TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Roll Call	Members Present: Pam Binkley Garrett, Chairman; Kathy Nevill, Vice Chairman; Mebenin Awipi; George R. Blue; Kathleen Egerton Harkey; Lisa Hunt; George H. Thompson III (arrived at 5:17 p.m.); Marsha Hagan Warden The following member was absent: Edward T. Kindall Ms. Garrett called the meeting to order at 5:01 p.m.	
• Pledge of Allegiance	Led by Irene Boyd, Tying Nashville Together.	
AWARDS AND RECOGNITIONS		
• Testing for Credit	Dr. Johnson said Testing for Credit is a program which allows high school level classes to be taught at the middle schools. Students can earn high school credit for successfully completing the class and taking an end-of-course test. This year, middle school students earned credit in the following subjects: algebra I, geometry, physical science, French I and II, Spanish I and II, Latin I, and German I and II. Students can go into high school with five credits already earned. In every MNPS middle school, students received high school credits. In 2001-2002, there were 2,927 middle school students enrolled in high school courses and 2,267 passed, which is a 77.5% passing rate. In 2004-2005, there were 4,583 students enrolled with 4,298 passing and receiving credit, for a rate of 93.8%. This is a 21% increase of students receiving high school credits in middle school. Many middle school principals were in attendance to be recognized for the incredible work they are doing.	
• Recognition of PLAN Graduates	Dr. Garcia said the Principal Leadership Academy of Nashville (PLAN) is a partnership with Peabody and is based on the foundational belief that principals make a profound difference in the quality and culture of our schools. The mission of the Academy is to develop educational leaders who creatively and courageously propel teaching and learning. Over 50% of our principals have now graduated from PLAN, and more are enrolled in the program. This is a huge time commitment, and they are not paid for this training. They are doing this because they want to be better principals. The following are the 2005 PLAN graduates: Diane Beckman, Deltina Braden, Steve Breese, Peggy Brodien, Stephen Caraway, Angela Carr, Steve Chauncy, Kathryn Dillard, Lendozia Edwards, Sharon Elrod, Terrance Haynes, Barbara Ide, Wade Jones, Troy Journigan, Songoleke Kotunu, Retonia Moore, Kathleen Ohde, Brian Partin, Ronald Powe, Laura Snyder, Melva Stricklin, Debra Thompson, Clinton Wilson, and Monty Wilson.	
• 2005 Outstanding Humanities Teacher	Glencliff High School teacher, Linda Hall Anderson, was one of six Tennessee teachers who received the 2005 Award of Recognition for Outstanding Teaching of Humanities. The award is sponsored by Humanities Tennessee, the state affiliated organization of the National Endowment for the Humanities and of the Center for the	

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• 2005 Outstanding Humanities Teacher - continued	Book at the Library of Congress. Ms. Anderson was chosen for her excellence in teaching and in promotion of the use of humanities in her school and communities. She will receive $2,000 for training and another $1,500 for humanities materials or programs at her school.	
• 2004-2005 G. C. Carney Sportsmanship Award Winner	The G.C. Carney sportsmanship award is presented annually by the Secondary Principals Association to the Metropolitan Public School selected by the member schools as having exhibited outstanding sportsmanship during the football and basketball seasons. This year's winner is Hillwood High School. Cheerleaders Dejanee Blanks, Torie Condra, Emily McBride, Rachel Manning, and Kayla Towle accepted the award. The Principal is Karl Lang, and cheerleading sponsors are Ashley Shaver and Dr. Donna Harper.	
• Student Board Member Patrick Calvin	Patrick Calvin, graduate of McGavock High School, served as a student Board member from May, 2004 until May, 2005. The Board acknowledged his service and wished him the best as he heads to college in the fall.	
