

GERMANTOWN BOARD OF EDUCATION

Monday, March 3, 2014 – 6:30 p.m.

Germantown Council Chambers, 1930 S. Germantown Rd, Germantown TN 38138

A meeting of the Germantown Board of Education was held on March 3, 2014 at the Germantown Council Chambers, City of Germantown Municipal Center, Germantown, TN.

The following Board members were present: Lisa Parker, Ken Hoover, Mark Dely, Linda Fisher and Natalie Williams. The Board of Education Attorney Debra Owen, the Superintendent for the Germantown Municipal School District, Jason Manuel and his Executive Secretary, Vijaya Subramani, Chief of Staff- GMSD, Dan Haddow , Chief of Operations-GMSD, Josh Cathey, Director of Student Services- GMSD, Chauncey Bland were also present.

Call to Order

Chairman Lisa Parker called the meeting to order at 6:32 PM

Moment of Silence

Vice Chairman Ken Hoover asked for a moment of silence

Pledge of Allegiance

Linda Fisher led the Pledge of Allegiance

Approval of Agenda

Motion by Natalie Williams, seconded by Linda Fisher, to approve the agenda as written

ROLL CALL: Fisher- yes, Dely – yes, Williams – yes, Parker – yes, Hoover – yes. Motion approved.

Approval of Minutes

Motion by Mark Dely, seconded by Ken Hoover, to approve the minutes as written from the meeting on February 3, 2014

ROLL CALL: Hoover- yes, Parker – yes, Williams – yes, Dely – yes, Fisher – yes. Motion approved.

Superintendent Report

Jason Manuel briefed on the work being done by his newly hired 9 member team, working 15 hour days to take care of the various issues and processes in the newly formed Municipal School district. He appreciated the help of Terry Fisher in designing the maps for two proposals for the zoning. He said that the Zoning process was designed to ensure that stakeholders throughout the community had input. Mr. Manuel also outlined that the open enrollment policies are designed to allow current students to continue at their schools and set priorities to minimize students being displaced. Manuel informed the Board that an Open Enrollment night, the first part of the Registration Process, would be held

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March 18th and March 20th for Parents who are Germantown Residents. He also said that they are still working on details of evaluating shared services for various departments.

Citizens to be Heard

Chairman Lisa Parker explained the procedures to follow for the citizens to be heard

There following citizens expressed their opinions in favor of zoning Proposal 1

Jason Smith, 8193 Waverly Crossing, 38138

Gayle Verneuille, 8185 Hampton Grove Lane, Germantown

Jim Haddon, 2891 Leesburg Dr, 38138

Cynthia Jones, 2821 Honey Tree Dr, 38138

The following citizens had concerns regarding Proposal 1 and wanted more clarification on the impact of zoning on the schools

Kim Johnson, 2242 Oherburn Ln, 38139

Joseph Plunk, 2298 Coathbridge Dr, 38139

The following citizens objected to the proposal of charging Tuition to students of Non-residents of Germantown. They expressed concern for the number of years the non-resident students and parents have invested in the GMSD Schools for their achievements, name and fame, the academic accomplishments these students have brought to their schools. They thought it was unfair for the Germantown Municipal School District to charge Tuition/ Non-resident fee and believe charging tuition could impact student's lives and create feelings of resentment. They felt that the Germantown and Collierville Municipal School Boards should work together to enter a mutual agreement for the better of the 1000 students currently at Houston High School. They also feared that charging tuition could pull out lot of creativity from the Germantown Schools, especially Houston High.

