

# GREENE COUNTY BOARD OF EDUCATION

## Minutes

**August 22, 2013**

The Greene County Board of Education met in regular session Thursday, August 22, 2013 at 5:00 p.m., at the James W. Parham Central School Office Building.

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

Chairman Jones called the meeting to order and noted that a quorum was present. Kathy Crawford led the pledge to the flag and Vice-Chairman Nathan Brown led the invocation.

On motion by Hopson; second by Crawford, the board approved the agenda including the consent agenda and addendum. Mrs. Johnson requested that more time be given to review the agenda prior to the meetings.

Kathy Austin reported that she, Kathy Crawford, Deborah Johnson and Dr. Kirk all attended the Summer Law Institute in July which was very informative and has made a copy of the new laws available.

Mary Lou Woolsey gave a brief update on the budget and how the year ended. Revenues were \$332,000 over budget, expenditures 89,000 under budget. We were able to put back the money we had taken out for Capital Outlay plus an additional 200,000 in the undesignated fund balance. Our beginning undesignated fund balance last year was \$2,656,000 and our ending was \$2,877,000. Mr. Jones commended Dr. Kirk and her leadership of staff on being conservative and doing such a great job with the budget this year.

The personnel report was given by Mr. Bill Ripley and copies made available through Drop box. He noted that new hires were made through late July and early August. He noted that a modified job description had been made available for the 100 day contract of Dr. David Boreing who would be covering the CTE portion of Mr. Seaton's position upon his retirement at the end of August. The other duties covered by Mr. Seaton would be distributed among the other supervisors in the central office and a break down was included with his report. Mrs. Austin inquired about the salary of the position and Mr. Ripley and Dr. Kirk gave her the break down of how the amount was determined and noted that it was less than what was budgeted for that position and the position would be hired next year. Mrs. Johnson requested clarification of the job duties listed to which Dr. Kirk responded that it was only for the CTE responsibilities. Mrs. Johnson asked if a new job description could be written for this position for this year and Mr. Ripley stated that the job descriptions do have to be approved by the board and the current one had already been approved and that the duties were just being divided and it would be up to the board to decide if they wanted another one written to go before the board for approval.

David McLain gave a report on the status of the Capital Projects for the summer. He reported that \$700,000 had been set aside for capital projects and the break down was included in his handout and that the majority of the projects have been completed. Mr. Hopson asked about the status of the South Greene High School sewer plant and Mr. McLain responded that it was still scheduled to be done during Christmas break. Mrs. Austin

asked Mr. Myers if the intercom system there had been repaired and he responded that it had been. She also noted how well the flooring at Nolachuckey looked after the repair.

Mrs. Valerie Walters gave a brief report on a BOK grant which came to her in the spring. A copy of the grant was attached to the agenda. The grant matches what is currently being done in our schools. West Pines and DeBusk were chosen by Tusculum College to receive the grant with a roll out of September 9<sup>th</sup>. Principals have approved this for their schools. Mr. Brown asked if this would be run all year to which Mrs. Walters responded that it would run as the grant stipulated for 12 weeks at a time in the first semester and 12 weeks in the second semester. Mrs. Austin asked if we were going to be applying for the Fruit and Veggies Grant that was in the newspaper. Mrs. Walters stated that we could apply for that but we would have to work with our Food Nutrition Coordinator and that the snack could not be served during lunch and that is a grant she would like to pursue.

A Data Report, prepared by Dr. Julia Lamons, was given by Mr. Bill Ripley. The report shows two measures; growth, which is how much we move an individual child; and the number of students scoring proficient and advanced. Within these scores we focus on gap targets, which identifies any subgroups of 30 or more students and we are asked to close the gap if any exist, such as students with disabilities. The report shows the % of the last 3 years of proficient and advanced and we are showing Math in 3<sup>rd</sup> and 7<sup>th</sup> moving up. Math gains in 4-8 were substantially higher than the Standard for Academic Growth set by the State for the 3<sup>rd</sup> consecutive year and scoring at a level 5 in growth last year. The 3 – 8 Math % chart shows how we are doing compared to other surrounding counties and then the gains we have had. Reading is a little more difficult to move and increase the rate of proficiency. Composite gains were a 2. We are working on many initiatives to address our reading needs and have assembled a Response to Intervention (RTI) district team to work with all schools and the high schools. We are also doing this in math. We have Reading Specialist, Learning Leaders and Professional Development for the teachers and feel we are on the right track with reading in the lower grade and that our proficiency rates will come up as the initiatives become more refined. The charts show the 3-8 Reading % for proficient and advanced compared to other surrounding counties and shows the gain. Greene County did show a decline; however this was also true with our surrounding counties. Reading has been more difficult for many districts. We are experiencing growth in both Science and Social Studies and the charts show how we compare to surrounding counties and also our gains in each area. The next area covered in the report is our achievement in high school and is based on the End of Course exams given in Algebra I, Algebra II, Biology, English I, English II, English III, and U.S. History. The high schools met the Standard for Academic Growth in all areas. The graduation rate for 2013 was 93.8; which is slightly below our target of 94.5. The charts show our comparison with our surrounding counties and our gains compared to our surrounding counties. Mr. Ripley then moved on to the K-2 Standard Achievement Test (SAT-10) and noted this was the first year we had given the SAT to K-2 students. Greene County did meet all of the Standard for Academic Growth in all areas, with 2<sup>nd</sup> grade math scoring above the standard. Mrs. Austin and Mrs. Johnson expressed concerns about the length of the testing and the attention span of children that age and whether parents could be surveyed to see how they felt about the testing. Mrs. Johnson stated that TCA 49-6-6002 stated that no state could mandate tests for grades earlier than 3. Dr. Kirk responded that the laws states that they cannot mandate it but this was not a mandate and that it was optional for districts and we chose to do this and are reviewing it to be sure it is the right thing to do because we did not have any objective data to see where we were as the children entered 3<sup>rd</sup> grade and the stakes are very high by the end of 3<sup>rd</sup> they need to be reading on grade level. We are assessing that and since we have nothing to replace it we are keeping that for one more year. Bill, Kristi and Julia are looking into this to see if this is the best way to know how our programming and instruction are going

