

# GREENE COUNTY BOARD OF EDUCATION

## Minutes

April 24, 2014

The Greene County Board of Education met in regular session Thursday, April 24, 2014, at 4:30 p.m., at the Greene Technology Center.

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

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

### III. PRESENTATIONS & CELEBRATIONS

- Andrew Johnson Poetry/Short Story Contest Winners
- Band Clinic Recognitions
- Band Solo & Ensemble Festival Winners
- East TN Honor Choir
- Duke University Talent Identification Program
- 4-H Awards
- NGHS Girls Basketball Team to TSSAA State Tournament
- EPA National Battle of the Buildings Competition

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

Approve the Agenda, Consent Agenda and Addendum

Mr. Brown stated that the Board would need to vote on the original motion for approving the Consent Agenda, as is, before making any changes.

On motion by Tom Cobble, seconded by Deborah Johnson

**Roll Call Vote:** 2 – 5      Failed  
No- Brown, Cobble, Crawford, Hopson, Tipton  
Yes-Austin, Johnson

Before voting to approve the Consent Agenda, Rex Hopson made a motion to pull the Evaluation forms for the Director of Schools until after the September meeting due to the Board elections and allow the new Board members an opportunity to review the evaluation documents. Tom Cobble made a Second. Kathy Austin addressed the motion and stated that the Director Evaluation Committee has worked on the document for four months and all Board members were welcome to come and participate and the Board voted unanimously to do the survey, which is part of the evaluation. She added that she was very disappointed that we are to this point and the documents could have been pulled earlier and that the committee had met many times and they are just trying to comply with the law and bring the evaluation of the

director up to the way we are evaluating the teachers. Mr. Hopson replied that he was disappointed that it was sent out to everyone at the schools before he knew what was in the document. Ms. Austin stated that the evaluation has not been sent to anyone and that only the survey has been sent that the Board has already voted on and approved to send out. Mr. Hopson and Mr. Cobble both agreed that they have not seen the document questions being presented for approval. Mr. Brown added that there may be some confusion about the evaluation and the survey. He stated that the Board has voted and approved the survey and the Board has not voted on the evaluation documents. He also added that he has had some emails and calls since the survey went out from people who did not feel comfortable filling out the survey. Ms. Austin replied that they did not have to fill them out and it is not required. Mr. Hopson continued that he wants the evaluation documents pulled until the after the September meeting so that any new Board members will have a say in the documents being used. Ms. Austin replied that the Board will have to do the evaluation in June and that Mr. Brown had selected the committee to put together the Director's Evaluation and these documents are what that committee is bringing to the Board for approval after four months of intensive work. Mr. Brown stated that if the new evaluation is not used, then they will have to go back and use the evaluation that was used last year. Mr. Tipton clarified that they are voting on action item *VII-S Approve Director Evaluation documents*. Mr. Brown confirmed that this is the item up for vote to pull from the agenda. Deborah Johnson stated that Dr. Kirk had sat in on many of the meetings and had the option of making any comments or pulling and changing anything and also that any Board member could have sat in on the meetings and could have done the same. Mr. Brown stated that part of the problem may be the feeling of having to rush these documents and if approved the documents would be used in June. Ms. Austin stated that is what he had charged the committee to do. Mr. Tipton added to the discussion that his comment had been before that he was afraid the evaluation was daunting and so many questions and so much to go through that it would be hard for someone to look at the document and be ready to vote on it and that some comments had been quoted in *The Greeneville Sun*. He stated that as a committee member that he had not thought about the point the Mr. Hopson had brought up about having a new Board. Ms. Austin restated that the committee had had an opportunity to pull as many questions as they wanted and that about 10 questions were pulled and that the Board could pull questions now and discuss and change before voting. Mr. Brown stated that as it is, it would be very daunting for the Board to do that at this meeting. Ms. Johnson said that the committee members had spent a lot of time on this and were paid to be on this committee and put together and objective evaluation. She added that everyone on that committee looked at it and had plenty of time to have input and anyone could have pulled any questions if they felt it was too daunting but everyone looked at it, discussed it and agreed on it and to bring it up now and think that it is not an excellent document, is a shame. Mr. Hopson stated that he has disagreed with the document ever since he saw it and is bringing it up now before it is voted on.

Question Called by Tom Cobble, Seconded by Rex Hopson

**Roll Call Vote:** 4 – 3                      Passed  
No-Austin, Johnson, Tipton  
Yes-Brown, Cobble, Crawford, Hopson

Chairman Brown stated the Board would now need to vote on the original motion to pull the Director Evaluation and table it until the new Board comes in and has a chance to look at it and make changes. Kathy Crawford asked for clarification that it would be using this same

document. Mr. Brown confirmed that it would be the same document. Kathy Austin requested that the Board find a new Chairman for the Director Evaluation Committee. Mr. Tipton clarified that Mr. Hopson is asking to pull this item so that the new Board will have an opportunity to review and that he is not requesting that it be thrown away. Mr. Brown clarified that it was only being pulled to allow the new Board to review.

Original motion to pull Item VII-S Approve Director Evaluation documents by Hopson, Seconded by Tom Cobble

**Roll Call Vote:** 5 – 2                      Passed  
No-Austin, Johnson  
Yes-Brown, Cobble, Crawford, Hopson, Tipton

Kathy Crawford made a motion to pull VII-C Bid Recommendations (Pest Control ONLY-to discuss). Seconded by Cobble. (Item moved to VII-U for discussion)

**Vote:** 6 – 1                                  Passed  
No-Austin

Deborah Johnson made a motion to pull VII-T Bid Recommendation (Door Replacement ONLY) . Seconded by Rick Tipton. (Item moved to VII-V for discussion)

**Vote:** 5 – 2                                  Passed  
No-Cobble, Crawford

On Motion by Rick Tipton, Seconded by Rex Hopson to approve the Agenda, including Consent Agenda and Addendum with the above changes noted

**Vote:** 6 – 1                                  Passed  
No-Austin

## **V. REPORTS, HEARINGS AND COMMUNICATIONS**

GCEA – No Representative or Report given.

