

GREENE COUNTY BOARD OF EDUCATION

Minutes

February 27, 2014

The Greene County Board of Education met in regular session Thursday, February 27, 2014, at 5:00 p.m., at the James Parham Central Office building.

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, Nathan Brown led the invocation.

III. PRESENTATIONS & CELEBRATIONS

-NSTA Fellow – Courtney Leifert

-Spelling Bee Winners –

1st Place – Samantha Crowder – Glenwood

2nd Place – Jessica Cox – Mosheim

3rd Place – Hailey Lamb – McDonald

4th Place – Zoe Reid – CDMS – Absent

-CDMS/CDHS Band Recognition – Kathy Crawford presented the Band Director with a certificate for their parade performance at Greene Valley Developmental Center

-Report Card Data 2013 Celebration – Kathy Crawford gave copies to the Board of the 2013 Report Card for our system. The Report Card shows how Greene County ranked with the surrounding counties

-Reward Schools – Baileyton and South Greene were listed by the Department of Education as Reward Schools for 2012-2013. They were listed on the "*Reward School Cusp List-Performance*" for being in the top 6-10 percent of schools for performance measured by a 1 year success rate. George Frye, Principal of Baileyton and Teresa Broyles, Assistant Principal of South Greene were present to accept the award certificates.

Chairman Brown congratulated those receiving recognition and announced that the Board would be going into Closed Session with Attorney Roger Woolsey at 5:09 pm. The Board returned at 5:33 pm.

Rick Tipton thanked Diann Musgrove, Principal of DeBusk Elementary and Wendy Carpenter, Principal of Mosheim Elementary for welcoming him to Literacy Night at their schools. He commended them and their staff for a job well done and encouraged the public to attend.

IV. APPROVAL OF AGENDA INCLUDING CONSENT AGENDA AND ADDENDUM

Approve the Agenda, Consent Agenda and Addendum

On motion by Rex Hopson, seconded by Kathy Crawford

Vote: 7 – 0 Passed

V. REPORTS, HEARINGS AND COMMUNICATIONS

GCEA – No Report

Board Reports – Kathy Austin reported as the TLN Representative that the Legislature has many educational bills that the House and Senate are looking at. She noted one Bill that moved on was House Bill 1549 and Senate Bill 1845 which require that any educational standards for public schools be adopted freely by the State Board of Education and Ms. Austin read portions of the Bill for the Board. A second part of the Bill states that the Bill refers to collection of data and Ms. Austin read that portion to the Board.

Budget Monitoring Sheets – Ms. Mary Lou Woolsey gave a brief update on the budget stating that property tax was up 3.2 % and also sales tax was up 3.3 %. She stated that 46590 “Other State Grants” line was up due to the Technology Grant. She reported that Regular Instruction 71100 expenditures were up due to Certified Bonuses, step increases and medical insurance. She stated there has been a decrease of \$93,000 in electricity from last year. She added that the revenues and expenditures were all in line with last year. She gave the undesignated fund balance as \$2,115,000.

Data Report – Dr. Julia Lamons gave a report to the Board regarding Move To Stand which gives students a voice in the decisions that are being made with the use of data in their schools. She said they held a District meeting with students and looked at the survey data of the S3 Grant and that the students are going back into their schools and having meetings in their schools. She announced that there would be another Move To Stand event on March 20th. She commended the students for being very active and vocal in their feelings about their education. She added that there were elementary counselors who attended the meeting which allowed them to see how students feel at the high school level about their educational decisions and that the counselors were going to be taking this information back to the middle schools. She reported that the students were also going to be taking this information back to their schools, the middle schools and elementary schools so that they can highlight the areas they are doing well in and work on the areas of need. Dr. Lamons stated that she had copies for the Board, at their request, of the assessment data collection with PARCC versus TCAP. She stated that she had also shared this information with the Parent Advisory Council. She noted that there was no data being collected for PARCC that was not already being collected for TCAP. Kathy Austin stated that she had received several calls regarding data collection and protecting the privacy of the students and that she had several questions. First, she wanted to know how we were going to promise the parents that their student’s privacy was going to be protected as we continue to do more data collection through student assessments and surveys. She wanted to be sure that this data collection met all of the state guidelines with FERPA, COPPA, SIPA and all of the other guidelines. Dr. Lamons responded that yes, all data being collected met all state guidelines. Ms. Austin also wanted to know if the director was the one

responsible for the school system in making sure that all of our assessments and tests and surveys are protected with those laws and Dr. Lamons responded, yes. Ms. Austin also asked that Dr. Lamons go over all of the tests, assessments and surveys that the students have already had this year and would have for the rest of the year. Dr. Lamons responded that there is an Assessment calendar that is readily available and she would try to list them. She stated that at the beginning of the year we had opted out of several tests that we did not feel were necessary. Her list included: Writing Assessment (Grade 5, 8 & 11); ACT (High School); EXPLORE and PLAN (Part of ACT Suite-8th & 10th Grade); Fall EOC Testing; TCAP (set for Spring); and noted that we have participated in part of the PARCC Pilot. She stated that she has a list of the schools participating in the PARCC Pilot that she would share with them. She added that no student would take both parts including the ELA and Math. She said that the point of the PARCC Pilot was that our data would be figured in to the National Data to the norming cycle and would give teachers and students a chance to see what testing would look like for next year. She stated that after the Pilots are completed that all of the testing will be opened up to all teachers so that they can see what the tests look like with their students. She noted a School Climate Survey was given which is all completely confidential and a Unit Assessment that is given at the teacher's discretion that is not mandated by the state. Ms. Austin asked how much are we are paying for the assessments and survey and Dr. Lamons answered that we pay nothing for those. Dr. Kirk added that we have never had to pay for state testing. Ms. Austin also wanted to know if parents could opt out and if we get parental consent. Dr. Kirk responded that they could not opt out of state testing but that they could opt out of surveys. Dr. Lamons added that the direction they have from the state for surveys is that they are passive-permissive and they could opt out if they did not want to take the survey. Ms. Austin wanted to know if the assessment calendar was accessible to parents and Dr. Lamons told her that it is online. Ms. Austin wanted to know if the Safe Schools Survey had been done and Dr. Lamons responded that we did but not all schools participated. Dr. Kirk added that students participated on a voluntary basis. Ms. Austin asked about other surveys including the CRA Assessment and Dr. Lamons stated that the CRA is the Constructed Response which is the writing assessment that they just did for grades 5, 8 and 11. Ms. Austin then asked if there were any personal questions on it and Dr. Lamons responded that it did not and Dr. Kirk added that it did have questions about how they student learned writing.