for those younger kids. Mr. Jones stated that it was very important to see where we are before the kids ever get to 3<sup>rd</sup> grade and that once they get to 3<sup>rd</sup> grade if they are not on level it would be a struggle for them to catch up with the fast pace and we do need a method to track and we need to continue to look for a way to assess. If the state is going to evaluate teachers on the test data then we need to make sure we have a way to evaluate all the way down. Mr. Ripley stated that we are measured by whether the kids are learning in the classroom and that we do need to continue to look for a way to determine the most appropriate tool to use for Greene County. Dr. Kirk added that the state provided and paid for the test. Mrs. Johnson asked if it is given in the future if it would be given on the computer and Dr. Kirk responded that for the lower grades it would not be a computer based test. Mr. Ripley ended the report with information on our Gap Closure Status. We missed our target with students with disabilities and much of our work is going toward providing support in this area. Greene County was ultimately identified in Achievement Status as "Achieve-Not Exemplary" and Gap Closure Status as "Miss-In Need of Subgroup Improvement-Students with Disabilities". One last note by Mr. Ripley was that South Greene High School was recognized as a reward school for their progress.

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

### **Start of School**

We have had a very smooth start to school this year. We do have some increases in enrollment that we are watching, and Mr. Ripley has reported on those. Overall our enrollment is down slightly.

We started our annual Leadership Retreat with a visit to the John Deere plant. This was enlightening as they shared with us their guiding principles and then toured us through the facility. Their quality is impressive, and we are fortunate to have this industry in Greene County. I want to publicly thank Jeff Howlett and his staff for the time they spent with us; they were very gracious.

We moved from John Deere to the Four H Camp – a beautiful location. The retreat was used to bring a relatively new team together with some team-building exercises thanks to Mrs. Jennifer Teague. Our supervisors and assistant directors also led sessions. We gathered information from principals regarding how the Central Office could best serve their needs: what do we need to keep doing; what do we need to stop doing, and what do we need to start doing. We also asked about support needed to sustain and implement changes with regard to Common Core State Standards and Response to Intervention. Our team at Central Office is using this feedback to develop a plan of service to schools in order to support their success.

Because of having so many new members, the theme of our retreat this year was "team". We are being intentional about our efforts to work together and support one another – and to recognize our diversity and how that makes our team stronger.

We followed up on the retreat with a Nuts and Bolts session where we shared vision and expectations. The following expectations were shared again this year.

The Non-Negotiables for Excellence

- Accuracy
- Timeliness
- Communications Quality
- Loyalty
- Alignment
- Order
- “Find a Way”

#### The Non-Negotiables for Our Work

- Follow the Curriculum
- Use Data
- Collaborate
- Learn

We had a very positive and uplifting Opening Inservice focused on Aspiration, Inspiration and Perspiration. In general we presented ideas that inspire us and the perseverance necessary to see our dreams come true.

Our instructional team has developed curriculum maps consisting of the same curriculum as we developed previously based on Common Core State Standards but organized into units. Unit tests accompany these maps. Use of these tests will aid teachers in assessing the level of mastery their students achieve with regard to the standards in each unit. Dr. Wallin has led this effort, and I appreciate the thought and effort that have gone into this work.

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

Mr. Ripley has continued to work with principals to insure that our personalized professional learning plans are working the way they are intended to work – with teachers learning in areas of need and interest and with appropriate changes to instruction and classroom structure as a result of this learning.

Mr. Ripley, Dr. Wallin and Dr. Lamons have conducted two meetings with teacher representatives from across the county to develop a cohesive and strong plan for Response to Intervention. We are well poised to implement this initiative as the State makes it a requirement next year.

I want to express my appreciation to all (but especially to the folks at Central Office and our building level administrators) for their team spirit and can-do attitude. It is a pleasure to come to work every day.

#### **Personnel**

As you know, we have had a big transition in our administrative staff. Our new principals are here: Mrs. Carpenter – Mosheim; Mr. Wilds – Ottway; Dr. Hall – Camp Creek; Mr. Tunnell – West Greene; and Mrs. Weems – North Greene. You also know our new administrators here at Central Office.

In addition, we have also hired a new assistant principal at West Greene, Mrs. Deborah Scarlett.

We have also hired a number of new teachers; I think we met with 42 at the new teacher breakfast. Our instructional staff at Central Office has plans to meet with new teachers and provide for mentoring for them throughout this year.

### **Summer Training**

We had an excellent slate of opportunities for teacher learning this summer. There was a great emphasis on Common Core math and English Language Arts. We had teams of teachers from all schools attend the State Common Core Training in both math and English Language Arts, which was excellent. Some Greene County teachers served as Core Coaches, leading these trainings. Many of our teachers attended the Niswonger Symposium, and we had several who presented at this event. The keynote this year was Todd Whittaker. They Symposium was quite a success, and we are grateful to the Niswonger Foundation for their work in this area. Additionally, our Learning Leaders led sessions during the summer for teachers. Many teachers signed up for these sessions – several did not need additional time, but they were interested and felt the training would be helpful to them.