Board Reports – No Board Reports given.

Budget Monitoring Sheets – Ms. Mary Lou Woolsey gave a brief update on the budget stating that property tax was up 3.3% and also sales tax was up 3.1% from last year. She stated that there has been a decrease in electricity of \$70,000 in electricity from last year and that natural gas and propane are up \$61,000. Diesel is down 12%. She added that the revenues and expenditures were all in line with last year. She gave the unassigned fund balance as \$2.1 million with last year being 1.9 million.

Personnel Report-Mr. Bill Ripley's attachment showed current personnel changes and he had no other report to add.

Data Report – Dr. Julia Lamons announced that there are some celebrations due to three Grants that have been written for Greene County to provide some things for our students totaling nearly \$258,000. These include a Science Lab at \$142,000; SELLS Grant for \$93,000 to provide another

Computer Lab to the schools; Technology Lab for the Ed Center which would provide a Lap Top cart for the students there.

Community Eligibility Provision-Colby Wagoner reported that Greene County is eligible to participate in a Community Eligibility Provision which has been tested in twelve states for the past four years. Tennessee is now open to participate and this allows participating schools to allow all students, regardless of income status, to eat breakfast and lunch, at no charge. He added that as a district we qualify district wide and that food service would have to be sure that they are solvent enough not to go into debt as a result of participating in this program. He recommended that he be able to share some information with the Board at an upcoming workshop and show some different scenarios for them to be able to make an informed decision. He added that this is a great benefit to the families of Greene County and will help them to save extensively in meal costs. Deborah Johnson stated that if he was going to be giving extensive information and wanting the Board to discuss it and make a decision, then a workshop may not be the best place to do that and that maybe there could be a special Called Board meeting so that it could be discussed and then a decision made.

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

## **Director's Report – Greene County BOE Meeting~April 24, 2014**

### **School News**

I have made seven school visits/principal observations since the last report. Schools have been working very hard since the return from Spring Break, and testing will take place the last week of April. I know folks get a bit tense about the testing, but I believe the hard work of our teachers and students will pay off. I know that they have been extremely focused, and they have been using data to guide their instruction – re-teaching and offering remediation where needed. We have also had more focus on enrichment this year for those students who do not need remediation.

While I did not get to attend the County-wide Art Show this year due to church obligations, I was fortunate to be able to attend the High School Art Show held at the Mason Gallery. The art displayed there was impressive in both quality and scope. I can see the effect of having an art teacher at each high school. These teachers are proud of their programs and their students. I spoke with some students that evening who are planning to continue their education post-secondary in art.

I also attended the 40<sup>th</sup> Anniversary Celebration at the Greene Technology Center. This was a special event. The Center is a facility and program we can be quite proud of as a school system and as a community. It's a tremendous asset both for students and for business and industry.

A team of us at Central Office, along with Dr. Mike Murphy, spent two days in 45 minute meetings with every principal to discuss their professional development plans for 2014-2015. We are working to align our system-wide offerings with needs expressed by principals through their individual planning with teachers. Our plan to have personalized learning plans for teachers is one of the most exciting initiatives I have been involved in during my career. We have had a goal of developing learning for teachers that is relevant to them and important for the district, and we are quite close to accomplishing that goal. The results will be teachers who are highly engaged in their learning and who will begin applying that learning to their classrooms. The

supervisors and principals have worked very hard to design and implement this plan. I want to commend them for their work.

### **Communications Meetings (Students, Parents, Community)**

**Legislative Plaza & Legislative Breakfast** – Over Spring Break I made a one-day trip to Nashville to meet with legislators and to observe hearings. I also attended the Legislative Breakfast hosted by the Greene County Partnership in Greeneville on the Friday of Spring Break.

**Education & Workforce Development** – This committee met to consider how to move forward with their work. REBEKAH Ball has been hired as the Director of this program, and she will work with Tom Ferguson to engage business and industry representatives to join us in August for a meeting to establish a mission and vision. We will then work toward some goals. Very exciting things are happening in this arena. There are discussions of partnerships, internships and apprenticeships as well as engagement with schools in educating students beginning in middle school grades about jobs available to them in Greene County and what they need to do to prepare properly for those jobs.

I also attended the Greene Technology Center Advisory Board Meeting this month.

**Greene LEAF**– Greene LEAF has received its first large donation as a result of the GROW IT campaign for technology. DTR generously gifted \$50,000 to the Foundation for this purpose. I was on hand at Mosheim when the gift was received by Darlene. She is to be commended for her fine work so far, and we are very grateful to DTR for their leadership and generosity in providing the initial donation.

**County Commission** – David McLain met with the Budget and Finance Committee to present our bus needs. They are sponsoring this resolution that went before the full commission this month. I attended the Insurance Committee of the County Commission two times – regular meeting and called meeting – during the past month. The committee is working on their health insurance plan for employees just as we are. I also attended the County Commission's monthly meeting in April. The County Commission approved our bus purchases for next year which include two 84 passenger buses, four 78 passenger buses and one 30 passenger minibus.

**Community Events** – I participated as a "celebrity waiter" for JD Metals Relay for Life fund raiser on March 29<sup>th</sup>. This was a fun event, and it was very inspirational to see the survivors who attended. I also attended the fund raiser at Casa Guerrero for our National History Day participants from South Greene.

The Forum on Common Core State Standards was held on March 31<sup>st</sup>. While there was not a big turnout for the event, I thought Dr. Bigham did a good job of presenting the facts on Common Core. The meeting lasted about two hours, and coverage in the Greeneville Sun was very comprehensive.