PUBLIC PARTICIPATION		
• Janine Bilyeu	Ms. Bilyeu addressed the issue of whether or not MNPS is hiring the most highly qualified teachers for the job. She said she found herself unemployed this past year. She distributed a packet of information showing four candidates that applied for a teaching position in MNPS. She said three were not certified, but were hired for teaching positions; she was the fourth but was not hired, although she was highly qualified. She said she was placed on medical leave in the fall of 2003, and asked to return via a settlement offer to MNPS and Metro Legal. There was litigation involved. She asked for reasonable accommodations, and the response she got was a letter from Human Resources stating, "Thank you and enjoy your retirement." She believes teachers that are far less qualified are being placed in positions in the school system. She worked hard to obtain a degree, experience and professionalism that she maintains. She encourages students to do the right thing. She said she is representing other parents as well, who are concerned whether MNPS is hiring the most highly qualified teachers for the job. Ms. Bilyeu asked Board members to review her documents on their own time and to reconsider. She is an applicant in the system, and she interviewed yesterday at a high school for a position.	
GOVERNANCE ISSUES		
• ACTIONS • Approve Agenda	**Ms. Hunt pulled item IV-A-3-i-(1) and (2). Ms. Garrett said she has added the adoption of TNT's proposal to the Board of Education and several items under Chairman's Report and Director's Report.**	**VOTE: For – Unanimous (8-0)**
• Adoption of TNT's Proposal to the Board of Education	Ms. Garrett called representatives of Tying Nashville Together. Reverend Hartley read the proposals presented to the Board of Education: (1) The School Board require the Director of Schools and the Administration to adhere to and report the progress of the Strategic Plan, which places value on eliminating achievement disparities between	(1) The Director will adhere to and report the progress of the Strategic Plan, which places value on eliminating achievement disparities between

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Adoption of TNT's Proposal to the Board of Education - continued	students in racial and economic subgroups, to align the Strategic Plan's district goals with goals for each school cluster and each school. (2) To require the Director of Schools and the Administration to evaluate the progress towards these goals on an annual basis. The first of such reports to be released to TNT, and to the public, within 90 days, provided you have that information back from the State. (3) To work with TNT to develop a select task force that will determine the format of, and the future reporting on, the Strategic Plan. This task force will also participate in an ongoing dialogue on the multi-faceted and difficult issues pertaining to closing the achievement gap, and determine initiatives that will move us toward creating an equitable school system for every student in Nashville. The creation of this task force should be within 90 days, with a goal of reporting its first recommendations on or before 12/31/05. Ms. Garrett said there were eight Board members present at TNT's meeting on Sunday, and they individually committed to working with TNT on these items. She thanked TNT for their commitment to the children of Nashville. **Ms. Hunt made the motion to adopt the three proposals from TNT presented to the Board. Mr. Blue seconded.**	students in racial and economic subgroups, to align the Strategic Plan's district goals with goals for each school cluster and each school. (2) The Director is required to evaluate the progress towards these goals on an annual basis. The first report is to be given to TNT and the public within 90 days, provided the information is back from the State. (3) The Board will work with TNT and develop a select task force, within 90 days, that will determine the format of, and the future reporting on, the Strategic Plan. The task force will bring recommendations by 12/31/05. **VOTE: For – Unanimous (8-0)**
• ACTIONS • Consent	**Ms. Nevill made the motion to approve the following consent agenda items: IV-A-3-a – Approval of Minutes – 4/26/05 Regular Meeting; 5/3/05 Special Meeting on Budget; IV-A-3-b - Recommended Award of Contract – Reroofing of Granbery Elementary – Maxwell Roofing & Sheet Metal, Inc. – MBOE-05-008; IV-A-3-c - Recommended Award of Contract – Reroofing of Litton Middle School – Maxwell Roofing & Sheet Metal, Inc. – MBOE-05-009; IV-A-3-d – Supplement #1 – Pettus Road Elementary School – Gobbell Hays Partners – L-1277; IV-A-3-e - Change Order #1 – Reroofing of Lockeland Elementary School – Standard Taylor Roofing Company – M-180; IV-A-2-f - Change Order #2 – Chemical Treatment Package 2 – Aquaphase, Inc. – M-270; IV-A-3-g –Legal Settlement Claim – C-16874; and IV-A-3-h – Legal Settlement Claim – C-17884. Mr. Thompson seconded the motion.**	**VOTE: For – Unanimous (8-0)**
• Pilgrim's Pride and Tyson Sales and Distribution, Inc. Contracts	Ms. Hunt said she is concerned because the Board is getting a lot of information about student health and wellness. She is wondering how this contract for fried chicken plays into their commitment for healthy eating for students? She wonders what this contract locks them into in terms of dietary options for children in the public schools in Nashville? Ms. Nevill asked if she has talked to anyone at the central office about this? Ms. Hunt said she has not. Ms. Nevill said there may not be anyone here who could answer those questions tonight. Dr. Garcia said he would pull the contract and table it until the next meeting. Ms. Nevill said she does point out that she doesn't see "fried" anywhere in the contract, she does see breaded and oven-roasted, but no reference to it being fried. Ms. Hunt said she would just like clarification.	Administration will bring clarification on the Pilgrim's Pride and Tyson Sales and Distribution, Inc. contracts about the method of cooking the chicken.