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

### **Meetings and Workshops**

I have attended the following meetings and workshops:

<b>Date</b>	<b>Event</b>	<b>Notes</b>
07.08.13	Budget Workshop County Commission	
07.10.13	Meeting with Jerry Ayers re: WE Committee & Tennessee College of Applied Technology Classes at Greene Technology Center	
07.11.13	Budget & Finance Committee Meeting	

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07.12.13	TSBA Law Institute
07.15.13	Interviews Meeting with Deborah Johnson Webinar on Differentiated Pay County Commission Meeting
07.17.13	Insurance Committee of County Commission
07.18.13	Leadership Retreat
07.19.13	Leadership Retreat
07.22.13	Curriculum Committee Called Board Meeting
07.23.13	Assisted with Registration – Core Training Meeting with Jerry Ayers- TCAT
07.24.13	Breakfast Meeting with Dr. Brian Noland - ETSU
07.29.13	High School Principals' Meeting Nuts & Bolts Meeting with Leadership Team Meeting with Shaun Street (Greene County Health Department) and system nurses
07.30.13	Breakfast – Laughlin & Takoma Hospitals – Creation Health Launch  Lunch Meeting with Darlene McLeish (Greene LEAF)  Meeting with Greene County Partnership & Greeneville City Schools representatives to plan for Education & Workforce Development
07.31.13	New Teacher Breakfast & Orientation
08.01.13	Breakfast Meeting with Vivian Franklin

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	(Niswonger Foundation/i3Grant)	
	Central Team Meeting	
	Lunch Meeting with Denise Brown (TN LEAD Grant Planning)	
08.02.13	Meeting with Jeremy Faison	
08.05.13	Opening Inservice	
08.08.13	Budget & Finance Committee	
08.09.13	Core Leadership Council	
08.10.13		
08.12.13	Central Team Meeting	
	Bid Opening	
	Policy Committee	
08.13.13	Greene County Partnership Breakfast	
	Lunch Meeting – Manufacturer’s Association	Discussed ways industry could promote careers with students and support the Pathways program
08.14.13	Breakfast Meeting – United Way Board	
	Commission Workshop on Budget	
	Meeting with Kathy Austin	
08.15.13	Speaker – Mark Bowles Pre-engineering Class	
	Visited Mosheim School	
	Education Committee	
08.16.13	High School Principals’ Meeting	
	Leadership Team Meeting	
08.19.13	Visited North Greene and Ottway	
	Lunch Meeting with Instructional Staff – Data	
	Central Team Meeting with CORE Office	
	Meeting with Mike Murphy – TN LEAD/PD Planning	

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08.20.13	TN LEAD Training with Leadership Team and Unicoi County Leadership Team
08.21.13	TEAM Training (Administrator Evaluation Training)
08.22.13	Lunch Meeting – Partnership Board Board Meeting

**Tennessee Technology Center now Tennessee College of Applied Technology**

The Tennessee Technology Center (TTC) is now called the Tennessee College of Applied Technology (TCAT). The TCAT that serves our area is located in Hamblen County, and, as you know, they are prepared to provide classes in welding, machine tool and industrial electricity as evening courses at the Greene Technology Center. These courses are adult courses and are covered completely or almost completely by financial aid depending on need. We are trying to get the word out as these are a great benefit for adults in Greene County. Completion of these courses of study results in an industry certificate which is a valuable credential when applying for good jobs in industry. We believe that the courses in welding and machine tool will make for the fall, but we need to encourage folks to sign up. There are 20 slots available in each course, and we need 10 signed up for the course to make.

**TSBA Law Institute**

I have attached my notes from the conference to the end of this report.

**Meeting with Dr. Brian Noland**

Dr. Noland invited area directors to meet with him recently to discuss many issues related to K-12 and post-secondary education. The dialogue was very open, and many good ideas were shared that may help students connect with post-secondary prior to leaving high school and to help increase college going and retention. ETSU is investigating MOOCs which are online courses that are free. This is something that may provide many great options for high school students in the near future. We are watching for these opportunities and providing feedback regarding needs for our students. This may also be a good option for quality professional development for teachers. We discussed this possibility as well.

**Education & Workforce Development**

We had an organizational meeting with representatives from Greene County Partnership and Greeneville City Schools recently to revamp the Education and Workforce Development Committee of the Greene County Partnership. We are focused on career goals for students, postsecondary training and education, workplace readiness assessments, internships and alignment with business and industry needs.

**i3 Grant**

During a recent meeting with Vivian Franklin we discussed direction of the grant and needs as expressed by Greene County. The goals are clear: to improve rigor at the high school level to

increase college and career readiness. AP is one focus, and we are starting up some AP programming in Greene County. There were funds in the grant to supply books, so we have been provided books for the AP Human Geography course by the grant. We are very appreciative.

### **TN LEAD Grant**

Principals have had their first training for TN LEAD and the groups have been formed. Principals are grouped according to the needs revealed via evaluation into one of three groups: Effective Use of Data, Feedback/Support/Professional Development, or Strong Culture for Teaching and Learning. They have been provided resources, and next week they will begin to work together to study and set goals for their groups, for themselves and for their schools. We are excited about the great learning that will take place, but we are most excited about the positive changes this learning will bring to our instructional program.

### **Core Leadership Council**

The Council met to debrief all the summer training that has taken place with more than 30,000 teachers trained in instructional practices to support rigorous learning through the Common Core. There are many fine resources coming out to assist teachers such as unit and task examples as well as videos to demonstrate effective practice.

We talked about balance in testing – doing enough but not too much. Some standardized testing is necessary; it helps us assess the effectiveness of our work – our teaching and our programs. We must know that what we are doing is producing a good outcome.

We discussed the reading courses the State will offer to teachers this school year as well as leadership courses for principals to help them lead the process of this change. We reviewed state achievement data and asked questions about the data, and we took a writing exam which gave all of us a good look at the level of rigor required through reading source material and writing an analysis of the material.

These meetings bring focus to the initiatives going on in Tennessee. We know we are on the right track, but there is still much work to do. We must continue to make sure we are teaching the right things to an appropriate level of rigor, that we are providing enrichment and remediation and that we are keeping students and teachers engaged and encouraged.