Ms. Austin then announced that she wanted to make everyone aware that the Pearson company had acquired bio-behavioral diagnostics company called "ADHD Test System". She stated that this bothered her because hospitals were now using this and that they plan on moving this into the educational arena. She stated she had some concerns because they do write a lot of our test and our books and wanted the Board to be aware of this. Dr. Kirk stated that what we do right now is a simple survey or just a check list that the parents may ask to have this done by going to their pediatrician who would ask that the schools fill out this check list that the teacher fills out maybe telling how frequently a behavior occurs. She added that if they child was old enough, they could fill out themselves and then the doctor would use this to help make a diagnosis. Ms. Austin stated that she felt it was a conflict of interest with the Pearson Company taking over the diagnostic company and she was afraid they would try to come in and try to diagnose children. Dr. Kirk stated they would not be able to do that without our permission.

Personnel Report – Mr. Bill Ripley gave a brief report on Certified and Classified personnel changes including a few interim positions. He added that a two year leave had been approved for one of the band directors. Kathy Austin wanted to know if two years was the limit

for reserving the position. Mr. Ripley responded that we could reserve his current position for one year and reserve a position for two. Rick Tipton asked who would be the band director in his absence and Mr. Ripley stated that would be decided at the end of the year.

Technology Report-Jason Patrick stated that they wanted to answer some questions about the Wireless implementation which is now in Phase II. He said they have been asked that once it is in place what does it look like for access to technology in the classroom. Courtney Leifert from Chuckey-Doak High School and Jessica Wilhoit from Glenwood Elementary were present to give reports on how they use technology in the classroom. Ms. Leifert stated that she used technology called PROBES in her Chemistry classes to show the students how natural things work. This gives the students a chance to experience and discuss the lab which helps them to learn and understand it better. Ms. Wilhoit stated that she sees children in grades K – 5 and that during this year they have had the opportunity to purchase iPads for use by the students. The iPads are being used to help children in Kindergarten learn the shape and sound of letters through a game format which makes learning fun through play. This in turn motivates them to want to continue and learn. She added that they have access to interactive books as well as math games. Deborah Johnson asked Mr. Patrick what kind of computers we have that would interact with the PROBES. Ms. Leifert answered that any computer would interface with them but that she has some very old computers from ETSU that will not get on the internet or do anything else but they will run the program. Mr. Patrick then presented a video to the Board showing how other teachers and students in the system use technology in the classroom. Rick Tipton asked the question about a scene on the video showing a math problem on the board instructing the students to solve the problem and then the students pick up a device and he wanted to know what the devices are. Mr. Patrick responded that they are referred to as “clickers” which allows the students to enter their answers into the clicker and the teacher can see the responses instantly. Mr. Tipton wanted to clarify if they students were being tested using the clicker technology or just using this to study and learn the material. Mr. Patrick responded that not every classroom has this type of technology and that is used before, during and after teaching the material and some do use it for Unit testing and the students now how well they did before they leave class. Mr. Tipton stated that his son, who is a Junior at the University of Tennessee, currently uses this type of technology. Ms. Austin asked if working from the cloud made it harder to control student privacy. Mr. Patrick stated that we have control of the domain and can control student access to Apps. He added that the Chrome Books only work with a school account. Ms. Austin also wanted to know if had to agree to contracts for the programs used and Mr. Patrick responded that we are just piloting the program and have not made a recommendation district-wide. He said that with the Pilot we simply agree to have a domain and see if the access works out. Ms. Austin asked if we allowed 3rd Parties to have information and Dr. Kirk responded that we did not.

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

Director's Report – Greene County BOE Meeting~February 27, 2014 **School News**

I have made six school visits/principal observations in February. I am seeing good progress in our teaching of Common Core and student engagement. Teachers seem optimistic in their efforts, and, of course, everyone is working hard. There is some concern over missed days for snow, but

everyone is back full force. Principals with whom I have spoken are using data effectively to provide appropriate support for learning and mastery.

I have done mid-year reviews with about half of the supervisory staff in Central Office as well.

I visited a Common Core lesson taught by one of our Math Core Coaches (who does training for the State), Brandy McAmis. She taught a lesson on the Pythagorean Theorem. Representative David Hawk and State Senator Steve Southerland were at CDMS to view this lesson as well. It was a very interesting lesson – very hands-on, and all students were engaged. They learned what $a^2 + b^2 = c^2$ really means, and they learned it in a way that will help them always visualize and remember it.

I also visited a kindergarten classroom at Glenwood where a visiting grandmother was playing the autoharp for the children and teaching them some songs, including nursery rhymes. It was a wonderful time, and I came away remembering why we all do this work.

Dr. Seuss's Birthday is coming up next week, and I will be reading to students in two schools. I am looking forward to this. It is always a fun day for everyone.

