

Board of Education Regular Meeting

May 7, 2018 5:30 PM

Administrative Office Building

Attendance Taken at 5:30 PM.

Mr. Tom Cloud:	Present
Mr. Charlie Cogdill:	Present
Ms. Carolyn Ingram:	Present
Ms. Krista McKay:	Present
Mr. Steve Morgan:	Present
Ms. Peggy Pesterfield:	Present
Ms. Dawn Robinson:	Present

1. Pledge of Allegiance

2. *Consent Agenda

Motion to approve Consent Agenda Passed with a motion by Mr. Charlie Cogdill and a second by Mr. Tom Cloud.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 7, No: 0

2.A. *Approval of Regular Agenda

2.B. *Approval of Minutes from April 3, 2018 Board Meeting

2.C. *Approval of Overnight Field Trips

2.D. *Approval of Second Reading of Policies 4.206, 4.603, 4.606, 5.802, 6.200, 6.319, 6.411

2.E. *Approval of Tuition Request

2.F. *Approval of 2017-2018 General Fund Budget Amendment

2.G. *Approval of 2018-2019 Meal Prices

2.H. *Approval of School Nutrition Wellness Policy

2.I. *Approval of Cleveland High School Activity Fee

2.J. *Approval of Special Course Freshman Experience

3. Regular Agenda

3.A. Director's Update

Dr. Dyer provided an update:

Testing ends at CHS and CMS this week; the elementary schools finished last week. There have been lots of issues with testing in the state, but overall,

our district had a successful testing venture. Dr. Dyer visited the legislature with the TOSS Legislative Committee when testing began.

This is Teacher Appreciation Week. We appreciate all of our teachers and the work that they do. The Board is providing lunch this week for all employees.

End of year activities are happening now. Check our app for dates and times of the events.

3.B. Spotlight

3.B.1. Valerie Capps - UT Math Teacher of the Year

Ms. Autumn O'Bryan recognized Valerie Capps, CHS teacher. Ms. Capps was recognized by the University of Tennessee as the UT Math Teacher of the Year. She teaches Pre-Calculus and Algebra II. Ms. Capps is a graduate of Cleveland High. She also teaches at Lee University, organizes Prom, and sponsors the National Honor Society. She was just announced as an Alumni Hall of Fame member for 2018.

3.B.2. Teacher Leaders

Jeff Elliott recognized the 2017-2018 Teacher Leaders. This is the third year of this program.

Arnold: Kellie Guinn, Amanda Ellis, Tracy Lenz, Cheryl Mathews,

Blythe-Bower: Hana Burger, Cyndi Summers, Jesse Wood, Brittany Hicks

CHS: Athena Davis, Mark Miles, Andi Wendorf, Hilary Reid, Julie Phillips

CMS: Emily Raper, Cecily Williams, Brett Kirksey, Ed Fickley, Kari Jo Harris

Mayfield: Margeret Moore, Chelsea Isbil, Lauren Steward, Anita Renshaw

Ross: Dana Storey, Stacy Carson

Stuart: Grace Avirett, Elicia Baird, Kristin Gowin, Christina Melton

System: Tonya Mullinax, Becky Marino

Denning Center: Seth LaMagna, Melissa Bishop

Yates: Amber Montgomery, Dee Morris

3.B.3. TVEC Recognition

Jeff Elliott recognized the sophomore students in the TN Valley Early College. Dr. Deborah King, Vice President of Academic Affairs at Cleveland State Community College, attended the meeting. These second year students will attend Cleveland State next year. Autumn O'Bryan stated that these students have taken the ACT and have 12 college credits now. She thanked Anita Adkins and Caitlin DeLoach for their work on this project. Students Riya Patel, Jannat Saeed, and Zach Turner shared their experiences with TVEC.

3.B.4. Environmental Essay Contest Winners

Dr. Kristene Wood with Bradley Cleveland Keep America Beautiful recognized the Environmental Essay Contest winners from Cleveland High School Jared Berchfield, Analise Bilbao, and Lauren Proctor. Teacher Jeannie Cuervo thanked Keep America Beautiful for this opportunity. All three students chose to write about the importance of environmental education and interviewed local environmental educators.

3.C. *Organizational Review Report

Dr. Dyer introduced Byron Headrick of LEANFrog. They are doing an organizational study for CCS. Mr. Headrick shared an initial report:

They completed the initial phase of the Organizational Review which is the leadership portion. Job Analysis Questionnaires were completed by employees and analyzed by the company. The team compared CCS with other school systems. CCS ranked sixth out of eight in ratio of students per teacher and third out of eight on ratio of students per other employees which is good for school systems in our area.

Mr. Headrick discussed span of control analysis and the current linear organizational structure.

He proposes an organizational model which is program based with an academic, operational, and organizational tier. He recommends a Chief Academic Officer which will begin the transition to this program based model. He also proposes an Operations Supervisor to assist Hal Taylor in Operations.

Board members asked questions on the organization models. Mr. Headrick will make recommendations on positions and titles in the coming weeks. Working with the leadership team, he will create a road map for the next two years.

Dr. Dyer provided recommendations for updating the current organizational structure. This includes changing Jeff Elliott's title to Chief Academic Officer/Assistant Director, changing Kelly Kiser's title to Secondary Education and Federal Funds Supervisor, promoting ESL Specialist to ESL Supervisor, changing Special Populations to Supervisor instead of Director. Jobs will be posted for Director of HR, Supervisor of School Nutrition, Operations Supervisor, Student Support Specialist, and Coordinated School Health. Positions are open due to resignations and retirements; the only new

position is Operations Supervisor which was funded with the 2018-2019 budget. Board members questioned positions and organizational structure.