### **United Way Board**

Judge Bailey met with the United Way Board to discuss needs that he sees as he presides from the bench. The most impactful thing he said, in my opinion, was the great need for mentors in Greene County. It was stated that Greene County is the only community around that does not have a mentoring program in place. (Not Greene County Schools, the community of Greeneville and Greene County.) This sparked great interest among those in attendance, and we are pursuing some ideas around this topic. This happens to be a passion of mine, and I am excited to be a part of this initial planning.

I continue to be amazed and inspired by our teachers and staff. We have teachers who continue to work even though they have serious health issues. They want the best for their students, and they are committed to giving of themselves to accomplish great things for their students.

I am reading a book by Bob Goff called *Love Does*. There are great vignettes of Bob's life in the book; it is at once entertaining and inspiring. At the beginning of each chapter there is a statement of something he has learned which he then illustrates in the chapter. One really sticks with me: *I used to be afraid of failing at something that really mattered to me, but now I'm more afraid of succeeding at things that don't matter*. This says to me that we should be mighty careful what we aspire to. Those aspirations should be worthy of the task at hand – and ours is terribly important. We are teaching children. We are building our future one child at a time. In another book I was reading this week, it was stated that *teachers are nation builders*. That is not an overstatement.

I am honored to be a part of this work, and I thank the board for your support of our system, our schools and our children.

Dr. Kirk also stated that she had put the minutes from the May, 2010, Board Meeting in Drop Box, which was about the Race to the Top plan and how we had planned to use Academic Coaches. It shows the full plan that was submitted to the state.

Mr. Mike Akrom with Five Points gave a brief overview on “Health Care Reform: What TN Schools and Government Agencies Need to Know Now”. He covered The Mandate that shows employers with more than 50 employees must decide whether to offer benefits or not and the penalty has been delayed until January 2015. Many changes are coming and they are complex so the delay allows employers time to get ready. The Government has defined a full time employee as someone who works 30 hours per week or 130 hours per month. To count an employee's hours you have to include paid time off such as holidays, vacation, sick time, etc. This does have to be measured and creates a challenge for schools. This will include Substitute teachers and Bus drivers. Schools will have the option to “Pay or Play”. If you choose not to offer benefits to your employees you will pay penalties of up to \$2,000 per head per year. If you choose to offer benefits they will have to be conforming health care. A web site is being made available called the Marketplace/Exchange where any individual may go online to get health care coverage. Benefits of the change are that beginning January 1<sup>st</sup> you will be guaranteed to get insurance with no pre-existing conditions and no health questions. Everyone must have insurance or be assessed a fine. Families who meet the state poverty level could possibly qualify for some kind of premium subsidy. Exchange is the only place you can get a premium subsidy. Our school system has decided to “Play” which means we are going to continue to offer benefits. This doesn't mean we won't encounter penalties or fines but that we now have to manage our benefits with four basic rules:

1. 95% Offered Coverage – full-time employees must be identified (30 hrs/week)
2. Affordability – Can't be greater than 9.5% of the employee's household income
3. Minimum Essential Coverage – If offered to one must be offered to all
4. Cost Effective Plan

We will need to stay on top of the reporting requirements for W-2 and we are currently doing that. The SBC summary of benefits and coverage is posted by the state on their website. All employees must receive notice of any changes. The mandate for October 1<sup>st</sup> is that all employees be educated about the Marketplace / Exchange and if they are eligible or non-eligible to avoid issues later. Employers should be making sure they are

tracking time and attendance. Five Points is available for questions at any time on their website.

Mrs. Johnson addressed having reservations made for the Board for the annual National Convention in November. Mrs. Austin clarified that this was a continuing education convention and that it was very beneficial to the Board and that it was not a meeting that required Board approval. This was done in years past due to the recession and budget constraints. Mr. Brown and Mr. Jones agreed that it did not need Board approval each year and that each Board member would need to let the secretary know if they would be attending.

Mrs. Johnson stated that Mr. Ripley had already addressed her questions regarding the CTE Position for this agenda item.

Mrs. Johnson addressed Mr. Ripley regarding the Differentiated Pay Committee and wanted to know who would be on the committee? Mr. Ripley answered that those being considered were administrators, new and experienced, teachers, Mrs. Batson, Mrs. Woolsey to help understand funding. Mrs. Johnson wanted to know if he had considered adding a Board member to the committee? He stated that they had discussed that as well. Mrs. Austin stated that when Merit based pay was discussed a few years ago that a Board member was on that committee and that it was good to have a Board member in the discussion. Mr. Jones asked if this was a mandate from the state to which Dr. Kirk stated that it was not mandated by the state and that you do not have to have a committee but that we want to do it this way because we want it to be something that teachers view as positive and that is supportive of their work and that supports the things that we value and that elevates the profession and so we wanted to have some input. Mr. Jones agreed and asked Mr. Ripley just to inform the Board when the committee was formed as to who was on it and how it was formed. Mrs. Johnson asked that it be noted that she recommended that a Board member be on the committee.

Mrs. Johnson read a statement saying that after being elected to the school board that it has become evident to her that there are issues in how to deal with each other within the system and how to deal with the public. She stated that these issues need to be corrected if we are to accomplish our goal of educating the children of our community. She continued to read that rather than focusing our meetings on how to avoid taking minutes, limiting debate and public involvement, we should be acting as a professional team.