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Student Disciplinary Appeal Request – Michael Shane Bessire	Ms. Fardon said the Board may, based on a review of the record, grant or deny the student's request for a hearing, and they may affirm or overturn the decision of the hearing authority, with or without a hearing. They may not impose a more severe penalty without first having a hearing for the student. Ms. Garrett asked if it is Ms. Fardon's opinion that due process has been followed? Ms. Fardon said it is, and in the attorney's letter he raises an issue of another disciplinary matter regarding the same student. Tonight they are here on one disciplinary matter, the one reflected in the packet, and not the one mentioned in the attorney's letter. **Mr. Blue made the motion to deny a hearing appeal. Ms. Nevill seconded.** Ms. Nevill said the letter, on page 24, states that the student is requesting to attend a different high school than he is zoned to. Is there anything else that the Board is choosing not to hear? Ms. Fardon said there were two disciplinary matters involving this student within a very short period of time. This incident occurred in the student's school of zone, and he was placed as a result of this incident, at Hillsboro High School. The second disciplinary incident occurred at Hillsboro, and the Board has yet to consider that incident. For this incident, he was appealing to attend a different high school than Hillsboro. Ms. Fardon asked if they are voting to deny the appeal or just deny a hearing? **Mr. Blue made the motion that the Board upholds the decision of the disciplinary hearing committee. Ms. Nevill seconded.**	**VOTE: For – Mr. Blue, Ms. Warden, Ms. Garrett, Ms. Nevill, Dr. Awipi** **Opposed – Mr. Thompson** **Abstained – Ms. Hunt, Ms. Harkey** **VOTE: For – Mr. Blue, Ms. Warden, Ms. Garrett, Ms. Nevill, Dr. Awipi** **Opposed – Mr. Thompson** **Abstained – Ms. Hunt, Ms. Harkey**
• Teacher Disciplinary Appeal Request – Kelley Lassman	Ms. Fardon said this is an appeal from a teacher disciplinary matter. Dr. Garcia imposed a 5-day unpaid suspension on the teacher for unprofessional conduct and insubordination. The teacher has demanded a hearing before the Board on the question of the suspension. The Board must provide the teacher with a hearing on the question of her 5-day unpaid suspension, and this must be scheduled no later than 30 days following receipt of her demand, which is on or before 7/7/05.	**The Board set the hearing for Kelley Lassman on June 27th at 5:00 p.m.**

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Monitoring Report • EE-2- Emergency Director Succession	Dr. Garcia believes he is in compliance with EE-2 – Emergency Director Succession. Ms. Garrett said there is a comment on the monitoring sheet that says more than one person should be prepared for an emergency succession. Dr. Garcia said any of the individuals listed would be prepared. Mr. Thompson is concerned that of those eligible for succession none are African-American. He understands that delegations have been to see Dr. Garcia on the lack of African-American representation on his cabinet. Dr. Garcia said in his arrival in 2001, there was one African-American on the 17-member cabinet. He reduced the cabinet to 12 members, but increased the number on there to four African-Americans. Last year, due to budgetary reasons, they reduced an assistant superintendent's position, and that was Ralph Thompson. Dr. Wright retired, and neither position was replaced. This year Dr. Steele is departing, and that will only leave one African-American on the cabinet. However, they do have two assistant superintendent positions in the budget. Whether they are African-Americans or not, they will hire the best candidate. He doesn't know what is going to happen as a result of the budget. Dr. Awipi asked the Governance Committee to clarify the difference between an emergency succession and a routine delegation of authority. **Dr. Awipi made the motion to adopt the preliminary monitoring report for EE-2 – Emergency Director Succession. Ms. Warden seconded.**	The EE-2 report will be re-written without including individual's names in the succession report. The Governance Committee will clarify the difference between an emergency succession and a routine delegation of authority. **VOTE: For – Unanimous (8-0)**
• EE-1 – Global Executive Constraint	Dr. Garcia said he believes he is in overall compliance with this policy. **Ms. Warden made the motion to adopt the preliminary monitoring report for EE-1 – Global Executive Constraint as presented. Ms. Nevill seconded.**	**VOTE: For – Unanimous (8-0)**