Communications Meetings (Students, Parents, Teachers)

Parent Advisory Council – We met with the Parent Advisory Council on January 27th. Mr. Colby Wagoner discussed school breakfast and lunch with parents, explaining the dietary restrictions and how meals are reimbursed by the federal government. Parents appreciated this explanation and said it helped them to understand the program much better. Mr. Wagoner expressed a desire to hear from parents about ways the school breakfast and lunch program could be improved and how participation could be increased.

Dr. Kirk discussed Safety, Complaint and Bullying Policies with parents. Feedback was requested, and copies of the policies were sent with the parents for their review. Some feedback has since been received, and Dr. Kirk will follow up with parents at the next Parent Advisory Council Meeting. No concerns were shared at the meeting in January. Parents were supportive of both the policies and their implementation.

Dr. Lamons shared information regarding PARCC testing with parents. She also shared information on data collection and usage re: PARCC. Parents were interested and positive about the higher expectations for students. They had a concern that we not focus solely on remediation through our RTI program, but that we also focus on challenge for students who do not need to be remediated. They were very positive about our planning process for increased dual enrollment and the addition of advanced placement courses.

I was interviewed by some students who are competing in National History Day. Their topic was on John Dewey's contribution to education, and we had a wonderful discussion about the importance of education and society's obligation to educate its youth – not only because the youth deserve an education but also for the quality of life in the community. We discussed the right of a free public education and its commensurate responsibilities. The students, who are from South Greene, were well prepared and quite articulate. It was a pleasure to meet with them.

Aeronautics Program

The Institute for Aerospace Education (IAE) is seeking to expand programming into Tennessee. As you can imagine, Mr. Niswonger is interested in this pursuit. To that end, he hosted a trip for representatives from Greeneville and Greene County to visit the program in Frankfort, Kentucky and also to visit the collegiate program that Purdue offers.

This was an interesting learning opportunity for us. Representatives from Green County included Bill Ripley, Jason Patrick, Major Wims, and me. Mr. Jerry Ayers was also in attendance representing the Greene Technology Center. We are examining what we might do to incorporate this program as a CTE offering for Greene County students at the Greene Technology Center. This will be shared with the Curriculum Committee at their next meeting.

Common Core Leadership Council

Topics covered at the CCLC meeting in January included writing instruction and writing training for teachers, a professional development plan for this coming summer for teachers which will be a training of lead teachers who will redeliver the content in several areas, explanations of accountability as we move to PARCC testing.

Career & Technical Education

As you know, I spoke at the luncheon where Governor Haslam presented his workforce development plan to leaders in Greene County. I have attached the text of my remarks at the end of this document. I am pleased that Governor Haslam is making clear the connection between education and economic development, and his Drive to 55 initiative is ambitious and important.

I met later that week with Tom Ferguson, Vickie Andrew, Linda Stroud and the new Education and Workforce Development Director, Rebeckah Ball. Ms. Ball is energetic and enthusiastic about the program and is hard at work on several initiatives, including reviving and renewing school/business partnerships, organizing spring job visits for our eighth graders, planning a college and career fair for 2015 and organizing the Education and Workforce Development Committee. She is also assisting Linda and me in planning a community forum on Common Core. This meeting was quite productive, and I think we will begin to see progress with Education and Workforce Development immediately.

Finally, I attended the Governor's CTE Council on February 10th and 11th. We heard a report from David Mansouri who represented SCORE on the State of Education in Tennessee. We also heard a report on secondary CTE programs, an update on postsecondary/TCAT, and postsecondary/community college. We discussed legislation that impacts CTE programming and our priorities and goals for the coming year.

PARCC Training

The State Department of Education conducted training sessions for Directors of Schools on PARCC. We were given facts about the development and purpose of PARCC as well as information about Tennessee's involvement in the process. Facts about the test itself were shared, including the components of the test, what it will look like, testing times and requirements. Accommodations information was shared, and we learned about scoring, reporting and data.

	Phone Meeting with Auditor
	Mid-year Supervisor Review
02.07.14	Visit Classroom with Legislators
	Principal Observation
	Meeting with Insurance Broker
	Mid-year Supervisor Review
	Meeting with Attorney
02.10.14	TN Council for CTE
02.11.14	TN Council for CTE
	Met with Jeremy Faison and David Hawk
02.17.14	C Team
	Mid-year Supervisor Review
02.18.14	Leadership Team
	County Commission
	TN LEAD Evaluation Meeting
01.19.14	Insurance Committee (County Commission)
	Met with Nathan Brown – Board Agenda
	Policy Committee
01.20.14	Principal Observation
02.21.14	Purchasing Meeting
	Principal Observation
	Met with Nurses
02.24.14	C Team
	Meeting with Commissioner Huffman
02.25.14	Principal Observation
02.26.14	Principal Observation
	Mid-year Supervisor Review

Committee Reports – Kathy Austin gave a brief update from the Director Evaluation Committee meetings. She stated that the committee has met three times as a result of the Board mandating that the Director Evaluation be in line with the teacher evaluation and make it more performance based. She announced that the next meeting would be the following Wednesday with hopes of bringing it before the Board in March.