Mr. Brown addressed the issue of the possibility of the County Commission taking \$.03 out of our Education Debt Service. He stated that this is very important to our school system. He also stated that it is used to pay for school buses and bonds at Chuckey-Doak and wanted to hear discussion from the other Board members. Mr. Brown had a letter that had just been received on the date of the Board meeting which was a written recommendation from Chuck Cagle and Mr. Brown noted that we had also spoken with our attorney, who was in agreement, that if the County commission does do this that based on the resolution, *"finally, unilaterally amendment of the resolutions adopted by both governing bodies without seeking approval of the amendment from both bodies will result in the resolutions and agreements becoming void and of no force and effect. Hence the school board would be relieved of any further obligation to dedicate any of its revenues, including sales and property taxes, to the education debt service fund."* Mr. Jones stated that he was sure that

this was off the table now and that it was a mute point but for future reference if at some point if anything like that ever did happen we would be pressed to make sure we take care of Greene County Schools. He went on to say that the Education Debt Service is not controlled by us and that it was the County Commission that handles it and makes decisions on replacing buildings and that we make recommendations to them. Dr. Kirk clarified that if the city was taxed the additional \$.03 that it would not mean that the funds would be used for schools. If they take the \$.03 from the education debt then it removes some of the revenue that we use for that debt and buses and puts it toward county operations and so whatever was assessed for the city at that time would be for county operations and not for schools.

Mr. Jones moved on to the new business of the meeting. On motion by Cobble; second by Johnson, the board approved the list of 2013-2014 Volunteer Coaches.

The Board, on motion by Brown; second by Cobble, with a majority vote approved the School Bus Advertising Program. Mrs. Austin and Mrs. Johnson both voted no. Mrs. Austin questioned where the funding would be used and recommended that the funding be used toward buses since the issue was just discussed about the education debt service being used to fund buses. Mrs. Johnson agreed with her statement and that the money should first go to pay our debt and then the rest used for band and athletics. Mr. Jones inquired as to what debt needed to be paid and Mrs. Johnson referred to the education debt loan. Mr. Jones clarified that the loan belonged to the County Commission and that the school board was not responsible for that debt. Mrs. Johnson asked to clarify that the County Commission buys the buses for us and Mr. Jones clarified that they did buy the buses for us out of the revenue for the education debt. Mrs. Johnson then went on to inquire if next year they did not have money for buses and we have not saved for buses and need them, then we will not be able to buy buses? Mr. Jones replied that there is a schedule in place to buy the buses and that we know what revenue is coming in and we know how much the buses are going to cost us and that schedule has been set in place many years out. Mr. Brown state that we always maintain a one million dollar balance and Mr. Jones confirmed that we do in that fund balance. Mrs. Austin asked if there was a concern this year about us being able to buy the number of buses that we needed. Dr. Kirk answered that we did not buy the number of buses this year that we needed because of the mini buses and that we would need to look at putting money aside for those mini buses in the future. Mr. Cobble stated that he would like for all of the money to go toward sports and band. Mr. Jones stated that the information for that is in the item that the board is voting on

On motion by Brown; second by Cobble, the board approved giving a 72 passenger Bus and Mini Bus the Boys and Girls Club and a mini bus to Rural Resources. Mr. Hopson asked if the buses were too old to run for the schools and Mr. Jones confirmed that was why they were being donated. Mrs. Johnson also wanted to know if we would be responsible for the maintenance on them after they had been donated. Mr. Jones responded that we would not be responsible and that the title would be transferred to the organizations receiving the buses. Dr. Kirk added that we do not do this very often but these two organizations are good partners of the school system and they run the buses to the schools to pick up students after school and Rural Resources does as well especially during the summer and for the community. Mr. McLain also added, for clarification, that it was either we give the buses to these organizations or we scrap them.

On motion by Austin; second by Cobble, the board approved the fee chart for all four high schools. Mr. Jones added that it is up to the high school on which fees they charge and they do not charge all of them.

The Board, on motion by Brown; second by Hopson, approved the Job Description revision for College and Career Ready Data Specialist.

On motion by Crawford; second by Brown, the board approved a softball press box for North Greene High School. Mrs. Johnson wanted clarification on the cost of the press box and who was actually paying for it and Mr. Jones answered that the different volunteer organizations at North Greene High School would be paying for it. Mrs. Austin inquired if our maintenance department would be doing the work and Mr. McLain stated that they would be involved in some of the slab work and framing.

The Board, on motion by Brown; second by Johnson, approved Auxiliary Officers' hours being changed and hiring additional officer. Mrs. Johnson requested information on how the officers were being hired now and if we would be following the same practice when hiring the new ones? Dr. Kirk stated that we work together with the sheriff's department to identify good candidates for the positions so he works with us to do the hiring because they are our employees and yes, it would be done the same way.

The Board, on motion by Brown; second by Johnson, approved the Auxiliary Officers to receive insurance reimbursements. Mrs. Austin asked to be sure that this would still be staying within budget and Dr. Kirk responded that, yes, it would still be within budget.

On motion by Hopson; second by Cobble, the board approved the lease renewal of the Sunnyside property.

The Board, on motion by Johnson; second by Cobble, approved the following Bids:

- Direct Digital Control
- Propane
- Toilet Paper (For Entire System)
- DELL Desktop computers for 2013-2014

Mrs. Austin asked Mr. Tipton if he knew if, after replacing WGHS HVAC system with propane how much savings that would be. Mr. Tipton stated that he did get information from Cenergistics on that and there should be significant cost savings especially since the cost of propane was down; however he could not give an exact savings estimate.