Todd Smith, Linda Stroud, Wade McCamey and I participated in a conference call with The Midland Institute about an entrepreneurship program they have developed. It sounds extremely promising. We were told that it will be most successful if it is business led, so we are in the process of inviting some business partners to learn more about the program. If they express interest, then a team will begin to plan for this course which would be offered to seniors.

**Teachers** – I met with representatives from GCEA and TEA on the health insurance options we are considering. I also made our broker available to them for questions. They have requested another meeting with him which we are arranging.

**Superintendents' Study Council** – I attended the Superintendents' Study Council on April 15<sup>th</sup>. The main item on the agenda was a presentation by Kingsport City Schools and Sullivan County Schools on their work with the State to develop teacher leader programs. Both systems had programs somewhat similar to what we are doing with our Learning Leaders. It made me proud to see that what was being presented as cutting edge teacher leadership is being done in Greene County already. I am proud of the work Bill Ripley, Kristi Wallin and Julia Lamons have done to get this team together and working.

### **Board Committee Meetings**

**Health Insurance** – The Health Insurance Committee met twice in the past month to review health insurance options. As we have meetings in the future to better understand these options, I encourage board members to attend if you can. This is a very complex issue, and the more eyes and ears we have on it, the better decisions we will make.

**Director Evaluation Committee** – Information was shared on the development of the Director's evaluation. Plans for the stakeholder survey were finalized.

**Bid Opening** – We conducted bid openings for capital improvements, furniture, custodial services (like carpet cleaning and pest control), and custodial supplies.

**Budget Workshop** – The first of our budget workshops was held this afternoon. Future workshops will be scheduled to keep the board apprised of budget information. Possible dates for future meetings include the following: May 8<sup>th</sup>, May 9<sup>th</sup>, May 12<sup>th</sup>, May 14<sup>th</sup>, May 15<sup>th</sup>, May 20<sup>th</sup>, May 21<sup>st</sup>, and May 22<sup>nd</sup>.

**Policy Committee** – Policies from the second half of section five were reviewed.

### **Upcoming Schedule**

April 30/May 1	LIFT & Common Core Leadership (Nashville)
May 6	End-of-Year Celebration, CDHS Auditorium, 2:00
May 14	Baccalaureate, Tusculum College, 7:00
May 16	CDHS Graduation, CDHS
May 17	WGHS, SGHS, NGHS Graduation, Tusculum College

This work is purposeful and filled with joy. I am indeed fortunate to be serving Greene County in this capacity. I am grateful for all those employees who work so hard to help students realize a bright future. Thanks to the Board for their continued work on behalf of our students and their support of the school system.

I want to say a word of encouragement to all the teachers and principals. I know everyone is anxious about testing next week. Our teachers and students have worked very hard this year, so I want to encourage you to relax and expect that your hard work will pay off. I want to encourage students to do their very best to show all that you have learned this year. I am very proud of the work that takes place in our classrooms every day.

Finally, I will close with a tribute to a man who served his community, his church and his family admirably. I attended Mark Douthat's funeral last month. His death was a shock and a blow to me personally. I told his wife, Beth, that I felt like a prop had been knocked from under the community. I regret that I didn't get to know Mark better. He was a gentleman farmer, a hard worker, a deep thinker and a godly man. I know his family misses him terribly, and we will miss him, too. His passing is a reminder to all of us that this life is short and we must do all the good we can while we are here. Mark certainly did that.

<b>Date</b>	<b>Event</b>	<b>Notes</b>
<b>3/26/14</b>	Legislative Plaza	
<b>3/28/14</b>	Legislative Breakfast	
<b>3/29/14</b>	JD Metals Relay for Life Event	Evening Event
<b>3/31/14</b>	Central Team Meeting	
	CCSS Forum	Evening Event
<b>4/1/14</b>	Principal Observation	
	Health Insurance Committee Meeting	
<b>4/2/14</b>	School Visit	
	Director's Evaluation Meeting	
<b>4/3/14</b>	School Visit	
	NHD Fund Raiser	Evening Event
<b>4/4/14</b>	Principal Observation	
	HS Art Show	Evening Event
<b>4/7/14</b>	Central Team Meeting	
	Meeting with Laughlin Hospital Reps – Trainers	
	Meeting with GCEA	
<b>4/8/14</b>	Partnership Breakfast	
	Meetings with Principals	
	40 <sup>th</sup> Year Anniversary – Greene Tech. Center	
<b>4/9/14</b>	Meetings with Principals	
<b>4/10/14 – 4/11/14</b>	Vacation Days	
<b>4/14/14</b>	Central Team Meeting	

	Education & Workforce Development Meeting
<b>4/15/14</b>	Superintendents' Study Council Bid Opening Health Insurance Meeting
<b>4/16/14</b>	Greene Tech. Center Advisory Council Insurance Committee (County Commission) School Visit (Greene LEAF/DTR) Policy Committee
<b>4/17/14</b>	Leadership Team Conference Call with Todd Smith, Linda Stroud, Wade McCamey
<b>4/21/14</b>	Central Team Meeting County Commission Meeting Pinwheels for Prevention Ceremony
<b>4/22/14</b>	Principal Observation
<b>4/23/14</b>	Insurance Committee (County Commission) Meeting with Community Member
<b>4/24/14</b>	Greene County Partnership Board Meeting Budget Workshop Board Meeting

Mr. Brown stated Mark was a great man who loved his community and his family. He was a hard worker and we have lost a good friend to education and the School Board. Mr. Tipton requested that everyone keep his family in their prayers.

Committee Reports – No Committee Reports given.