Other-Discuss SGHS Sewer Project Update – Kathy Austin asked Dr. Kirk to help her and the community to understand why the project was not completed during the Christmas Break. She stated that this is the third time this project has been put off. Dr. Kirk responded that there had been a problem with the insurances and that Kathy Walden with W & W Engineering was present to discuss the project. Dr. Kirk added that when W & W caught the problem with the contractor's insurance they wanted to make sure the insurances were appropriate for the project. She commended them for not moving forward until the issue was resolved. Kathy Walden stated that the project was awarded to Carter Contractors around the end of July and they did proceed with giving them a notice of award and then the first of September they gave W & W their insurance certificate and there was no automobile insurance. When asked about the automobile insurance, Carter Contractors let them know that their automobiles were not owned by Carter Contractors but were owned by Carter Trucking Company who is not who our contract is with. Kathy said the matter was discussed with them and Attorney Roger Woolsey who also discussed this with our insurance carrier so at the time the materials were not ordered. She noted that one unique aspect about this project is that the equipment is at least 30 years old or even older so the parts needed are not readily available and they have to be specially made once they are ordered which takes at least 8 to 10 weeks once they are ordered. She added that another unique situation is that the work cannot be done while school is in session. She said that once Mr. Woolsey had the solution worked out so that the sub-contractor could provide the insurance certificate, it was too late to get the equipment there. She stated that the equipment has now been ordered and it has been shipped and it should be available to be installed over Spring Break but the problem is that there is only one week to install. She said that this would be a decision that the Board would have to make as to whether to install the equipment over Spring Break or wait until school is out to do the construction. She noted that the Sewer Plant was operational at this time and that it is not an emergency situation. Ms. Austin asked since the bidders were expected to follow specs, why this was not caught earlier. Attorney Roger Woolsey addressed the question stating that each entity makes a determination whether the insurance provided by the contractor is acceptable. He stated that in this instance, these are sister companies and that with most entities there would not be an issue. He added that Greene County is self-insured and that we also have a re-insurance company so we do not get to make all of the decisions and that we need to make sure that when we have agreements and contracts that we have liability protection provided by our contractors and that it is acceptable. He stated that this goes through several stages to make sure everything is in order and that this time they had to talk with our re-insurance company to make sure they could assess any risk that we may have. Mr. Woolsey stated that he did not think that anyone tried to act unethically or do anything wrong and that we just wanted to be sure we would not be on the hook for anything. Ms. Austin said that she appreciated that they had followed through all this but that her question was could we have not found out any earlier and rebid the project if they did not meet the specs. Mr. Woolsey responded that they did meet the specs and that both of the companies had the coverage and that is concern was that both companies were not listed as being the bidding contractor. Ms. Austin asked for clarification that the companies were owned by the same person and Mr. Woolsey said that she was correct and he just wanted all of his questions answered before they signed the contract. Mr. Woolsey and Ms. Walden both stated that they have never run into an issue like this before and they just wanted to be

sure. Ms. Austin requested of Dr. Kirk that in the future to please let the Board know when something like this changes. Mr. Brown said that he has spoken with Dr. Bowman, principal of South Greene and she said that she would much rather wait until summer to do the project and that he agreed with her. He added that Spring Break was such a short time and that if something happened and it did not get done that we would be in trouble. Mr. Brown said that the Board could vote to go ahead with the project during Spring Break if they wanted to do so. Rick Tipton stated that his concern was that once the project was started that if it rained or snowed during that time then when the kids came back there would have to be portable toilets put in for them to use. He said it was his understanding that we had until the end of June to complete the project and that right after graduation would be a good time to start the construction and they would have more time. Ms. Walden added that her advice would be to wait until school was out to start the project.

Other-Discussion of Common Core Public Meeting – Kathy Austin stated that Dr. Kirk had addressed this in her report and that we were going to have a Common Core forum. Ms. Austin said that she has had several questions regarding common core standards, the difference in curriculum and the assessments and she would like to see public meetings held at the high schools and also invite the feeder schools. Dr. Kirk stated that she was planning one meeting which would most likely be held at Chuckey-Doak High School in the auditorium if it is available. She added that there have been meetings held at all of the schools for parents and that the principals have done a lot of work with this to educate the parents and that there would be one meeting scheduled for the community at the end of March.

Addendum – Sign Contract of Employment between Vicki C. Kirk and Greene County Board of Education. Dr. Kirk state that the Board voted at the last Board meeting to change the date of the Director’s Evaluation to June and that the Chairman’s name was also changed. Dr. Kirk and Nathan Brown signed the new contact.

VI-OLD BUSINESS

Approve Policies on 2nd Reading-

4.605-Graduation Requirements

3.402-Special Use of School Vehicles

3.601-Student Insurance Program

3.2001-Energy Conservation

(Ms. Johnson requested to pull for further discussion)

3.206-Community Use of School Facilities

3.300-Equipment and Supplies Management

3.302-Data Management

3.401-Scheduling and Routing

3.404-Private Vehicles

3.500-Food Service Management

On motion made by Rick Tipton, seconded by Tom Cobble

Vote: 7 – 0 Passed (All with the exception of 3.2001-Energy Conservation)

3.2001-Energy Conservation

On motion by Rex Hopson, second by Tom Cobble

Dr. Kirk stated that the only change to this policy was to cross-reference a procedure that goes along with the policy and that what the Board voted on at the last meeting was to approve the cross-references 3.2001 Exhibit A. Ms. Johnson stated that now that she has had a chance to look it over she would like to make an amendment to add that we should not sacrifice the educational environment to save money and that our learning environment should be first and number one priority. She said that the policy does not address the comfort or the learning environment of our schools and it is just focused on the conservation of energy. Dr. Kirk added that the guidelines do say that. Mr. Brown agreed that they were in the guidelines presented by Steve Tipton and stated to the Board that Ms. Johnson had made the motion to amend the policy that *"the student environment should not be compromised in any way for conserving energy"* and asked for a second.

On motion by Deborah Johnson, second by Rick Tipton the Board approved to Amend Policy 3.2001-Energy Conservation as stated above.

Vote: 7 – 0

Mr. Brown noted that this would be amended and brought back before the Board on 1st Reading.