• EE-9 – Asset Protection	Dr. Garcia said he is in overall compliance with EE-9 – Asset Protection. Ms. Hunt is concerned that the authority of the Board is being mitigated by the Board's relationship with some Metro departments. Authority of the school system may be leaking. She is referring to the risk management issue of building use. She is concerned about defining the Board's relationship of their assets with those of the city, and what services this Board finds useful to work collaboratively with Metro Government, and which services they prefer to keep distinct. The second is the issue of the authority of the Board to drive policy. She felt the Board was put in a reactive mode on the issue of building use. Mr. Thompson would like the authority of the Board put on for a topic at a Conversation with the Director. Ms. Nevill said the administration's response to Metro Legal was in the best interest of asset protection. Even though she doesn't agree with the level of risk management that they were embracing, and it did violate some other values of the Board, they were doing it in the best interest of asset protection. **Mr. Blue moved for approval of the preliminary report for EE-9 – Asset Protection. Ms. Warden seconded the motion.**	Mr. Thompson would like the authority of the Board to be a topic at a Conversation with the Director **VOTE: For – Unanimous (8-0)**

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Indicator Discussion • Life and Work Skills	Dr. Johnson presented the proposed indicators and timelines for Life and Work Skills. Ms. Warden asked if they could expand to include completion of college, if the data is available. Ms. Harkey recommended doing a linkage session with Alignment Nashville again after the indicators are in place. Dr. Johnson said they have worked closely with the Alignment on these indicators and she believes that would be a good idea. Ms. Garrett said these indicators would go to the Governance Committee.	Ms. Harkey suggested another linkage session with Alignment Nashville. The Governance Committee will discuss these indicators.
• Citizenship	Dr. Johnson presented the indicators for Citizenship. Ms. Harkey said a linkage session with the Mayor's Youth Council would be good to discuss these indicators. Board members will be polled to solicit their thoughts on these indicators.	Board members will be polled to solicit their thoughts on these indicators.
The Board took a break at 6:41 p.m. and reconvened at 7:02 p.m.		
REPORTS		
• Director's Report • 2003-04 School Activity Funds Audit Findings	Dr. Garcia gave a response on the Activity Funds Audit Findings for 2003-04. These are not part of the MNPS operating funds. Principals are responsible for the safe-keeping and proper handling of these funds. There were 12 schools that had significant enough problems to warrant a disclaimer from the auditors. This was an improvement over the previous year when 24 schools received disclaimers. This still points out that the schools need to improve the management of these local school funds. These are accounting issues, no money was lost. He does not minimize the importance of these errors. When the problems were pointed out in November, 2004 they were addressed in December, 2004 with further training of school personnel. Ms. Warden said she is curious about this. It appears that we have been aware that this has been a concern since November, 2004, and it has been addressed. Was there a trigger event that made this so public last week? Dr. Garcia said he does not know. The individual he spoke to said it was just our turn for Metro Schools to get slapped. He is not minimizing it. Dr. Awipi asked when we will get the 2004-05 audit? Mr. Henson said the fiscal year does not end until 6/30/05. Most schools do not have employees that are paid to work during the summer. Therefore, they will come back in August and close out the books and reconcile the bank accounts. Then all 130 schools will submit their bookkeeping records here and our district audit staff goes through those meticulously. The external auditors will put together preliminary findings which we will receive in late October and early November. The schools that have findings will be scheduled to meet to go over the problems. There is also a component now in the principal evaluation regarding audit findings. Ms. Hunt asked if some of our PENCIL partners would be able to serve in a volunteer basis to do some spot checking? Ms. Harkey asked if the Board has ever received a letter like this in previous years? Mr. Henson said it is an internal administrative management issue that is ongoing, because you don't get the results until you are halfway through the next fiscal year. Attached to the letter are the responses that they made back to KPMG in December that were included in the final audit report. Donnie Cardwell is the senior auditor and has been with this district	