## **VI-OLD BUSINESS**

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

Deborah Johnson stated that she had a few questions to ask Dr. Kirk and the Policy Committee. She asked who follows the policies that we have in the Policy Manual. Dr. Kirk responded that policies govern the work of the school system. Ms. Johnson asked if the policies are changed or revised by any of the principals of the schools. Dr. Kirk



answered that policies are drafted, taken to the Policy Committee for approval and then brought to the Board for their approval. Ms. Johnson asked if there were multiple policies for the same policy number that the majority of the people follow but the schools adjust or might have more than one type of policy. Dr. Kirk stated that there is one Policy Manual and it resided on the website. Ms. Johnson asked to clarify that all policies need to be approved by the Board and everyone in this system follows those policies that are in the Policy Manual. Dr. Kirk replied that is correct and that schools can develop their own rules and they can have rules for their schools as long as they do not violate a policy. The school could be more stringent than a policy. She added that principals are in charge of their schools and do have some leeway in developing rules for their school but they could not do something that violated policy. Dr. Kirk asked Ms. Johnson if she could be clearer in what she is asking. Ms. Johnson responded that she wanted to be sure that if a parent goes to the policy in our Policy Manual that when they go to the school they can expect that policy to be followed. Dr. Kirk responded that is the case and asked Ms. Johnson if she has a specific question and that it sounded like she has some experience in what she is asking about. Ms. Johnson stated that there had been a big discussion about the safety policy and that as far as she knows the safety is the only one that we have but she was told by some parents that there is more than one safety policy out there and she was just trying to clarify that. Dr. Kirk responded that some schools want stricter guidance, based on experience, that they need to manage better and there is no reason that they cannot have guidelines on how visitors enter their building. Ms. Johnson asked if the policy we have on record is the one that a parent would look at and be able to count on the policy being followed. Dr. Kirk responded that it would. Mr. Brown added that he felt it was very important for the Policy Committee to review the policies and update them and talk with our principals and administrators about them and that we all follow them and also that we write policy that can be followed. Ms. Austin commented that our policy is our law.

2.704-Fixed Assets

6.413-Prevention and Treatment of Sports Related Concussions *(TSBA numbered wrong 6.406)*

4.500-Community Instructional Resources

4.501-School Volunteers

4.600-Grading System

4.601-Reporting Student Progress

4.700-Testing Programs

4.701-Maintaining Test Security

4.702-Evaluation of Instructional Program

4.803-Recognition of Religious Beliefs, Customs & Holidays

3.2001-Energy Conservation

On motion made by Rex Hopson, seconded by Rick Tipton

**Vote:** 7 – 0      Passed

Kathy Austin requested that Dr. Kirk read through all of the policy changes. Dr. Kirk read through all policy changes recommended by the Policy Committee.

See *April Board Agenda with Attachments, dated April 24, 2014 at [www.greenek12.org](http://www.greenek12.org). Director/School Board/ Board Agenda.*

Meeting was adjourned at 6:07 pm to attend the Joint Board Meeting scheduled for 6:00 pm.

Meeting reconvened at 6:54 p.m.

## VII. NEW BUSINESS

- A. Approve to NGHS Basketball Camp  
On motion made by Kathy Crawford, seconded by Rex Hopson  
**Vote:** 7 - 0                      Passed
- B. Approve CDHS Soccer Camp  
On motion made by Rex Hopson, seconded by Tom Cobble  
**Vote:** 7 - 0                      Passed
- C. Approve Bid Recommendations  
On motion made by Rick Tipton, seconded by Tom Cobble  
**Vote:** 7 - 0      Passed  
*(All except Pest Control, pulled by Kathy Crawford and moved to Item VII-U for further discussion)*
- D. Approve Food Service Budget Amendments  
On motion made by Rex Hopson, seconded by Deborah Johnson  
**Vote:** 7 - 0      Passed
- E. Approve Resolution to Amend the General Fund budget for End of Year Changes  
On motion made by Kathy Crawford, seconded by Rex Hopson  
**Vote:** 7 - 0      Passed

Ms. Johnson asked for an explanation for the \$90,000 listed for account 72210-429 for Instructional Supplies to ENI and Renaissance. Dr. Kirk stated that she had sent out an explanation to the Board and to the press and that this is for testing materials for STAR Reading-STAR Math and Unit testing that is common test across the district to be able to analyze the test and group children according to the skills that they need remediation on or if they have mastered the skills, have enrichment time. She added that it helps us to design our instructional program based on the students' needs. Ms. Johnson asked if it was a computer program or paper and pencil. Dr. Kirk responded that STAR is a short online test and then the data is generated for the teacher and predicts how students are going to do on TCAPs. Dr. Wallin added that it is currently paper and pencil but they are looking to make it online. Dr. Kirk stated that either way the papers are scanned and then they get reports that will show the percentage of students who have mastered each standard and the ones that did not master the standard. Kathy Austin stated that she had pulled the Minutes from last year when ENI was discussed and that it was reported that Race to the Top money was being used to fund that and wanted to know what money was going to be used for this since RTTT money runs out this year. Dr. Kirk responded that is why it is listed here for approval and that the initial cost was from RTTT. Ms. Austin asked for clarification that this would now be in the General Budget. Dr. Kirk responded that it would and that we do have to have a universal screener and progress monitor or our new Response to Intervention (RTI) Program that is required by the State. Ms. Johnson asked about account 72320-307 (Communications) which is an increase of \$4,000.00 which she felt seemed high and wanted to know what that was spent on. Mary Lou Woolsey, Budget Director, responded that it was for phones, newspaper ads, UPS, FEDEX and anything that is mailed. She added that last year we spent around \$17,000 and we were adding the \$4,000 that we thought we would need by the end of the year. Ms. Johnson stated that we have a lot of people in the system that we pay cell

phones for and Dr. Kirk responded that this Budget line is not used for cell phones and that she could show her what that money is used on. Ms. Johnson asked about the regular instruction equipment account for \$110,000 and Dr. Kirk responded that is for Technology computers.

F. Approve ERATE Applications for 2014-2015

On motion made by Deborah Johnson, seconded by Rick Tipton

**Vote:** 7 – 0 Passed

G. Approve Grant Acceptance

On motion made by Kathy Crawford, seconded by Rex Hopson

**Vote:** 7 – 0 Passed

David McLain stated that as far as the infrastructure goes, there will be a lot of work that will need to be done and hopes to have the work completed before school starts.