On motion by Cobble; second by Hopson, the Board approved the Race to the Top Budget. Mrs. Johnson asked what our obligations were by taking the Race to the Top money and which items will be reoccurring expenses once this money has ended. Dr. Kirk stated that we have already accepted the money so any assurances that we signed in the beginning were signed in 2010 and that information for this was placed in Drop Box. The assurances were basically made by the State of Tennessee and we don't have an obligation to change what we are doing and they tell us what needs to be done. She went on to state the obligations out of this budget were none. The budget being approved tonight will have no carry over and will be expended within the year. We do have Academic Coaches who were moved over into the Title Budget and that was the plan from the beginning. That is the only thing that will stay. Mrs. Johnson asked if we have the option

to change what we are doing with Race to the Top or if it is strictly mandated by the state. Dr. Kirk answered that we wrote a plan in the beginning that laid out the four years and there has been an option each year to adjust that and that we have pretty much stayed the course on that. It has also incorporated some Common Core since that is a focus by the state and we felt like we needed to be prepared for that.

The Board, on motion by Austin; second by Brown, approved the Food Service Budget.

On motion by Hopson; second by Brown, the Board approved the PARCC Tech Plan. Mrs. Johnson stated that she was concerned about all of the testing that all of our students are doing now and will be doing in the future. Students test every other month and teachers' pay is tied into these tests and as a result teachers are teaching to the test and the students are learning only what is on the test. PARCC is responsible for writing the tests and therefore responsible for the curriculum that we are using and because PARCC reports to the Federal government and we are instructed by the state to give these test, this is a government run curriculum and a government run education. Dr. Kirk responded that she did not believe that PARCC reported to the Federal government. Mrs. Johnson stated that she has a book that shows that PARCC does report to the Federal government and that the students are being told what to know and not being taught how to learn and that is an issue. Mr. Jones stated that his opinion, being a life-long educator, that the states came together to do this and they saw the need and that some states were setting their standards so low and so achievable that there were not making the progress they needed to make. Some states looked on paper that they were very high achievers but in reality when they went to college and started competing with other students in other states we were finding that we were not raising the bar high enough, so these states came together and decided that what you learned in each state needed to be on the same page so that it is fair to every community and not one section of the country that gets the advantage over others. He also stated that Common Core challenges students to go beyond their safe limits. Mrs. Austin stated that she felt the intent of Common Core was good and that Tennessee was not doing very well in education. Mr. Jones said he felt that we were setting the bar way too low. Mrs. Austin added this was done at the state level and that she had some concerns about it and that there was some confusion about what curriculum would be involved with these standards and that the Federal government has no place in local education as far as telling us what our curriculum should be and that should always be maintained on a local level. She felt that we should be very careful on this because some of the data would go to the Federal level and she wants to have more information on what materials are going to be used. She stated that all materials taught, by law, should be made public record and wanted to know who chooses this and to be sure we are not telling kids how to think. Mr. Jones also added that Common Core has generalized standards and not specific standards. Dr. Kirk stated that they are more focused and more rigorous and the state department is very aware that the decisions need to be made locally. She also stated that we did not want anyone teaching that is opposed to their values. Mrs. Austin stated that she would like to be sure that the textbooks were in very convenient locations because we are responsible for what our kids are being taught in Greene County. Mr. Brown said that he felt that Greene County was still in a good place with what we are teaching our kids and that he understood what Mrs. Johnson and Mrs. Austin were talking about and that there is that concern there because there are federally

mandated policies and that do have to follow the rules and there may come a point and time as Christian leaders of our community to stand up and we may have to say no we are not going to do this. We also stated that we have a good director and good group of teachers but we are living in what the world wants to see, a global economy, and that right now we have control and we need to stand up and make sure we keep that control. Mrs. Austin stated that when Tennessee took federal money that gave them some control. Mr. Jones again stated the Common Core was not mandated by the Federal government and it was the states that come together with a consortium of states and the state of Tennessee agreed to do that. The Federal government came in to say they wanted to help schools to up it and offered Race to the Top money so we decided to apply for the money to be able to do that but they do not mandate to us. Mr. Jason Patrick gave a brief overview of the PARCC Technology Plan and stated that it is tied to the state funds that are being provided to each district to get ready for the PARCC testing. One of the needs of technology is that we have integrated wireless in our schools so the bulk of the funds would be used in implementing the wireless that the schools need and the remaining funds would be used for testing devices. The state has reviewed and approved expending \$447,684 and this item is requesting the Board's approval. Mr. Patrick added that for us to be PARCC ready after this, we still have work to do. We currently have 27 labs that we are looking at as testing environments and we still need to add an additional 39 more testing areas to be ready for a total of 66 testing sites. PARCC does have minimum standards that have to be met so all of our devices do not meet standards. He also gave information about future needs and costs that would be coming up in the spring with a decision needing to be made at that time. Mr. Brown thanked Mr. Patrick for keeping us ahead of the game and get us ready before we start testing.

The Board moved on to the next item on the agenda of approving Policy Procedures Manual revisions and recommendations on first reading. Dr. Kirk stated that she would like to discuss one of the items. Mrs. Austin added that she would like to pull 1.407 and 1.407 Exhibits A, B, C, and D. Mrs. Johnson also stated that she would like to pull 1.802. All other Policy Procedures Manual revisions listed, on motion by Crawford; second by Johnson were approved.

- **6.502** – Foreign Exchange Students
- **6.309** – Zero Tolerance Offenses
- **5.307**– Physical Assault Leave
- **1.108** – Nepotism
- **3.202** – Emergency Preparedness Plan
- **6.316** – Suspension/Expulsion/Remand
- **5.305** – Family and Medical Leave

Mr. Jones requested that everyone take a look at 1.802-Section 504 and ADA Grievance Procedures. Mrs. Johnson questioned the section on request for hearing and stated that the paragraph on page 2, line 16 and 17 was very cumbersome. Dr. Kirk stated that the reason the language was changed was that it did not provide for an oral request before and it must provide for an oral request because not everyone can write and that this is saying that you can submit your request orally or you can submit your written request and that if it is an oral request the request shall be reduced to writing. So if it is not written you do have to take it to written form. Mrs. Johnson said that she feels that it is just so cumbersome.