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Director's Report • 2003-04 School Activity Funds Audit Findings - continued	over 30 years, and he said that with previous auditors we had not had any disclaimer opinions or qualified opinions, and we didn't start receiving those until KPMG was contracted. Sometimes it is a change in the auditor about how you are reporting things. There were 24 disclaimers in 2002-03, 12 in 2003-04, and they are hopeful that they will continue to see improvements for the 2004-05 year. Those results will be in sometime in late fall. Ms. Hunt asked who hired KPMG? Mr. Henson said they are contracted by Metro Finance. Ms. Nevill said she is pleased to hear that there were 24 last year and only 12 this year, and if that statistic remains the same then there will be less than 6 this next year.	
• Proposed Pre-K Community Advisory Committee – Alignment Nashville	Dr. Garcia said the Governor has proposed that pre-k programs be funded from lottery funds. One of the requirements is that you have a community advisory committee. Alignment Nashville already has a pre-k community committee, so it will be utilized. Dr. Garcia said he had always been told that we would be able to use existing local funds for pre-k to serve as the match for the State funding. They are now being told that they will have to use new dollars. The concern is that the applications are due by 7/15/05 and now they are being told that the State is going to use the BEP formula to distribute the lottery funds. Nashville has the worst ratio of any county in the state. This means that for every class that will cost about $100,000 our part will be about $40,000. Dr. Johnson said there are 2,149 unserved 4-year olds that are considered in the at-risk population. If you translate this into classrooms, it would be an additional 107 pre-k classrooms for 4-year olds. Our share of the $44,000 would be almost $5 million. Dr. Garcia said our concern is that they want to apply and the deadline is 7/15/05, but we may not be able to apply because the matching dollars won't be there. Ms. Garrett said they had been led to believe, early on, that existing dollars would be able to be applied. Ms. Hunt said the committee believes there are two ways to approach this for Davidson County. They discussed what kind of resources, in terms of local dollars, could they leverage from existing agencies in the community that would be seen as new dollars. It may not have to be all of our new dollars, but what outside agencies bring to the table. Another thing the Board needs to think about is compensation for pre-school teachers. Ms. Nevill believes we should offer pre-school to as many children as possible, through whatever means, in a way that is cost-effective. She has real concerns about expanding pre-school under the current budget constraints. She does not believe it could be sustained long-term. Ms. Hunt would like clarification from Dr. Garcia and the Board as to what their preferences are as far as expanding pre-school services. Dr. Garcia agrees that we need more pre-k, but if we cannot use existing dollars we may not be able to apply for the State funds, because we won't know our budget until the end of June and application has to be in to the State in July. Ms. Nevill said they need to be creative about how to find the matching funds. They also need to be conservative in starting new classes to make sure the State will	

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Proposed Pre-K Community Advisory Committee – Alignment Nashville - continued	sustain the funds year after year. Ms. Hunt understands that some of the local dollars that are currently being spent could be reappropriated to use as matching funds. Ms. Hunt asked if they were going to redirect Title I funds into pre-k? Dr. Johnson said they would have to ask individual school sites to redirect some of their dollars into pre-k. Ms. Hunt said she would like to speak against that since we are going to be under-funded anyway. Dr. Johnson said they already fund some pre-k classes at some of the high-needs schools with Title I. Ms. Nevill said they may need to re-examine that policy.	
• Board Chairman's Report • Student Nomination to the State Board of Education	Ms. Garrett announced that Jacob Raymond Straight, the new president of InterHigh, will be nominated by the Board to the State Board of Education.	Jacob Raymond Straight will be nominated as a student to the State Board of Education.