H. Approve Strategic Pay

On motion made by Rick Tipton, seconded by Tom Cobble

**Vote:** 7 – 0 Passed

Kathy Austin asked Mr. Ripley if he was going to try and work on being able to offer a way for more teachers to benefit from the Strategic Pay. Mr. Ripley responded that they would continue with the Committee annually and that he suspects that every year they will have to submit their plan for strategic pay. He added that as far as providing more opportunities through Learning Leaders, that the desire would be to expand the Learning Leaders if possible or some other additional roles.

Chairman Brown and Tom Cobble both read Conflict of Interest statements before the vote.

I. Approve High School Fees for 2014-2015

On motion made by Deborah Johnson, seconded by Kathy Austin

**Vote:** 7 – 0 Passed

J. Approve Budget Changes for Family Resource, Coordinated School Health and PreK

On motion made by Kathy Austin, seconded by Deborah Johnson

**Vote:** 7 – 0 Passed

Deborah Johnson asked about the \$11,000 in dues and memberships and that she was interested to hear what costs us that much. Dr. Kirk responded that Dr. Crumm was not present but that this was most likely Preschool Conferences.

K. Approve IDEA Part B 14:01 Amendment

On motion made by Rex Hopson, seconded by Kathy Crawford

**Vote:** 7 – 0 Passed

- L. Approve IDEA 619 Preschool Budget 14:01 Amendment  
 On motion made by Kathy Crawford, seconded by Rex Hopson  
**Vote:** 7 – 0 Passed
- M. Approve Upgrades to the Concession Stand at Nolachuckey  
 On motion made by Tom Cobble, seconded by Kathy Austin  
**Vote:** 7 – 0 Passed
- N. Approve ESEA (Title Programs) Budget Amendments  
 On motion made by Kathy Crawford, seconded by Tom Cobble  
**Vote:** 7 – 0 Passed
- O. Approve Out-of-State Field Trips  
 On motion made by Tom Cobble, seconded by Rex Hopson  
**Vote:** 7 – 0 Passed
- P. Approve Policy Manual Revisions/Recommendations – First Reading  
 On motion by Rex Hopson, seconded by Kathy Austin  
**Vote:** 7 – 0 Passed *(All except 5.102 & 5.114)*

- 4.206-Homebound Instruction Program *(Pulled by Deborah Johnson)*
- 5.102-Classification and Qualifications
- 5.109-Evaluation
- 5.111-Utilization of Career Level Educators
- 5.114-Personnel Records *(Pulled by Deborah Johnson)*
- 5.115-Assignment/Transfer
- 5.117-Procedure for Granting Tenure

Deborah Johnson requested to pull 4.206 and 5.114 and requested that Dr. Kirk go through each procedure and list all changes made. Dr. Kirk read through all changes recommended by the Policy Committee. See April Board Agenda with Attachments, dated April 24, 2014 at [www.greenek12.org](http://www.greenek12.org).  
 Director/School Board/ Board Agenda

- 4.206–Homebound Instruction Program  
 On motion made by Tom Cobble, seconded by Rex Hopson  
**Vote:** 7 – 0 Passed

Ms. Johnson stated that line #22 has been added that the Director of Schools/designee is responsible for developing and disseminating procedures to apply to the Homebound Instructional Program. She asked for further explanation of the rationale behind that statement. Dr. Kirk stated that it is most likely a legal statement and that most policies say that the director will establish procedure to implement the policy. She added that there are several procedures on this agenda that go with this policy. Ms. Johnson asked if the Board still voted on the procedure even if the director developed them. Dr. Kirk responded that the Board does vote on the procedures.

- 5.114–Personnel Records  
 On motion made by Tom Cobble, seconded by Kathy Austin  
**Vote:** 7 – 0 Passed

Ms. Johnson stated that number 8 reads that copies of records may be made under the rules determined by the Director of Schools and wanted to clarify that the rules are already in place and Dr. Kirk responded that they are. Ms. Johnson also asked about line 32 where there is an asterisks and that it looks as if we do not give out the pertinent information such as personal phone calls and bank accounts and also that we will not give out results of individual teacher evaluations and asked if Teacher Evaluations are not part of public record. Dr. Kirk responded that it is the law and the law lists things that cannot be released to the public and value added scores are one of those.

Q. Approve Policy Procedures Manual Revisions/Recommendations

On motion made by Rex Hopson, seconded by Rick Tipton

**Vote:** 6 - 1                      Passed

No- Johnson

- 3.402- Exhibit A – Request for Transportation Services-Outside Agency (Delete)
- 4.206- Exhibit A – Homebound Instruction Parent Signature Page
- 4.206- Exhibit B – Homebound Health Care Professional Signature Page
- 4.206- Exhibit C – Request for Homebound Instruction Program Services & Guidelines
- 4.206- Exhibit D – Medical Information Form
- 4.206- Exhibit E – Mental Health Information Form
- 5.113- Exhibit A – Accreditation Standard for Quality Schools
- 5.113- Exhibit B – Individual Record of Professional Growth Credit (Delete)
- 5.115- Exhibit A – Reduction in Force-Transfer and Reassignment of Staff
- 3.402- Exhibit A – Adult Field Trip Release Form

Ms. Johnson requested to go through each procedure individually. Dr. Kirk read through all of the corrections recommended by the Policy Committee. *See April Board Agenda with Attachments, dated April 24, 2014 at [www.greenek12.org](http://www.greenek12.org). Director/School Board/ Board Agenda*