Dr. Kirk stated that this is the way TSBA brought it to us and she was not sure if she could reword it in a way that is better. Mr. Jones stated the he understood that if someone could not write they could come and say that they wanted to request a hearing and Dr. Kirk added that you could then write it out for them and read it back to them to make sure it is what they asked for. Mr. Hopson stated that it did sound reasonable to him. Mrs. Johnson wanted to highlight something that they had learned at the Summer Law Institute was that the public requests a hearing of the Board that we have to legally hear that. Dr. Kirk addressed this and stated that she had spoken to Mr. Chuck Cagle right afterward and that he informed her that Chris was wrong in what he said and that our policy clearly states that we can either review the record or we can grant the hearing. If we do grant the hearing we do have to hear both sides but you can do it from just reviewing the record and that she would be happy to have him send that information.

➤ **1.802 – Section 504 and ADA Grievance Procedures**

On Motion by Mr. Brown, Second by Mrs. Austin, the Board approved Policy 1.802.

Mr. Jones then moved on to Policy 1.407 School Board Records and Item A, B, C, and D. On Motion by Crawford, Second by Mr. Cobble the Board opened discussions for this item. Mrs. Austin stated that she had spoken to Dr. Kirk regarding this policy change and was surprised to see it on the agenda because it has been something that is working for us and is not broken. She stated that she is aware that it was a suggestion by Mr. Cagle and that he had sent a letter to the Board stating that more and more people are asking about school records and what is going on with the schools and that she felt it was a good thing. She stated that she could not vote to hinder public access to public records and that is how she viewed this change. Tax payers are already paying the salaries for the employees who would be collecting these public requests and they already pay for the materials that would be used to fill these requests. Mrs. Austin also wanted to know who wanted to include the Board in this so that Board members have to fill out a form also? Mr. Brown stated that he did not think that it was anyone who wanted to include them and that this was done to make it fair for everyone. He said he agreed with what Mr. Cagle said but that we wanted to be sure it wasn't excessive or taking advantage of the system. Mrs. Austin wanted to know what the problem was with the one page policy we currently have and then going to an eight page policy change. Dr. Kirk stated that Mr. Cagle had brought this to all the districts that he works with because he is seeing it all increased across the state and that she has had two requests this year that were pretty obsessive and because of his work with TOSS he intervened for us and prevented it from happening and that is one of the reasons he say it as a necessity to protect districts from having to fulfill large requests that would take your staff off of their daily work to fulfill. She also stated that she agrees that people should have access to open records and this provides that within 7 days we have to do something with that request but if you have a request that was very large and cumbersome, that would mean your staff would have to stop what they were doing and fulfill that request and it could potentially cost the district in overtime if you could not get the request done and the work. She said that she felt it was preventative and that is why she thinks Mr. Cagle sent it out. Mrs. Austin wanted to know who then decided what was excessive. Dr. Kirk stated that there would be a threshold. Mrs. Austin added that in the new policy it does but in the current policy who here decides what is excessive? Dr. Kirk stated that the two in question were requests for things that we did not have to supply and that it was for information on all of our employees. Mrs. Austin stated that if it was public record we do and Dr. Kirk replied that it was for their phone numbers and addresses and we do not have

to supply that and that some come that are inappropriate requests that would have to be put together and the new policy sets the threshold of one hour of work and Mr. Brown wants it to have a threshold of a certain number of copies so that we are not charging people for small amounts if work but that it would protect us from cumbersome and large requests. Mrs. Austin reiterated that she felt like this was trying to hinder access by adding Board members. Mr. Jones added that some of the requests come from people who are not in Greene County and they are not contributing to the salaries of the employees so the requests are not appropriate. Mrs. Austin replied that we do not have to meet those requests and Dr. Kirk responded that if they live in the state of Tennessee we do have to provide them with the materials requested. Mrs. Austin continued that she felt by adding the Board to this policy that it was directed at the Board to hinder them from having access to materials. Mr. Jones asked what is the pleasure of the Board to which Ms. Crawford called for Question. Mr. Jones stated that Question had been called and to vote, all were in favor with the exception of Mrs. Austin and Mrs. Johnson who were both opposed. Mr. Jones then called for a roll call vote.

➤ **1.407** – School Board Records

➤ **1.407** – School Board Records – Exhibit A, B, C, D

With a five voting yes and two voting no in a roll call vote, Policy 1.407 was passed. Mrs. Austin and Mrs. Johnson both voted no.

The Board, on Motion by Brown; Second by Hopson, approved the Disciplinary Hearing Authority Members.

On motion by Cobble; second by Crawford, the board approved the IT Job Descriptions.

The board on motion by Austin; second by Johnson, discussed the approval of Workshop & Committee Meeting minutes and Records. Mr. Cobble asked if that meant that minutes were going to have to be taken in their workshops? Mrs. Austin said that this is her request that minutes be taken at the workshops. Mr. Cobble stated to clarify that minutes had not been taken at the workshops and Mrs. Austin stated that she had a letter from Mr. Cagle and the Council of Open Records and three of our policies that doesn't say anything about not taking minutes at workshops. Mrs. Austin state that she felt that we should have never had to spend this much time and energy on this issue and that it is clearly addressed in all of our Board policy and TCA as well that we should keep minutes of all meeting of the meeting of the public body and Board. The perception from the last meeting was that we did not have to do that; however policy 1.406, 1.400, and 5.802 go on to say that minutes are to be kept of all meetings, regular and special. Mr. Cobble requested that we take out the word "workshops" and that minutes not be kept for workshops. Mrs. Johnson stated that she did not know why we would not want to keep minutes and that they are being paid by the public and discussing public business and they have a right to view those minutes and know what is being discussed. Mr. Brown stated that he felt that everyone was in agreement to taking minutes for regular and special meetings and that it was only the workshops that were in question. Mr. Jones stated that it had been agreed on a long time ago that minutes needed to be kept at every committee meeting because it is a meeting where recommendations are made and voted on for board action at the next meeting. The only rationale for workshops is that they are supposed to be very informal and talk about issues and ideas and to be able to express your views without someone putting it in