William Rayburn, 1814 N. Houston Levee Rd, Cordova 38016

Price Harris, 1816 Old Mill, 38138

Cindy Howell, 1976 Lon hill Dr, Collierville 38017

Krista Heavey, 3174 Wetherby, 38139

Tavy Nell, 4808 White Pass, Collierville 38018

Terri Harris, 1816, Old Mill, 38138

Caryn branner, 7531, Nohapa Cv, 38138

Jim Smith, Director Houston High Band, David Wolf, Soccer Coach at Houston High, Billy, Choir Director, Houston High expressed their concern for the non-resident students being hurt by the proposal of charging tuition for non-residents. They said that these students had an integral role in the achievements and accomplishments of the Team/ School. They also said that the students feel nervous

and torn apart from the Germantown resident students because of all the changes and zoning and strongly urged not to charge tuition which could make the situation worse.

Steve Franklin, 9898 N. Houston Oak Dr, 38139 requested that priority be given a to currently enrolled students in the enrollment policy

John Mooney, 8760, Cumbernauld Cir.N, 38139 needed clarifications on open enrollment policy for special needs students and expressed his fear of overcrowding at schools due to zoning proposals.

Adoption of School Board Policy- Consent Agenda

The following 17 School Board Policies were placed to vote on the consent Agenda- 1st reading

Agenda No. 8 – Board Policies for the Consent Agenda

HR 5.102 – professional Employment

HR 5.115 – Assignment and Transfer with system

HR 5.118 – Employment Contract

HR 5.301 – Certificated Employee Jury Duty

HR 5.302 – Certificated Employee Sick Leave

HR 5.303 – Certificated Employee Personal and Professional Leave

HR 5.306 – Certificated Employee Military Leave

HR 5.601 – Conflict of Interest

HR 5.701 – Employment of Subs

IP 4.600 – Grading

SBO 1.700 – Goals

SBO 1.800 – School Calendar

SBO 1.803 – Tobacco-Free Schools

SP 6.309 – Zero Tolerance

SP 6.400 - Promoting Student Welfare

SP 6.413 – Guidance and Counseling

SP 6.503 – Homeless Students

Motion by Vice-Chairman Ken Hoover, seconded by Natalie Williams to approve the adoption of the above 17 policies

ROLL CALL: Dely- Yes, Williams- Yes, Parker – Yes, Fisher – Yes, Hoover – Yes. Motion approved.

Resolution to vote – RFP Insurance group study/ Shared

A resolution was put to vote to allow the RFP Insurance Study group to get an estimated cost

Mr. Dely asked the Superintendent whether this would obligate the GMSD to participate as part of the group. Mr. Manuel responded that it did not, but would give the opportunity for the Board to consider several options for teacher/staff benefits.

Motion by Natalie Williams, Seconded by Mark Dely

ROLL CALL: Williams – Yes, Parker – Yes, Fisher – Yes, Hoover – Yes, Dely – Yes. Motion approved.

Resolution to vote on Zoning Proposal

Manuel discussed the zoning process the district undertook and described how during the process they received input from administrators, teachers and parent. Mr. Manuel stated that his staff visited Dogwood to do a comprehensive research and determined that Dogwood had a similar size and capacity as Farmington and he said that any zoning changes should make Dogwood and Farmington comparable in their capacity. He recommended zoning proposal 1 for the below two reasons,

- a) The capacity of Dogwood Elementary and Farmington Elementary are comparable
- b) He received lot of input from parents residing in the “wedge” which is affected the most during the zoning process

Linda Fisher expressed concern over proposal one, since Dogwood was at 101% capacity, but in the last week our operations director and the Dogwood principal reevaluated the use of the classrooms and changed the optimum capacity to 800. This changed the capacity to 94%, which is more comparable to Farmington.

Natalie Williams wanted clarification on the estimated Germantown residents included in the zoning map regions and the impact it will result on carline, buses, play time lunch schedules everyday

Mark Dely expressed a desire to accommodate the desires of those who stated a clear preference for Dogwood but wanted to be sure we were not overcrowding the school. Mr. Manuel stated that he believed that with the adjustment of capacity , there would be adequate capacity.

Ken Hoover said that proposal 2 had more balance but proposal 1 would last longer in the long run where rapid student growth is expected.