Dr. Melinda Pruitt addressed the Homebound procedures and stated that there have procedures in place; however they have never been put into the Procedures Manual. She added that they wanted to update the forms and break down the use of the forms by General Practitioner and Mental Health Provider based on the request of the parent. Another form is for the parent, giving them guidelines for Homebound and how to request the services. She stated that the law states that you cannot have Homebound over six weeks without a review. Ms. Johnson stated that one of the issues that she has is the statement at the bottom that reads Greene County Schools has the right to require a second medical opinion. She said that she understood that a parent may want a second opinion or maybe a doctor may want to request a second opinion and asked if we were not crossing a line when we say that the school system can tell the parent and the doctor that we require a second medical opinion. Dr. Kirk responded that she was not sure why anyone would object to medical opinion that was a second opinion to make sure that the child's best interest is being served by being at home. Ms. Johnson said that as a parent she would not want the school to tell her that she had to get a second opinion. Dr. Kirk answered that the school is providing the funding for the service so they need to make sure that they are spending those funds appropriately and serves as a safe guard against abuse. Mr. Brown added that most places will make an employee get a second opinion in the workforce. Ms. Johnson asked if we pick up the fee if we are requesting the second opinion. Dr. Kirk clarified with Dr. Pruitt that we do pick up that fee if we are requesting the second opinion and she confirmed that we do. Ms. Johnson asked about the statement that if the child has an anxiety or other considered mental health that they have to have a joint statement from both a physician and a psychiatrist. She said that if a doctor writes a diagnosis that a child cannot attend school, who are we to say we are not going to accept your family physician's diagnosis and we want you to take your child to a psychologist. Dr. Kirk responded that physicians will tell you that they have an area of expertise and if you are going to diagnosis

a mental illness you need to have an expertise in that area and we are not the only school system that would require this. Ms. Austin asked to clarify that a lot of school systems do this for depression. She added that she knows many physicians in a lot of fields that do diagnose and she too was concerned about this. She said that there a lot of doctors who are familiar with depression and anxiety. Dr. Kirk added that there are some that will sign off on that whether it really exists or not. Ms. Austin and said that is just a few. Dr. Kirk stated this is why we reserve the right to a second opinion. Ms. Austin asked if this was going to be required for everybody and Dr. Kirk responded that if it is a diagnosis for a mental illness we would want a mental health professional to weigh in. Ms. Johnson added that we need to be really careful and that it seems we are taking more and more that we are taking the rights of the parents away and turning it over to the schools. She added that as a parent/grandparent she feels she could make the best decision for her children better than the school system can. Dr. Kirk responded that we sit down and try to decide what is best for the children. She said that we do not always agree but we all have a sincere desire for the child's best interest to be served. She added that we work together with parents to get the best solution for a child. She agreed that sometimes Homebound is best and then sometimes it is not. She said that we do lots of things to accommodate their needs and does not like to be painted that we are trying to be at odds with parents because we are not. Ms. Johnson said that she feels that we need to go back to these policies that we are trying to change and that when you take the policy away from there and read what it says, to her it sounds like we are trying to take the rights away from the parents and that is all that she wants the Board to pay attention to. She added that she feels physicians would be insulted by the statement added at the bottom. Dr. Kirk replied that she would not go to a physician that would be insulted by a second opinion. Ms. Johnson said if a parent requested it then it is one thing but she was not sure they would want the school to make that judgment. Dr. Kirk responded that we are trying to serve the best interest of the school system and of the children. Ms. Austin asked how many Homebound children we have. Dr. Pruitt answered that we may have about 20. Ms. Johnson asked to go back to 4.206-Exhibit B-Guidelines, reads that it will be a smoke-free environment and there are many families who smoke and wanted to know if that meant that the family could not receive Homebound instruction. Dr. Kirk responded that we find another place that is agreeable to everyone and that is for the protection of our employees.

R. Approve Job Description for 9-12 Curriculum/CTE Supervisor

On motion by Rick Tipton, seconded by Rex Hopson

**Vote:** 7 - 0 Passed

Ms. Austin asked if this would incorporate CTE for Mr. Seaton where we had a part-time this year. Dr. Kirk responded that it was and going back to full-time this year. Ms. Austin asked if there was a salary listed for it and Dr. Kirk said there is a salary schedule for supervisors. Ms. Johnson asked if Dr. Kirk could explain what the CTE position is. Dr. Kirk responded that it is CTE and high school and the position would be over 9-12 curriculum and help with evaluation and monitoring the curriculum and adding programs, our college and career readiness, our graduation rate. She added that CTE (Career and Technical Education) which is in the takes place at the Greene Technology Center. She added that there are also CTE courses at each high school such as Ag, Family & Consumer Science, Business and some technology classes and that person manages those programs and the budget.

S. Approve Director Evaluation documents-PULLED

T. Approve Bid Recommendations

On motion by Rick Tipton, seconded by Tom Cobble

**Vote:** 7 - 0 Passed

*(All except Doors, pulled by Deborah Johnson and moved to Item VII-V for further discussion)*

Dr. Kirk stated that she wanted to be sure the Board understood before they vote that in the cover sheet information is given that we are pulling vacuum cleaners from the Bids and that will not be included in the vote. She added that there some oddities in the bid and they wanted to pull them off to look at them more closely and either re-bid or research the bids a little more.

