the Board on First Reading next month.

M. Approve Ottway Booster Club to have Greeneville Light and Power to run a power line down to the baseball field and trim a few trees

On motion made by Rick Tipton, seconded by Michelle Holt

**Vote:** 6 – 0                      Passed

N. Approve Walking Track Construction at Ottway Elementary School

On motion made by Clark Justis, seconded by Brian Wilhoit

**Vote:** 6 – 0                      Passed

Chairman Brown thanked Shaun Street from the Greene County Health Department for getting the money and the Grant to construct the track at Ottway.

O. Discuss and Possible Action-Education Debt Service: Hotel/Motel Tax Used for One Year to Offset General Fund Deficit

On motion made by Rick Tipton, seconded by Tom Cobble

**Vote:** 6 – 0                      Passed

Chairman Brown stated that County Attorney, Roger Woolsey has made the Resolution for this and we will be presenting it to the County Commission. He added that this money is not in our budget we are just giving the County Commission a show of support and to help out in any way that we can by forfeiting these funds for one year. He said that the Hotel/Motel tax goes into the County budget and this is used to offset the cost of our Band Rooms and they take the money and pay on that note.

P. Discuss Electronic Timesheets

On motion made by Clark Justis, seconded by Rick Tipton

**Vote:** 6 – 0                      Passed

Dr. Kirk stated that we probably only need to discuss this one and that our Broker has recommended that we do this since the Board members are employees of the school system and receive a check. She said that they want us to track everybody who are variable hour employees. She explained that the way the system works is that time must be entered weekly and submitted in the system between Friday and Monday. They lock the week down between Monday night and Tuesday morning and this is done so they can begin working on the payroll. If your time is not entered during this time, you cannot go back and make corrections once it is locked down. She said there is time limit requirement and can be done from anywhere electronically and would replace the paper copy. She suggested that this could be done during a meeting or immediately after a meeting. Mr. Ripley added that this could also be done from a phone or iPad as well.

Q. Approve Professional Learning Opportunities for Dr. Kirk: International Association for K-12 Online Learning Blended and Online Symposium

On motion made by Tom Cobble, seconded by Clark Justis

**Vote:** 6 – 0                      Passed

Dr. Kirk stated that this came to her late in the week after the agenda had gone out and that the Niswonger Foundation is taking a group of Superintendents to the conference. She added that the report is that the learning is really good and this is the direction that education is going. She said that this is something the Niswonger Foundation is going to be focusing on for their Grant Proposals and if we want to be included in that we want to know how we need to be prepared to use that kind of learning to take advantage of those Grant Proposals.

## VIII-OTHER

### Election of Officers for 2014-2015

Chairman Brown stated that it has been an honor and privilege to serve as Chairman of the Board over the last year and he has enjoyed working with everyone and also thanked everyone for the opportunity.

On motion by Clark Justis, seconded by Tom Cobble, Rick Tipton was elected as Board Chairman by acclamation.

On motion by Tom Cobble, seconded by Clark Justis, Nathan Brown was elected as Board Vice-Chairman by acclamation.

On motion by Rick Tipton, Trenda Berney was re-elected as Board Secretary by acclamation.

### TSBA Delegate Assembly

Mr. Brown stated that any Board member can do this that is going to the TSBA Convention. Tom Cobble, Clark Justis and Michelle Holt all volunteered to serve on the Delegate Assembly with the other Board Members being listed as Alternates.

### Committee Assignments

Chairman Tipton gave a handout listing the Committee Assignments for 2014-2015. The Policy Committee consists of Rick Tipton, Tom Cobble and Kathy Austin. The Bid Committee will be Nathan Brown, Brian Wilhoit and Michelle Holt. The Curriculum Committee will be Tom Cobble, Clark Justis and Michelle Holt and the Long Range Planning Committee will be Kathy Austin, Clark Justis and Rick Tipton. Mr. Tipton added that he would work on appointments to the other committees and get that to them.

### TLN Representative

Tom Cobble nominated Clark Justis, seconded by Michelle Holt

**Vote:** 6 – 0                      Passed

Chairman Tipton announced that the next Board meeting is scheduled for October 23, 2014, at 4:30 p.m. at the Greene Technology Center.

Clark Justis stated that he had spoken with several of the Board members at the Fall District Meeting about attending the Learning Forward Ambassadors Training in Nashville and that he would like to pursue that opportunity.

On motion made by Tom Cobble that the Board send Mr. Justis to the Ambassadors Training, seconded by Nathan Brown

**Vote:** 6 – 0                      Passed

Dr. Kirk asked the Board to check their emails for possible dates for upcoming Board Workshops.

On Motion by Nathan Brown, Second by Michelle Holt, and with no further business, the Board adjourned at 6:40 p.m.