VII. NEW BUSINESS

A. Approve Volunteer Assistant Baseball Coach at West Pines-Gary Zirkle-

On motion made by Kathy Crawford, seconded by Deborah Johnson

Vote: 7 – 0 Passed

B. Approve ESEA Title IA and IDEA Part B Budget Amendments-

On motion made by Kathy Crawford, seconded by Rex Hopson

Vote: 7 – 0 Passed

C. Approve Budget Changes for L.E.A.P.S. Program at McDonald School-

On motion made by Deborah Johnson, seconded by Tom Cobble

Vote: 7 – 0 Passed

D. Approve Boys Soccer Coop with CDHS and NGHS-

On motion made by Kathy Crawford, seconded by Tom Cobble

Vote: 7 – 0 Passed

E. Approve Out-of-State Field Trips-

On motion by Rick Tipton, seconded by Rex Hopson

Vote: 7 – 0 Passed

F. Approve Policy Manual Revisions/Recommendations – First Reading-

On motion by Rex Hopson, seconded by Rick Tipton

Vote: 7 – 0 Passed (All except 3.201 Safety)

- 3.201 – Safety (Rick Tipton asked to Pull this Policy for further discussion)
- 1.702 – Evaluation of School District
- 4.301 – Interscholastic Athletics
- 3.600 – Insurance Management
- 4.202 – Special Education
- 4.207 – Limited English Proficient/Language Minority Students
- 4.203 – Advanced College Placement
- 4.302 – Field Trips and Excursions
- 3.203 – Crisis Management – Cross-reference added
- 3.403 – Traffic and Parking Controls – Cross-reference added

-3.201 – Safety (*Pulled by Mr. Tipton for further discussion*)

On motion made by Rick Tipton, seconded by Kathy Austin – as amended to add the words “beyond the office” and going back to first reading

Roll Call Vote: 4 – 3 Passed

No: Austin, Johnson, Cobble

Yes: Brown, Crawford, Hopson, Tipton

Ms. Tipton stated that after looking over this policy and seeing that we have had a similar policy since 2002 with the same language and then after attending the Policy meeting and hearing it being read in January that he felt that something was left out of the discussion. He said that he had asked Mr. Ripley and also spoken with the Chairman and wanted this language to agree the policy that we already have. He read part of the policy that states “*for student safety and to preserve the learning environment, school visitors must have an appointment or an invitation to be permitted beyond the office into the main building*”. He added that he felt we needed to make it clear to the community and the parents that we are not saying that you cannot come to the school and go to the office and that our intent was that all visitors to go to the school and check in and let someone know you are there and if you have an appointment we can get that teacher or principal for you. He said that he felt the way it was written in January just was not clear enough. Ms. Austin agreed that she too had concerns about the way the policy was written and that people felt they would have to call the school to make an appointment before going to the school. Ms. Austin added that safety entrances have been added at all schools so that visitors would be routed through the offices before entering. She stated that we have always had the policy that visitors must come through the office, sign in, state their intent and get a visitor badge. She added that her main concern with this policy as it is written that it seemed to her that we were closing the public out of public schools. Ms. Austin also stated that we do have policies in place such as 4.502, 6.209 and 1.500 that all stress the safety issue and that parents and the community are important to our schools. She felt that we did not need to do anything that would keep the public from being able to come into our schools in a regulated way and she wanted to be sure that everyone visiting was treated fairly and in the same manner. Mr. Brown added that he thought that Dr. Kirk had also presented this policy as it is to the Parent Advisory Committee and they were okay with it and understood the policy. Dr. Kirk stated that not only did the Parent Advisory Committee not have a problem with the policy but they were very supportive of it and felt that it protected the learning environment. She added that his policy is in not intended to keep people out of the school but to manage the flow of people into

the main part of the building where the children are. She noted that several principals have contacted her and that they want something in policy so that they are not having to make the decisions as to whether to let people through or not. She said that she has asked the Parent Advisory Committee to help brainstorm ways to make visitors feel more welcome and comfortable at the school. She added that we are in no way trying to make people feel unwelcome; however she also did not think that any one should be able to just come in, sign in and go on into a classroom at will. She said that not only is that a safety issue but a learning environment issue. Ms. Austin asked if she could clarify what this means. Dr. Kirk answered that it means that you must have business in the building if you are going into the building. Ms. Austin then asked if you have to call the principal first before going to the school. Dr. Kirk answered that you would not necessarily need to talk with the principal but that you could speak with a teacher to make an appointment if you wanted to meet with someone specifically and then the office could let the teacher know when the visitor was there and they could go on to the classroom. Also, if you want to eat lunch at the school you would need to call so that the cafeteria could prepare enough food. Ms. Johnson stated that she felt that we were setting a precedent here if we go ahead with this policy and that she did not know of any other school with this policy. She added that policy 4.502 states that we should create a climate of welcome to parents and we should be inviting the community to come in and volunteer and asked that we not forget that it is tax dollars that built our school and pay the salaries of our employees. She said that she felt that the tax payers were now being treated like second class citizens by being required to make an appointment to see their own children during the school day. Dr. Kirk asked if she felt that every tax payer should be allowed to go into the schools, because they are not all safe people. Ms. Johnson said that she agreed with that but that if you have a reason to be there you should be able to go. Dr. Kirk responded that is what the policy says. Ms. Johnson stated that as a School Board member when she calls ahead to the schools that she is chaperoned around and she sees the illusion of a perfect school, but that when she just stops in and is allowed to walk through the schools she sees children with chairs that are too small and uncomfortable, they have chairs that are too big and their feet do not touch the ground and they do not have books in the classroom and she said that she feels that having the ability as a School Board Member and parents to be able to walk into the office and ask permission to go into the schools, signing in, taking a badge and going in. She said she was not saying we should not stop some people, but if you have a reason to be there either to see your child, view the school or to see the great things the teachers and students are doing you should be able to do so. She added that if we choose to go with this policy, that other schools do not have, that she did not feel this is the appropriate move to take. Tom Cobble stated that he visits many schools and that Blount County and Knox County are the same way with having visitors to report to the office. He reminded everyone of Columbine and said that we just cannot open the doors to everyone to the schools and that it is a safety issue. Ms. Austin said that she did not feel like that is what they were saying. Mr. Cobble responded that he did feel like that they were wanting to open the doors and let anyone in and wanted to know what was wrong with the policy. Ms. Johnson said that she did not feel like there should be a requirement that you call ahead to make an appointment and the school tell you whether you can or cannot come in or that you have to be invited. She added that she felt parents should be able to walk into the school, give an explanation why they are there and if it is acceptable they should be allowed to go ahead and go into the school building to see the teacher or whatever reason that they are there for. Ms. Johnson stated that the Board had just approved 25