U. Approve Bid Recommendation – Pest Control

Motion by Kathy Crawford, second by Rick Tipton

**Vote:** 0 – 7 Failed

Kathy Crawford stated that the school system has had problems in the past and asked David McLain to give more information on the history. David McLain said that as a principal, we have used Tennessee Pride in the past and they have done a great job for the system. He added that when the Bids were taken they were third on the list. Orkin was first and Dodson was second. He said that to his knowledge we have never used either of these companies. Ms. Crawford asked if there were other principals at the meeting that would like to add anything. Wendy Carpenter, principal of Mosheim, said that Orkin came to Mosheim to do an estimate but they only went to about three different buildings. She added that with Tennessee Pride anytime they had an issue with anything they would call them and they would be there immediately. Kathy Austin asked if Orkin met the specifications. Dr. Kirk responded that she is sure they say that they meet the specs; however the oddity in this bid is that the school Bid is lower than the cafeteria Bid which is strange. She added that if you divide the Bid then Tennessee Pride is the low Bid for the Cafeteria and if you take it as a whole, Orkin has the low Bid. She said that she has discussed this matter with Ellen Myers, our Materials Clerk, to see how we are going to get the best service and the best quality of pest control. She said that we could re-do the Bid, we could reject the Bid and start over, we could do an RFP and request that they come and present to us what strength of chemical they are going to use. She stated that she feels a little uncertain with how low the school Bid is and if they are going to provide a good quality. David McLain added that we have not had a bad experience with Tennessee Pride. Mr. Brown said that we can send it back for Bid or we can vote on one and send the school Bid back. Ms. Austin said that having them to come in and present the strength of chemical they are using would be the fair thing to do and that we don't have anything that tells us they will not do a good job. Mr. Brown asked the Board and Administrators for suggestions. Dr. Kirk said she felt we could approve the low Bid for the cafeterias and the low Bid for the schools. David McLain added that as a principal it is aggravating when the bug man comes and now that would be two different bug men coming and it would be hard to keep doors unlocked for them. He said that he would prefer to only have one bug man coming. Mr. Brown asked if it would be better to take it back as a whole. Wendy Carpenter said that she would agree because they could stem from each other and if there were two they could blame each other. Ms. Austin said that she would be frustrated as a vendor if we do not go with the low bid unless we have we have a reason. Mr. Tipton asked for clarification if we were going to start all over again with the Bid or are we going to have the companies come in and explain to us the chemicals. Ellen Myers added that she felt the specs needed to be rewritten and there also needs to be included that if the schools begin to have a problem it needs to be documented on paper and that we need to have a way to tell us how it is working because right now everyone is happy with the service and we get very quick service. She stated that they need to tell us what the chemical is that is being used and what the breakdown with water is. Ms. Austin said that she was concerned that people have seen each other's Bids and that is not a good thing. Mr. Tipton said that we need to let the contractors know, with no interpretation, what the expectation is and that it is in writing. He too, suggested that the Bid be sent back.

V. Approve Bid Recommendation – System Doors

Motion by Kathy Crawford, second by Tom Cobble

**Vote:** 6 – 1 Passed

No-Cobble

Deborah Johnson asked if there were any Board members present when the Door Bids were opened. Dr. Kirk responded that there were no Board members present and that had sent out an email earlier explaining that the Bid opening was put on the Board Events calendar in Dropbox; however a notice was not sent out. Dr. Kirk added that there was a vendor present, the architect and his assistant and several central office employees. Ms. Johnson asked if it is a function of the Bid Committee to open Bids. Dr. Kirk responded that they witness Bid openings and there have been many times in the past when no one would show up and the Bids were still opened and approve. Ms. Johnson said that if it is not important for a Board member to be there to open Bids then why is there a standing committee. Dr. Kirk responded that she did not say it was not important. Mr. Brown added that it was just a mistake. Ms. Johnson said that she thinks it is a shame that we have standing Board committees with no Board members as Chair and she assumed that the Chairman of the Boards should be contacting the people and that she feels the Board is turning over all of their power and their authority to people who are non-Board member. She said that for many Board members it is okay and they are very happy to turn over their responsibility but she is not one of them. She said if this is a Board committee and a part of a Board function and there is no quorum then you cannot open a Bid and that is procedure. Mr. Tipton said that he would not say that none of the Board members care. Ms. Austin said that the Chairman of committees were Board members because they are Board committees and that changed with former Chairman Roger Jones and now with Chairman Brown who has other people to Chair the committees. Mr. Tipton added that his opinion is that he resents the idea that he is okay with turning over his power. He said that the Commissioners had voted 20 to 1 to put him on the Board and that he hoped the voters in August will and he wanted everyone to know that he does not sit well with turning over his power. Ms. Johnson said that is her point because if this is a Board function then we should make sure we have a quorum before we can open Bids. If we open Bids and this is what the Bid committee is supposed to do and there are no Board members in the room then it is against our rules to go ahead and accept this Bid. If we want to say that it does not matter if a Board member is there to open Bids then do away with the Bid committee because we do not need it. If you have a Bid committee that is a standing Board committee you should have a Board member there to carry out the function of the committee, then why have the committee. Mr. Tipton said that he does not have a problem with that statement but he does have a problem with the statement that most Board members are okay with turning over their power. Ms. Austin said that she does hope this is something the Board will revisit next year when we set the committees is to have a Board member Chair those committees. Mr. Tipton asked for clarification if it was for just the one Bid and Dr. Kirk responded that it was for the Door Bid.

Question called by Kathy Crawford, Seconded by Tom Cobble

**Roll Call Vote:** 4 – 3                      Failed

No-Austin, Brown, Johnson, Tipton

Yes-Cobble, Crawford, Hopson

Mr. Tipton said if we had a mistake then what do we do to correct it, go back and rebid or what is the fix. Ms. Johnson said because the mistake has been a repeated mistake because the comment has been made in the past that we do not need Board members there and we definitely do not always have a quorum for the Bid committee and unless we make a point to correct it and bring it to everyone's attention then it does not get changed and if you are going to have a Board committee then follow the Board Policy for committee. She said that she feels that we now have to go back and rebid and that she is open to suggestions. Mr. Cobble asked Mr. McLain if we now have to go back. Mr. McLain said that he wanted to make the Board aware that if we want our safety entrance done then the longer we delay this then the longer we get into the summer and not have these jobs completed by the time schools start and he wanted to call this to the Board's attention so that you are not asking later why these are not completed. He reminded the Board that there were issues with the first Bid specs between Holston and Keller Glassco because we wanted the Kessler doors so it was rebid and at the opening Dave Wright was there and Keller Glassco did get the bid and Holston did not have



their bid bond so we would be going for the third time and as a Board it is your decision. Mr. Brown said that moving forward we should do it differently in the future and he understands what Ms. Johnson is saying. Ms. Austin asked how much time it would take to rebid this because we had no problem with rebidding the pesticides and we say we will rebid one thing and not another. Mr. Cobble added that there is a difference in safety and bug control. Ms. Austin asked how long it would delay the safety entrances. Ellen Myers answered that it will take at least seven weeks for the doors to come in so it would be July if everything goes as scheduled. Mr. Tipton said he is here for the kids and he felt that in this situation we need to move on about these doors because the main thing is he wants to make sure our children are safe in the schools.