After recommendation from Manuel the School Board decided to vote on Zoning Proposal 1

Motion by Ken Hoover, Seconded by Linda Fisher, Motion Approved

ROLL CALL: Parker – Yes, Fisher – Yes, Hoover – Yes, Dely – Yes, Williams – Yes

Adoption of Intra/ Inter District Open Enrollment Policies

Agenda No. 11 – Board Policies – Intra/Inter-District Open Enrollment Policies

SP 6.206 – Intra-District Open Enrollment

SP 6.2061 – Inter-District Open Enrollment
SP 6.2062 – Eligible Circumstances

Manuel briefed the Board on the necessities of creating these policies to enable current students, residents and non-residents of Germantown to apply for the GMSD schools. Intra District is for the Germantown residents only. Inter District is for all current non- resident students and other families interested in attending Germantown schools in the future. He also stated how complex the process was in establishing the priority in the enrollment process. The eligible circumstances open enrollment policies were also discussed.

Resolution to vote with two minor modifications to the Intra District Policy SP 6.206

Motion by Lisa Parker, seconded by Linda Fisher, Motion Approved

ROLL CALL : Hoover – yes, Dely – yes, Williams – Yes, Parker – yes, Fisher – yes

Resolution to vote with one minor amendment to the Inter District Policy SP 6.2061

Motion by Linda Fisher, seconded by Ken Hoover, Motion Approved

ROLL CALL: Hoover – yes, Dely – yes, Williams – yes, Parker – yes, Fisher - yes

Resolution to vote on Eligible circumstances open enrollment policy SP 6.2062

Motion by Natalie Williams, seconded by Lisa Parker, Motion Approved

ROLL CALL: Dely – yes, Williams – yes, Parker – yes, Fisher – yes, Hoover – yes

Resolution to vote – to waive second reading for adoption of enrollment policies/ Agenda 14

Natalie Williams requested the policies on the consent agenda go for a second reading on the next Board meeting before they were voted and adopted

Mark Dely explained why it was important to waive the second reading on the enrollment policies since the process has to take effect soon for the enrollment procedures to move forward

Motion by Natalie Williams, seconded by Mark Dely, Motion approved

ROLL CALL: Williams – yes, Parker – yes, Fisher – yes, Hoover – yes, Dely – yes

Resolution to vote on School Calendar / Agenda 12

Jason Manuel explained that the Calendar was recommended to make sure the families are not split- and is similar to the other school systems, and also that there is no gap in the teacher pay schedule. He also informed that a Calendar committee will be started in October involving the stakeholders to plan for the forthcoming school year.

Mark Dely said that he had no objection taking into consideration the time involved in the opening of the schools.

Natalie Williams said that consistency is important in the first year.

Motion by Linda Fisher, seconded by Natalie Williams, Motion approved.

ROLL CALL: Parker – yes, Fisher – yes, Hoover – yes, Dely – yes, Williams – yes

Resolution to vote on Tuition for Non- Residents/ Agenda 13

Mark Dely said that he brought this motion in order to ask non residents to make the same commitment to help fund the Germantown Municipal School District as the Germantown tax payers. He said that though it is a new concept for our community, it is not new for others like Maryville, Oakridge, and Murfreesboro Municipal School Systems and the proposed amount is half of charge what was permitted by state law. As we have the waiver option, it will not be a barrier. There is going to be a family cap of \$500.00. I received several emails from people willing to pay tuition. When parents spend 1000s of dollars on activities, they will not be overwhelmed to spend on the value of education. I expect Collierville would step up and contribute towards this fee. The amount is very small but aggregates to a lot of money which could be spent for various benefits”. He requested the board to adopt the tuition of \$200 for non-residents.