field trips to places like Dollywood and the Johnson City Mall and four out-of-state field trips and never once mentioned safety. Ms. Austin said that she hoped that we were not taking advantage of some of the school tragedies that have happened in other places to take away more of our freedoms for the parents and the students. She added that we do have policies in place and have safety entrances with buzzers at the schools and she did not want to make the schools seem like prisons for students and parents. Mr. Brown said that this has been discussed in the policy meeting and that they wanted it to be worded so that the public felt like they were welcome at our schools and that they try to respect others time like our principals and teachers who are in the classroom teaching. Mr. Brown said the he did not feel anyone should be able to just walk in and go into the classrooms and interrupt. Mr. Rex Hopson asked if you were a teacher would you want lots of people coming into your classroom and that without rules and regulations they would be able to do that. Mr. Brown stated that he was sure they would not want that. Ms. Kathy Crawford called Question.

Ms. Brown announced that Question has been called and asked for a second, given by Mr. Cobble.

Vote: 5 – 2

No: Austin, Johnson

Yes: Brown, Crawford, Cobble, Hopson, Tipton

Ms. Austin asked before the roll call vote to clarify that we were not saying they have to have an invitation or an appointment to come to the school, just to go beyond the office. Dr. Kirk and Mr. Tipton both answered yes and that is what they were voting on. Mr. Brown added that it was to make the policy fit what we are doing. Ms. Austin asked again to be sure that they do not have to call the office. Dr. Kirk said they do not have to call to go to the office and they can come to the school but they cannot go into the main building unless they have a reason to be there. Mr. Brown added that we want people to know that they can come to the office without an appointment. Mr. Tipton restated that he felt like it needed to be reworded and did not mean to make it confusing. Ms. Austin stated that she would still like more clarification and Ms. Johnson asked couldn't we just take it back for discussion. Mr. Brown said that we have a motion on the table to vote on it and that we needed to vote on it first and that Question had been called.

G. Approve Policy Procedures Manual Revisions/Recommendations

-2.702 – Report of Illegal Entry-Theft-Vandalism- Exhibit A (Should be numbered 3.205 Exhibit A)

On motion made by Tom Cobble, seconded by Rex Hopson

Vote: 7 - 0 Passed

H. Approve WGHS Ag Department to trade older vehicle for newer vehicle

On motion by Kathy Austin, seconded by Rick Tipton

Vote: 7 - 0 Passed

I. Approve Differentiated Pay Plan

On motion by Tom Cobble, seconded by Rex Hopson

Vote: 4 - 3 Passed

No: Austin, Johnson, Crawford

Yes: Brown, Cobble, Hopson, Tipton

Ms. Johnson stated that she felt this was an opportunity to reward outstanding teachers and to recruit new teachers for the hard to fill positions like math and science. She added the Learning Leaders, Mentors and all of the other titles given to the select few teachers, are the ones given a stipend. She asked what about the really good teachers who do not have a title and the teacher that go above and beyond and who are proficient in their profession. She said that she would like to see all of those teachers receive a bonus or incentive. She added that she was very disappointed in the Differentiated Pay Committee; the chairman of the school board who has a conflict of interest, appointed one board member who also has a conflict of interest to this committee. She stated that there were no parents or tax payer representation on this committee and she is concerned that the make-up of the committee guarantees a predetermined outcome. She said that we have the opportunity to reward exceptional teachers and we are choosing to do exactly what we have always been doing. Dr. Kirk stated that she would like to take exception to that and that she has checked around with surrounding districts and that every one of them conducted an administrative committee just like we did. She added the some of them had Board representation and some of them did not and that there was nothing unethical about the way this committee was run. Mr. Brown stated that referring to Mr. Cobble that after the Board Retreat he was the first Board member that said he would like to be on the committee so he said that he could and thanked him for serving. Dr. Kirk added that Mr. Cobble is also the only one guaranteed to be back for the next year. Ms. Austin said she would like to give some background since she thought people may be confused by this. She read that state law requires that school districts to adopt and implement a differentiated pay plan to aide staffing in hard to staff subject areas to attract and retain highly qualified teachers. She said that this was first given in 2007; however this law has never been enforced and beginning with the 2014-2015 school year the department will begin to enforce these laws through the State Department of Education. She added that the whole idea of this is to pay for performance instead of advanced degrees and experience. She said that advanced degrees do not make teachers better and that they were trying to find a way to pay the good teachers more. She asked for clarification on our policy that says we will pay \$2,000 a year for math and science and wanted to know if that is currently what we are doing. Mr. Bill Ripley stated that was the current hard to staff and if we do nothing we still have a policy in place that she is speaking of and we could offer to pay up to \$2,000 to try and staff math and science. He added that each year we would have to option to reimburse tuition to help someone become qualified to do a position that we are having trouble filling. Ms. Austin asked if we have been using the 2008-2009 Differentiated Pay Play and reimbursing up to \$2,000. Dr. Kirk answered that this has been done since she came. Mr. Austin asked if we were paying tuition for anyone who goes back and gets a degree. Mr. Ripley said that under current policy if we negotiate with a teacher and we need a Biology teacher and we find someone willing to go and get that certification that once they enter school, they can bring to the district the bill and the district could pay that to get them through school and then there is language that says they need to stay with us for three year. He said the way we are changing this now is that we would still negotiate with them for a hard to staff position and they would go back to school, they would pay their own tuition and we would reimburse them up to \$2,000 per year. He said that we would only be on the hook for \$2,000 in any given year. He stated that he wanted to Board to understand that if the director determines that this is a hard-to-staff position, that we could offer to reimburse tuition