Question called by Rick Tipton, Second by Rex Hopson

Ms. Johnson asked what they were voting on. Mr. Brown answered we were voting on Question being called.

**Roll Call Vote:** 7 - 0

Mr. Brown stated that we have the motion on the floor and a second and asked for the Board to vote. Ms. Austin asked if they could have any more discussion and Mr. Brown responded that Question had been called. Mr. Tipton commented that we will try our best going forward and that if one Board member cannot be there then there would be a backup plan. Dr. Kirk added that it could hold us up. Mr. Tipton said we could make sure that at least one of the seven could make it to the committee. Ms. Austin asked if there were still two on the Bid committee and Dr. Kirk responded that there are three. Ms. Johnson suggested that on the retreat the committees should be added back because there was a huge discussion that all members should be invited to attend any one of these committees and if you show up you get paid for it and you are part of that committee.

### **VIII-OTHER**

Request to Appear Before the Board – Judith Sexton-Greeneville read a statement regarding her personal views on Common Core.

Several Board members expressed their own views about receiving funding from the government for education and Ms. Austin added that it is important that the Board be vigilant before we take funds and see what is attached and the Board agreed.

Request to Appear Before the Board – Cortni Donahue, 5<sup>th</sup> grade ELA teacher at Doak and Doak student, Grace Hayes. Ms. Donahue stated that their purpose for speaking to the Board was to highlight their experience with the expectations that Common Core Standards require and to thank the Board for their support. Grace Hayes read an informational letter that she wrote to thank the Board for the highlights of her research on the job of the Board of Education.

Ms. Johnson asked where they could go to see the streaming video. Jason Patrick gave the website location [www.greenek12.org](http://www.greenek12.org).

Dr. Kirk asked the Director Evaluation Committee for clarification on the Community Safe call she is supposed to make regarding the System-Wide Surveys. She said that she had received a message from Ms. Austin that said she was supposed to ask community members to stop by for surveys and she did not think that they had decided to do that and she just wanted clarification before she sent the message. She said that she understood that they were going to use the Greene County Partnership link for the community surveys because we cannot scientifically survey the community by having people drop in and pick up surveys. Ms. Austin stated that her

understanding was there they were doing businesses and offer it to the high school students and the community could be not necessarily businesses but the general public which is why they printed extra surveys. Dr. Kirk stated that she had expressed that concern at the committee meetings because when you survey a population, if you are not surveying the whole population you would need to do a sampling process for the community and having people drop in is not scientific and it would not be valid. Ms. Austin added that community is listed on the survey and Dr. Kirk responded that it was her understanding that this year the community was going to be represented by the Greene County Partnership list. Mr. Tipton agreed and said that is what he recalls as well. Ms. Austin asked if the survey was going out to more than just businesses. Dr. Kirk said that it went out to the Partnership's mailing list that they send their newsletter to. Mr. Tipton added that the Partnership list is more than just businesses. Ms. Austin said that we have about 200 extra surveys and this year has been a pilot. A grandmother from the audience asked where she would go to fill out a survey and Dr. Kirk responded that it would not be scientific if we give them out randomly. She said that she would ask the Board to have somebody who understands this kind of research to come and advise the Board on how to survey. She added that she was not trying to be difficult; however the survey will not be valid if we do not do according to those principles. Mr. Tipton agreed that there needs to be someone come and discuss this with the Board. Ms. Austin said that the goal of the survey was to be better and find out what we are doing right and what we need to work on. Dr. Kirk responded that we want the results to be correct and we do not want to get false information. She said that she was very concerned that it be accurate. Mr. Cobble said that he had heard from some students that it was going to be a mockery. Ms. Austin added that the committee had worked hard on the survey and the Board voted 7 – 0 to do the survey and this year would be kind of a pilot. She said it is a little late to beat up the survey. Mr. Tipton said that we need to stick to what the committee talked about and not pass them out at the Central Office. Dr. Kirk again encouraged the Board to have someone who understands the science of surveying and that it is not like a pole, it is a survey and for the results to be valid it must be done according to certain rules or it is not valid. She said that she does not object to the community being surveyed but it needs to be done in a way to see the concerns of a broad group and not just one group.

Mary Ann Johnson spoke out from the audience and addressed Chairman Brown and stated that before he adjourns the meeting, he had allowed a grandmother to speak who was not on the agenda and she too wanted to speak. She said that she had asked before if she could go into the schools on Veteran's Day and observe and she was denied. Dr. Kirk asked to clarify that that was in the city and she said that it was. She said that she is a retired teacher and she would like to see what Common Core is like and what they are teaching so that she can see it in action. Dr. Kirk said that she would not want people to just come in anytime and offered to maybe go with her or have someone else come with her to help navigate where she was going. Mary Ann Johnson said that she was not going in to evaluate anyone she just wants to observe. Mr. Brown added that he would encourage her to pick out a teacher and develop are relationship with them and call to schedule. She said that she would make an appointment. Dr. Kirk stated that Ms. Donahue's class would be an excellent classroom to visit.

Mr. Brown announced that the next regular Board meeting would be May 22<sup>nd</sup> at 5:00 pm at the James W. Parham Central Office.

On Motion by Rick Tipton, Second by Rex Hopson, the Board adjourned at 8:20 p.m.