Motion to accept Dr. Dyer's recommendations as presented Passed with a motion by Mr. Steve Morgan and a second by Mr. Charlie Cogdill.

Mr. Tom Cloud: Yes
Mr. Charlie Cogdill: Yes
Ms. Carolyn Ingram: Yes
Ms. Krista McKay: Yes
Mr. Steve Morgan: Yes
Ms. Peggy Pesterfield: Yes
Ms. Dawn Robinson: Yes
Yes: 7, No: 0

3.D. *General Cleaning Services Contract

Hal Taylor, Director of Operations, reported that we received nine bids for the general cleaning services contract. The lowest bid was \$947,292 by SMS, Southern Management Services headquartered in Nashville. The committee was Hal Taylor, Richelle Shelton, Lenada Laing, David Turner, Cindy Geren, Steve Morgan, and Dr. Dyer. They checked references for the companies, and SMS provided a presentation to the committee. Dr. Dyer said that the committee did their research and the RFP was thorough. He recommends accepting bid. Steve Morgan said that the presentation was professional and all their questions were answered. He was impressed. Josh Helton and David Hemelright with SMS answered questions.

Motion to approve Southern Management Services, LLC (SMS) for the general cleaning services contract Passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Tom Cloud.

Mr. Tom Cloud: Yes
Mr. Charlie Cogdill: Yes
Ms. Carolyn Ingram: Yes
Ms. Krista McKay: Yes
Mr. Steve Morgan: Yes
Ms. Peggy Pesterfield: Yes
Ms. Dawn Robinson: Yes
Yes: 7, No: 0

3.E. *First Reading of Policy 3.500 Food Service Management

Dr. Dyer reported that the change in this policy addresses charging meals in the school cafeterias. CHS will not participate in the Community Eligibility Program next year; all elementary schools and middle school will still

participate in the CEP free lunch. The economy of Cleveland is better than when the CEP policy was approved three years ago. This policy allows for three meal charges. Susan Miller explained the options available for parents to track meals and make payments. She stated that procedures will be created for this policy. Board members asked questions on free/reduced lunch practices.

Motion to approve first reading of policy 3.500 Food Service Management Passed with a motion by Mr. Steve Morgan and a second by Mr. Tom Cloud.

Mr. Tom Cloud: Yes

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 7, No: 0

3.F. Recognition of Student Liaison - Brian Byerly

Dr. Dyer recognized 2017-2018 Student Liaison Brian Byerly. He thanked him for his service this year. Brian plans to go to University of Tennessee in Knoxville to study History. Board members voiced appreciation for Brian. Dr. Dyer presented Brian with a certificate, medallion, and check.

3.G. Student Liaison Update

Brian Byerly thanked the Board and said that it was a privilege and honor to be the Student Liaison. He stated that it is extraordinary that the Board, as a political body, operates more like a symphony than a dog fight.

Update:

CMS Track Team won the regional track meet; they move on to state now.

CHS Track Team placed first in the Subsectional meet and won the Volunteer Classic at UTK.

CHS baseball lost in the District Semi-Finals which was a special run for them.

Soccer had their senior night.

Prom was last week.

Senior Walk was May 4th.

Senior Awards are May 10th.

Graduation is May 18th.

CHS Theater Department performed Disaster! Many people said this was the best show ever.

Torr Coulthard is the new SGA President; Harper Fuller will be the Vice President.

3.H. *2018-2019 Student Liaison - Torr Coulthard

Autumn O'Bryan, Principal of Cleveland High School, thanked Brian Byerly for his work this year. The selection process involves an application, essay, and a faculty interview. She introduced Torr Coulthard who is the new SGA President and serves in the Leadership Program. He is an exceptional student and we are excited to recommend Torr Coulthard for 2018-2019 Student Liaison.

Motion to approve 2018-2019 Student Liaison Torr Coulthard Passed with a motion by Ms. Carolyn Ingram and a second by Ms. Krista McKay.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes
Yes: 7, No: 0	

3.I. Site Committee

Steve Morgan announced that the Site Committee will meet on Monday, 10:00 am at AOB.

3.I.1. Reroofing Bid Update

Hal Taylor, Director of Operations, reported that the five year capital plan states reroofing the south wing of Arnold and remainder of Blythe-Bower. There was a problem with the decking at Arnold, so that has doubled the price of Arnold. Three contractors bid on the project. The lowest bid is C. M. Henley Company, LLC / dba Rackley Company East TN for \$201,080. This did not leave enough to do both projects from sales tax fund. We will do the Arnold roof at \$201,080 this summer. Brian Templeton emphasized the historical significance of the school when meeting with the roofer.

3.I.2. Candy's Creek Cherokee Elementary School Update

Hal Taylor provided an update:

Block work is winding down.

Brick has started on one end of the school.

Roof tresses have been set on half of building.

Decking is going up on first wing and starting on some other areas.

Gym roof is on and painting is starting.

HVAC units have started in gym.

We are still on schedule despite the rain.

3.J. TLN Report

Carolyn Ingram provided an update:

General Assembly has adjourned for the year.

Several TSBA resolutions became law. Sixteen of the twenty-five bills that TSBA actively supported became law. None of the seven bills that TSBA opposed passed.

Dr. Dyer said that our board policy states test scores will be 15% of final grades. That was the same policy used for fall classes.

3.K. NSBA Annual Conference Report

Tom Cloud and Charlie Cogdill provided an update on the NSBA Annual Conference in San Antonio, Texas including speakers, workshops, and vendor exhibit halls.

Mrs. Robinson adjourned by general consent.

4. "B" Agenda

4.A. Financial Report

4.B. Personnel Report

4.C. School Highlights

4.D. Dates to Remember

Chairperson

Superintendent