and it may only be \$250 for a praxis test or it might be a college course that costs thousands of dollars but we would reimburse up to \$2,000 per year as long as they remain in that position and they are a Level 3, 4 or 5 teacher and doing well in that position. He added that on the proposal there are three areas hard-to-staff, performance or additional roles and responsibilities and any one of these meet the requirements for the state and we are addressing all three. He said there are some that feel very strongly about performance pay and that is one element on the proposal and for the additional roles, you must be a strong teacher to qualify. He said we want to expose our good teachers to as many children as we can and to help as many other teachers as we can and leverage the talent that we have. He said that this plan goes farther than some other districts and that it has elements in it that 95% of the districts will have. Ms. Austin asked how this would be funded. Mr. Ripley answered that currently Learning Leaders have been funded from Race to the Top which will end after this year. He said that we have had four Academic Coach positions that have been paid out of Title II. He stated that we are restructuring that to pay two Academic Coaches and pay for the Learning Leaders out of the balance without asking for any additional funding from the Board. Ms. Austin asked if those Academic Coaches were being moved back to the classroom. Mr. Ripley stated that we had just finished the reapplication process and one of the four Academic Coaches would remain, one new person was becoming an Academic Coach and the three other Academic Coaches who desire to go back to the classroom. He said that we anticipate going into the year having 65 Learning Leaders which is about the same as last year. Ms. Austin asked him to clarify that the money was only for Learning Leaders and not for the classroom teachers that were level 4 and 5. Mr. Ripley responded that this is for the additional duties that the Learning Leaders are assuming in working with teachers and working during the summer presenting professional development to try and influence the level of instruction with their peers. Dr. Kirk added that the performance comes in because you cannot become a Learning Leader unless you meet those criteria. Ms. Austin asked to clarify that the classroom teachers did not have a shot at the extra money. Dr. Kirk responded that this was for extra duties. Mr. Ripley added that every teacher in Greene County can apply for this and they all had a chance to do so and 75 teachers did apply. He said that if she was asking if this is the only way to get extra money for a Level 3, 4 or 5 teacher, his answer is yes. He stated that we do plan to keep this committee in place and visit this topic each year and the Board can change and submit our plan any given year. Ms. Austin asked to clarify that the vote was to allow him to take this plan to the state. Mr. Ripley responded that it was and he felt very confident that it would be passed by the state. Ms. Austin said that she would like to have this brought back before the Board to vote on if it is approved by the state. Mr. Ripley said that the Board could do that and that it had to be in by May 15th. Ms. Austin also said she would like for Dr. Kirk to report to the Board each year what she felt like the hard-to-staff positions are. Dr. Kirk said that she could.

J. Approve Nolachuckey Volunteer Assistant Coach

On motion by Kathy Crawford, seconded by Rex Hopson

Vote: 7 - 0 Passed

K. Approve Rejecting the Collection of Personal Student Data for Non-Educational purpose.

Motion by Tom Cobble, second by Deborah Johnson

Ms. Austin said she would like to Amend the request to replace the word rejects to "*will not allow*" and replace Tennessee Law with "*Federal and State Laws and FERPA, COPPA, and CIPA*".

On motion by Kathy Austin, seconded by Rick Tipton
Vote: 7 – 0 Passed

L. Approve Moving the Board Retreat to the Month of June Annually
On motion by Rick Tipton, seconded by Deborah Johnson
Vote: 7 – 0 Passed

M. Approve Budget Changes – Transportation Department
On motion by Tom Cobble, seconded by Rex Hopson
Vote: 7 – 0 Passed

N. Approve Volunteer Coaches for 2013-2014 School Year
On motion by Rex Hopson, seconded by Tom Cobble
Vote: 7 – 0 Passed

O. Approve CDMS Basketball Team to go to Murfreesboro for Tournament
On motion by Tom Cobble, seconded by Kathy Crawford
Vote: 7 – 0 Passed

VIII-OTHER

Request to Appear Before the Board

-Don Burchnell – Kenny Street - Commended Attorney Roger Woolsey for his comments at the last Board meeting. He gave a brief report and update about the Apprenticeship Program he had discussed at a previous meeting and stated that he felt we needed more craftsmen and trade apprentices.

-Melissa Bryant – Midway – Reported to the Board that there had been another incident at the school since the last Board meeting and she wanted commend Ms. Carpenter, principal of Mosheim School, for taking care of the incident immediately. She stated that she felt she still had not received a resolution to the issue she had discussed at the last Board meeting. She read an email from Dr. Kirk stating that she and the administration had conducted an investigation of situation. Ms. Bryant stated that she was not happy with the results and played a clip of a recording that she say is proof of what happened. Dr. Kirk responded to Ms. Bryant that they did investigate and that no one saw a kick. She said that they would say that she did nudge him with her foot and maybe that was inappropriate but it was not malicious or harmful. She added that she does believe this issue is resolved and that she is sorry that all of this has happened and that we looking at communications and looking at policy. Ms. Bryant says she does not feel that the issue is resolved because the individual was still there with her child and there has been another incident with her on the same day Dr. Kirk's email was sent out. Ms. Bryant stated that she was not told of any investigation techniques that were used or who was investigated and it did not make any sense to her if the person involved was part of the administration that did the investigation. She asked if anything was going to be to the individual in question. Dr. Kirk responded that she considered the matter to be closed and stated that she, Ms. Bryant, has declined to appeal so she that is why she considers the matter closed. Ms.