Natalie Williams said that she has shared thoughts as an educator and a taxpayer, would recommend to the Board – “If asked do we need students or dollars? We need students. Twenty five percent of students in our Germantown Municipal School District are non-residents. I greatly appreciate the efforts of Jason Manuel, City of Germantown and all the parents. I suggest that the last bullet under the free and reduced waiver should be changed to enable any student be able to get a waiver application”.

Superintendent Jason Manuel expressed his concerns regarding charging tuition. He said “I am not opposed to Tuition but I do care about families. I also have a selfish reason, about 1100 students will be taken away with no transportation, get fearful about the feasibility of the 5300 total student body. Though we have the right to charge tuition, I would ask to postpone tuition until next year. We have Collierville students comprising of good competition, star athletes and national merit scholars”.

Linda Fisher said “We do not have enough Germantown students to fill a high school to an optimum capacity- a capacity where we can continue offering the selection of 23 AP, 30 Honor and other specialty courses. We have no concrete numbers for the high school this year and the residents of Germantown will not fill it to an optimum capacity. Let's have a year of transition before charging fees. Let's not lose the \$8000 BEP funds for a student's \$200 non -resident fee. I also am hopeful that Collierville will step up and pay for the Collierville students. Let us have a year for transition and reevaluate this next year.”

Ken Hoover said “Houston High winning Best of Preps for 14 years in a row, 93 All West , top 2 ensembles selected, State soccer team and 5 National Merit Scholars, I am dumbfounded when anyone suggests that there is any risk of opening the doors in August with anything less than the maximum number that we think we can accommodate. Tuition is not about ripping families apart. If you are invested in Germantown schools you get priority. First and foremost, Germantown Schools are for Germantown Residents. We love all our Collierville and Cordova students but we must serve our Germantown residents first. I am confused as to why tuition is controversial. Non- residents pay higher rate to use the facilities at Parks and library. We welcome the non-residents and ask them to compensate for the fact that they don't pay Germantown taxes. The Germantown residents are funding the Germantown Municipal School District. I have no concerns whatsoever about enrollment. What is going to change next year from this year? If this is the right thing to do next year, it is the right thing to do today. Some people point out that they have never paid tuition to attend these schools. None of us

have, but Germantown residents are paying more taxes now.” Hoover then read the excerpts from the 8 most recent emails he had received, 7 expressing willingness to pay tuition and 1 against imposing tuition. “Our job is to look out for the interest of the Germantown tax payers”.

Chairman Lisa Parker stated that she would like to put forth 4 points at this time.

- a) “We have to open schools in August and have only 3 months to make changes. We have no value added at this point. We have a year to add value. Why should we charge tuition when value is not added at this point?
- b) Everything starts August 4, and Tuition would add another burden, another layer of process for the GMSD team
- c) By charging Tuition we are looking for \$200 and may end up losing \$9000 BEP money
- d) I request everyone to take a special note of the fact that it is recommended by our Superintendent not to do this (not to charge tuition) at least for a year”

Mark Dely said “We have value added. No doubt the GMSD staff is capable of handling this. We do have a great Superintendent and I appreciate his recommendation, but no reason that we should not charge tuition. If we have a school system for Germantown, we are answerable to Germantown tax payers and I agree with Ken Hoover in this regard”

Ken Hoover stated that he will not be surprised if Bland would face 1500 transfer applications for GMSD schools, there is going to be a line for Houston High School. He also said that this would be outstanding use of the Germantown dollars.

Resolution to vote for Tuition for non-residents, Motion by Mark Dely, Seconded by Ken Hoover
ROLL CALL: Fisher – NO, Hoover – YES, Dely – YES, Williams – YES, Parker – NO
Motion Approved (3-2)

Old Business

No Old Business for discussion at this time

New Business

Will be discussed in the next board meeting on March 17

Announcements

No announcements were available at this time

Adjournment

There being no further business, Chairman Lisa Parker had the meeting adjourned at 8:48 pm.

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Lisa Parker
Chairman

Jason Manuel
Superintendent