• Policy Governance Evaluation	Ms. Garrett said Board members have a new Policy Governance notebook. She asked them to keep up with this notebook and during the summer months she would like to focus on updating the Governance Policies. The Board will have a retreat to deal with pending items on these policies.	The Board will schedule a retreat this summer to revise their Governance Policies.
• GP-8-E – Annual Agenda Planning	Ms. Garrett said an updated GP-8-E – Annual Agenda Planning will be sent to Board members next week to be adopted at the next meeting.	GP-8-E will be sent to Board members next week.
• Future Board Topics/Work for the Next 60 Days	Ms. Garrett distributed a list of items she has been tracking and asked Board members to rank their top three priorities for Board work in the next 60 days. The Board Development on 7/26/05 will be on SIP closure. The Study Committee for School Choice will present their report at the 8/9/05 Board meeting. Ms. Garrett said the Board needs to take a serious look at the enhanced option schools and see how successful they are, what would it cost, and what would it look like if they truly implemented all enhanced options to be like Buena Vista.	Board members will rank their top three priorities for Board work. SIP closure will be the 7/26/05 Board Development. The Study Committee for School Choice will present its report at the 8/9/05 Board meeting.
• Incentive Pay	Ms. Garrett said she is in the process of responding to members of the community about the history of the Board's request of the teachers' union to discuss the issue of incentive pay. She has asked Dr. Keel to supply a working definition of the difference between merit pay and incentive pay. Mr. Blue said they should think in terms of incentives rather than just incentive pay. Ms. Garrett would like to seek private funding to have someone compile and collate the research around teacher incentives and bring it back to the Board. She would like to get a white paper that shows the best practices around the country and what other districts are doing, and how they are addressing these issues. **Ms. Hunt moved to authorize the Chair to seek private funding for the research on incentives for teachers. Ms. Harkey seconded.** Ms. Warden said it would be best for meaningful information to be available by December. That would include having a task force on the issue to bring their findings	

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Incentive Pay – continued	and recommendations. It would be helpful to have this information before going into negotiations next year. Ms. Hunt asked if they could get a report by October? Ms. Garrett said it would depend on how long it takes to find someone to do the work and complete the report. Ms. Warden said for a task force to have ownership in the data, they need to help in the gathering and reviewing of data. Ms. Garrett does not believe a white paper would preclude a task force's ability to study the topic. Ms. Bryant will ask Board members to submit names to serve on the incentive task force. **Ms. Hunt made the motion for the Chair to appoint a task force that would be broadly representative of the stakeholders in the public schools to review the literature that the white paper will generate, and come to this Board with recommendations on incentives. Mr. Blue seconded.**	**VOTE: For – Unanimous (8-0)** Board members will submit names of people to serve on the incentive task force. **VOTE: For – Unanimous (8-0)**
• Calendar Items	Ms. Nevill said the Board will have a special meeting on Thursday, June 30th at 5:00 pm to finalize the 2005-2006 Budget. Ms. Garrett said there will be a Conversation With the Director on June 21st at 5:00 p.m., an employee discipline hearing on June 27th at 5:00 p.m., and the regular Board meeting on June 28th at 5:00 p.m.	6/21/05 5pm – Conversation 6/27/05 5 pm – Employee Hearing 6/28/05 5 pm – Regular Meeting 6/30/05 5 pm – Special Budget Meeting
• TSBA State Meeting 11/20/05	Ms. Nevill said TSBA will be looking at intentional leadership succession in Boards at their annual meeting. She will be working with the Public Education Foundation to compile information for that. There will be a speaker, Craig Thompson, at that meeting to speak on closing the achievement gap. He is an expert on the topic and would be a good resource to bring here to speak while he is in town.	
INFORMATION TO THE BOARD		
• Board Calendar Items		
• Board Effectiveness Feedback for 5/24/05		
• Principal Assignments Since 1999		
ADJOURNMENT		
• Adjournment	**There being no further business, Mr. Blue made the motion to adjourn at 8:20 p.m.**	
• Signatures	_____ _____ Chris M. Henson Pamela B. Garrett Date Board Secretary Board Chair	