Bryant responded that if she appealed she would not be able to speak at the Board meeting and felt she was trying to loop her into doing an appeal so that she could deny the Board meeting. Dr. Kirk quietly responded, "No Ma'am". Ms. Bryant said the recording was Ms. Whitson saying in her own voice saying what she did. Dr. Kirk responded that Ms. Whitson did not kick him and that the little boy sitting next to her said she did not kick him and no adult in the room reported seeing a kick, she nudged him with her foot, she did not kick him. Ms. Bryant stated that she did not know the definition of kick, nudge or whatever, and the whole point was that an Assistant Principal should not put their foot on a child for any reason as means to get their attention and they should send them to the principal. Mr. Rex Hopson asked what she felt should have been done if her son had been sitting there with his arms out behind him and tripping people, how do you think you would resolve that. Ms. Bryant stated that everyone she spoke to said he did not trip anyone. He added when he was asked to move up what would she have done. Ms. Bryant said that they did move up and were only leaning back on their hands and Ms. Whitson wanted them to move their hands because the lunch line was coming through. Ms. Johnson asked Dr. Kirk how many adults were around when the incident happened and she responded that there were a dozen or so. Ms. Wendy Carpenter, principal of Mosheim School, stated that there were 17 adults present. Ms. Johnson asked if they were teachers and Dr. Kirk responded that some of them were foster grandmothers. Ms. Johnson clarified that there were teachers and foster grandparents. Dr. Kirk answered yes. Ms. Johnson said that she hoped that we stopped to think about what type of system we have here and that she wasn't sure what happened but that it seems like we do not treat children with as much kindness and ask them to move and not nudge them with our foot might be a more appropriate way to get a child to move and focus. She added that in her own opinion she felt there was a lack of respect towards parents and even in some cases toward students. She said that we are making a choice here to allow intimidation of the students and the parents and she believes that anyone who harms a child, physically or emotionally, should have greater consequence than just being spoken to.

-Christan Serrienne – Baileyton – Reported to the Board that she was there as a follow up to her report of her child being bullied by two staff members at Doak Elementary and said she would like to apologize to any administrator or Board member if she had spoken to them and became over aggressive or irritated with them in any of their discussions. She asked that they please understand, in her defense, that she is trying to protect and defend her child. She said that in regard to the meeting, she was notified that her issues had been resolved and that the teacher in question had been corrected and counseled. She said she still has not had a meeting with Dr. Kirk, Ms. Teague or Ms. Jennifer and that she feels that they went by policy on that issue and that she feels her daughter is owed an apology by Ms. Jennifer and she would still like to have a meeting with Ms. Teague, Ms. Jennifer and her daughter. She says that she does not feel that what was done was an appropriate punishment because the ESP staff member did the exact same thing and she was removed from the school and she does not understand why it is okay for one to get away with it and not the other. She added that she is a single mother and that ESP is a need for her and her child but she felt the need to remove her child from ESP because she does not feel safe with the teacher still working there and it makes it very difficult for her with childcare. She said that she feels at the least the teacher needs to be removed from the ESP Program so that her daughter can attend without worry. She also stated that since the last meeting she felt that things at her daughter's school have accumulated instead of being fixed. She said that her daughter has had two incidents with child to child bullying, an issue with the principal and also an incident with the bus driver. She said that she feels that standing up for her daughter has made things worse for her daughter and that it is a huge amount of intimidation

going on and a lack of respect for her and her daughter. She added that her daughter feels unsafe and that she as the mother wants to cry when she drops her off at school. She said that her grades have dropped and that her attitude toward school is poor. She stated that all she is asking for is for this to be corrected and that her daughter be made to feel safe in a school that she once so much enjoyed. She asked that every one set aside their difference and start fresh by fixing the issue at hand and make her child and every child feel safe at school. Ms. Johnson said that she wanted to commend her for standing up for her daughter and that she has heard from other parents, students and even a few teachers that we do have some intimidation and bullying going on in the schools and that she hopes that we can address those as professional adults. She added that she feels that no child should be harmed, physically or mentally and that we need to address those staff members who conduct themselves that way. Ms. Austin added that when and if that actually does occurs that we should do something about that before anyone else does and there is never an excuse for that to happen to a child. Mr. Tipton asked if she, Ms. Serrienne had reported that and she replied that yes she had and that it was handled by procedure. Mr. Tipton asked that she clarify that one incident was with a bus driver and that it was handled and she answered that in Mr. McLain's words that he would agree to disagree. Mr. Tipton responded for clarification that the complaint was made and then it was addressed. She responded yes that it was handled before the Board meeting. Mr. McLain added that he was contacted yesterday and the first time he called there was no answer and then when he spoke to her today. Ms. Serrienne said that Mr. McLain asked she did not take her child to and from school and she stated she does not because ESP is not safe for her daughter.

Mr. Tipton announced that GREENE L.E.A.F. would be having a lunch on March 6th at 11:30 at the General Morgan and that they are a great organization. Mr. Brown also announced that the next regular Board meeting would be March 20th at 5:00 pm at the central office.

On Motion by Rex Hopson, Second by Tom Cobble, the Board adjourned at 7:52 p.m.