

Metropolitan Nashville Public Schools  
Board of Education  
Minutes  
August 23, 2011

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Roll Call</li> </ul>	<p>Members Present: Gracie Porter, Chair; Mark North, Vice-Chair; Dr. Jo Ann Brannon; Dr. Sharon Gentry; Michael Hayes; Ed Kindall; Cheryl D. Mayes; Anna Shepherd; Kay Simmons; Jhamia Poole, Student Board Member</p> <p>Ms. Porter called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> <li>Pledge of Allegiance</li> </ul>	Led by Ms. Poole, Board of Education Student Board Member.	
<b>GOVERNANCE ISSUES</b>		
<ul style="list-style-type: none"> <li>ACTIONS</li> <li>Consent Agenda</li> </ul>	<p><b>Mr. North read the following consent agenda items: II-A-1-a- Approval of Minutes – 8/9/11 Regular Meeting; II-A-1-b- Change Order #9 for Haywood Elementary School Additions – TG Constructors, Inc. – M-429; II-A-1-c- Change Order #1 for Roof Replacement at Goodlettsville Middle School – Maxwell Roofing &amp; Sheet Metal – M-462; II-A-1-d- Amendment A for Mechanical &amp; Electrical Engineering at Various Schools-3-D Engineering, LLC-L-2350; II-A-1-e- Awarding of Bids and Contracts (1.) Belmont University, (2.) Lipscomb University, (3.) Headsprout, Inc., (4.) Cook’s Pest Control, Inc., (5.) Vanderbilt Kennedy Center, (6.) Scarab Behavioral Health Services, LLC., (7.) Provident Security Services, Inc., (8.) Rural Metro of Tennessee, L.P. DBA Rural Metro Ambulance (modified), (9.) Educational Based Services, (10.) National Institute for Excellence; II-A-1-f- Legal Settlement-Claim L-14916 for \$75,000.</b></p> <p><b>Mr. Kindall made the motion to accept the consent agenda as read. Ms. Shepherd seconded.</b></p>	<b>VOTE: 9-0</b>
<ul style="list-style-type: none"> <li>Recommended Approval of Teacher Incentive Fund Strategic Compensation Models</li> </ul>	<p>Dr. Julie McCargar and Dr. Merrie Clark presented the Teacher Incentive Fund (TIF) Strategic Compensation Models. Upon approval of the TIF models, the State will award MNPS \$1.75 million to reward highly effective educators in the 22 TIF schools for school year 2011-2012.</p> <p>Ms. Shepherd asked what standard would be used for the elementary model? Dr. Clark said if AYP is dissolved, there would be another standard developed, but we do not have those details at this time. Ms. Simmons asked if this is a State plan? Dr. Clark said the State received \$36 million from the U.S. Department of Education, and there are 13 districts in Tennessee participating in the program. Mr. Kindall asked how were the schools selected? Dr. Clark said the school must have 50% poverty, and other factors were also used to select schools. Ms. Simmons asked what is the purpose of this plan? Dr. Clark said it is part of the District’s turnaround strategy. There will be</p>	

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<ul style="list-style-type: none"> <li>Recommended Approval of Teacher Incentive Fund Strategic Compensation Models - continued</li> </ul>	<p>research gathered on the program to determine whether the program helps with teacher retention. Dr. Brannon asked if support staff will be included in the grant? Dr. Clark said this grant does not include support staff. Ms. Mayes asked how often will the program be evaluated? Dr. Clark said the data will be gathered yearly. Ms. Mayes asked if there are similar programs for support employees? Dr. Clark said there could be other programs developed in the future. Mr. Kindall asked if schools could be added to the list? Dr. Clark said there will be another TIF grant in the future, and other schools will be added at that time. Dr. Register said there is a great deal of interest in teacher incentives, therefore, this grant could lead the way for other programs. Dr. Gentry asked if a sustainability plan had been established? Dr. Clark said yes. Dr. Register said this plan gives MNPS a chance to look at alternative pay structures that may be the most effective.</p> <p><b>Ms. Simmons made the motion to approve the Teacher Incentive Fund Strategic Compensation Model. Ms. Shepherd seconded.</b></p>	<p><b>VOTE: 9-0</b></p>
<ul style="list-style-type: none"> <li>Recommended Approval of 2012-2013 District Calendar</li> </ul>	<p>Dr. Register discussed the District Calendar recommendation with the Board. Dr. Register recommended that the Board select a balanced calendar instead of the traditional calendar.</p> <p>Dr. Brannon made the following comments: “In making my decision in regards to a traditional calendar, as opposed to a balanced calendar, I reflected on my 37- year career as a teacher, roving consultant, assistant principal, and principal. I noted that trends in the field would sometimes emerge and then fade. In most cases, however, some gains were made in terms of improving the teaching and learning process. It improved our ability to know what did work and what did not. As current school reform has developed, however, one high impact educational practice is expanded or increased learning time, which allows for more focus on academics, more enrichment, and more teacher collaboration and professional development, all with the potential of improved academic achievement for all students. I strongly believe that the balanced calendar addresses these strategies. In terms of the number of days, it is not that different from our traditional calendar. However, the major difference is that it is well balanced – something that most of us long for in our daily lives. The opportunity for enrichment and remediation and “R and R” during the breaks will be valuable to students, teachers, and staff. It has the potential to increase attendance for all students and employees, and to decrease disruptive behavior issues. Our District has made a commitment through the Race to the</p>	