official minutes. Mr. Jones went on to say that it comes down to the definition of your workshops. Mr. Brown asked if the item could be amended to exclude "workshops". Mr. Jones stated that a motion would have to be made to amend and then a vote taken on the amendment and that there is still a motion and 2<sup>nd</sup> for the original. On Motion by Brown for an Amendment to exclude the word "workshops", second by Cobble, all were in favor with the exception of Mrs. Johnson and Mrs. Austin so Mr. Jones called for a roll call vote. With five voting yes and two voting no in a roll call vote, the Amendment to exclude the word "workshops" was approved. Mrs. Johnson and Mrs. Austin voted no. Mr. Jones then stated that the Motion and second was still on the floor to approve Committee Meeting-Minutes and Records and called for a roll call vote to approve the Committee Meeting Minutes and Records with the Amendment they just voted on to exclude the word "workshops". Again, five voting yes and two voting no, in a roll call vote, the Board approved to Amend the request to exclude the word "workshops" and approved Committee Meeting -Minutes and Records.

The Board, on Motion by Johnson; Second by Austin, and with discussions by Mr. Jones asking if TSBA or someone had looked to see what TCA says because they give us our direction on Bid Committees. He said that he has no problem with us adopting something as long as we know that it isn't circumventing something that they say that we do. Dr. Kirk says that she has asked the County to see what they do but does not have a copy of that yet. Mrs. Johnson said she did check with other surrounding counties. Mr. Brown said that he wondered about the \$5,000 and Dr. Kirk said that the law is actually a \$10,000 limit on bids. Mrs. Johnson said that looking at the communities around us that \$10,000 was just a suggestion so she thought that if we set it at \$5,000 it would allow us to be above board. Dr. Kirk stated that the law had changed because the costs of things have gone up. The Board was divided on the decision so a roll call vote was taken. With a vote of 5 no and 2 yes, the Board did not approve the Bid Charter. Mr. Jones suggested the Dr. Kirk get the information from the County and maybe from the state auditor and that this may be something that we could revisit.

The Board, on Motion by Cobble; Second by Hopson, approved the Professional Learning Opportunities for Dr. Kirk. Mrs. Austin said that she felt uncomfortable leaving the number of meetings open ended. The contract is pretty clear what needs to be done about any additional meetings and that she didn't feel that we needed to change the contract. Dr. Kirk stated that she was not asking to change her contract and that she was just asking for approval of these meeting. Mrs. Austin didn't feel the meeting number should be left open ended since we pay for those meetings. Mrs. Johnson agreed that the professional learning opportunity statement is pretty open ended and that our policy states that the Board approve all professional meetings and that we should continue to follow that policy. Mr. Jones asked for a vote to approve the item as presented on the agenda and Mrs. Johnson asked to make a Motion to Amend the request to strike out "that the director is requesting approval to attend at her discrecion and depending upon the availability and funding" but to leave it "per the director's contract the director shall attend the professional meetings approved by the Board, the actual and necessary expenses of said attendance to be paid by the school system in accordance with the Board policy". Mr. Jones clarified that it is the second paragraph that Mrs. Johnson wants to strike and that we would Amend to include only the first paragraph of the request? Mrs. Johnson and Mrs. Austin agreed that is what is

currently in her contract and made a Second to the Motion with the Amendment to only include the first paragraph. The Board was divided in the decision and a roll call vote was called. With five no and two yes the Amendment did not pass. Mr. Jones then called for a vote for the Original item on the agenda to approve the Professional Learning Opportunities for Dr. Kirk as listed. Mr. Jones stated that we do have a Motion and a Second and requested a roll call vote. With five yes and two no, the Board approved the Professional Learning Opportunities for Dr. Kirk. Mrs. Johnson and Mrs. Austin voted no.

The Board, on Motion by Brown; Second by Crawford, approved the Policy Committee Members and Procedures. Mrs. Austin stated in the past that the chairman of the Policy Committee was a Board member and that the Policy Committee is a Board committee. Policy 1.101 says that the Board will develop policy. Mr. Brown felt that it would be a full time job to get everything done for the committee and that was the reason the Policy committee had recommended that Dr. Kirk be the chairman of the committee. Mrs. Johnson felt that policy belonged to the Board and that a Board member should be the chairman of the committee. Mr. Brown stated that three Board members are on the committee and make the decisions and bring it back to the full board to vote so the Board is still in charge of the policy as to whether they approve it or disapprove it.

The Board, on Motion by Brown; Second by Johnson, the Board was again divided on the decision and Mr. Jones called for a roll call vote. With five yes and two voting no, the Board approved the attendance at the Senate Education Hearing. Mrs. Austin and Mrs. Johnson voted no. Mrs. Johnson stated that Dr. Kirk represents the whole school system and that an open discussion needed to be had with the community before we make a presentation at the state level.

The Board, on Motion by Crawford; Second by Hopson, approved the Title III Budget.

The Board, on Motion by Crawford; Second by Brown, approved the Job Description for Behavior Specialist. Mrs. Johnson requested to know where this position would be working and what the range of salary would be. Dr. Kirk said that it would be out of the central office but that they would be working out at the schools and that it was a Special Education funded position.

Mr. Jones state that he had planned to make an announcement and would like to make an announcement at the September meeting.

The next regular board meeting will be held on Thursday, September 26, 2013 at the Central Office at 5:00 pm.

On motion by Hopson; Second by Johnson, and with no further business, the meeting adjourned at 7:55 p.m.