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<b>REPORTS</b>		
<ul style="list-style-type: none"> <li>Director’s Report               <ol style="list-style-type: none"> <li>Start of Schools</li> </ol> </li> </ul>	<p>Dr. Keel, Mr. Carr, Mr. Edgens, and Mr. Majors gave the Start of Schools report to the Board.</p> <p>Mr. Edgens stated that this school year started out with lower temperatures previous school years. The Maintenance Department was also proactive in ensuring cooling equipment was functioning properly by doing preventive</p>	

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1. Start of Schools - continued	maintenance over the summer. Concerning GCA custodial services, the school buildings and floors were very clean. Overall, there has been great response concerning the grounds upkeep of schools. Mr. Carr gave the textbook report. All new math books and replacements have been delivered to schools. Bus drivers had a smooth start, and we are still recruiting and training drivers so that the substitute pool will be large enough to meet the need. Ms. Simmons requested a report about textbooks and the state requirement concerning parental voice in the decision. Mr. Carr said, yes, they would provide that information. Dr. Keel said there were 395 teachers displaced last Spring, and 246 were placed before June 1 <sup>st</sup> . All displaced teachers are now in permanent positions. We hired 338 new teachers to the district; of that number, 182 were hired in elementary schools, 65 in middle schools and 91 in high schools. At the opening of schools, there were 24 positions vacant, and of that number, 14 are now filled.	
2. TLG Report: Information Technology/ Data Management Systems	Mr. John Williams presented the TLG Report: Information Technology/Data Management Systems to the Board.	
<ul style="list-style-type: none"> <li>Board Chairman's Report               <ol style="list-style-type: none"> <li>Committee Assignment</li> </ol> </li> </ul>	Ms. Porter stated the following concerning Board Committee Assignment: "Generally, the Chair makes committee assignments in September, but due to extenuating circumstances, I will be reappointing Kay Simmons to the Metro Parks Board for 2011-2012. Ms. Simmons has been appointed to the Search Committee to identify a new director for Metro Parks and Recreation. We are pleased that our Board colleague will be offering her expertise and talent to identify someone who will build on our great parks system."	
<b>ANNOUNCEMENTS</b>		
<ul style="list-style-type: none"> <li>Clarksville-Montgomery County Board of Education</li> </ul>	Ms. Porter announced that she presented the Clarksville-Montgomery County Board of Education with an award from TSBA.	
<ul style="list-style-type: none"> <li>Board Officer Elections</li> </ul>	Ms. Porter announced that the Board Chair, Vice-Chair, Board Secretary, and Parliamentarian will be elected at the September 13 <sup>th</sup> Board Meeting.	
<ul style="list-style-type: none"> <li>Committee Assignments</li> </ul>	Ms. Porter announced that Board Committee assignments would be announced at the September 27 <sup>th</sup> Board Meeting.	
<ul style="list-style-type: none"> <li>Fall District Meeting</li> </ul>	Ms. Porter announced the TSBA Fall District Meeting to be held September 8 <sup>th</sup> at 4:30 p.m. at White House-Heritage High School.	
<ul style="list-style-type: none"> <li>McGavock Cluster</li> </ul>	Ms. Shepherd announced that the McGavock Cluster formed an Advisory Committee. The Advisory Committee will be a sponsor for the Freshman Academy at McGavock High School.	
<ul style="list-style-type: none"> <li>Tomato Fest</li> </ul>	Ms. Porter announced that she participated in the Tomato Fest 5K walk/run.	

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• School Buses	Ms. Mayes reminded the community to remember to stop when school buses are loading and unloading students.	
<b>WRITTEN INFORMATION TO THE BOARD</b>		
• Sales Tax Collections as of August 20, 2011		
• Board Calendar Items		
• Adjournment	Ms. Simmons adjourned the meeting at 7:56 p.m.	
• Signatures	<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">   <hr style="width: 150px; margin: 0 auto;"/> Chris M. Henson Board Secretary </div> <div style="text-align: center;"> <hr style="width: 150px; margin: 0 auto;"/> Gracie Porter Board Chair </div> <div style="text-align: center;"> <hr style="width: 100px; margin: 0 auto;"/> Date </div> </div>	