



## **GMSD Board Business Meeting**

August 25, 2020 6:30 PM

Board Room, GMSD Office

### Board members present

Mrs. Amy Eoff: Present

Mrs. Linda Fisher: Present

Mrs. Angela Griffith: Present

Mrs. Betsy Landers: Present

Mrs. Rebecca Luter: Present

### In Attendance

Superintendent: Mr. Jason Manuel

Board General Counsel: Ms. Cheryl Estes

Board Secretary: Mrs. Vijaya Subramani

#### **1. Call to Order**

Chairman Rebecca Luter called the meeting to order at 6:30 pm

#### **2. Moment of Silence**

Chairman Rebecca Luter called for a moment of silence

#### **3. Pledge of Allegiance**

Board member Angela Griffith led the Pledge of Allegiance

#### **4. Approval of Agenda**

The Board discussed the agenda items during the Work Session and recommended several changes in those items

**Motion passed:** I move to approve the agenda as amended, passed with a motion by Mrs. Betsy Landers and a second by Mrs. Amy Eoff.

Mrs. Amy Eoff: Yea

Mrs. Linda Fisher: Yea

Mrs. Angela Griffith: Yea

Mrs. Betsy Landers: Yea

Mrs. Rebecca Luter: Yea

Yea: 5, Nay: 0



## 5. Recognition and Awards

### Student

TSBA's **S.C.O.P.E.** Delegates of 2020 (Student Congress on Policies in Education)  
Darren Sharp  
Meredith Kreitz

### Staff

**2020 Teachers of the Year, as named by GMSD and outside Germantown community organizations:**

Devon Pohlman- GMSD; Grades 5-8  
Cathy Jones- GMSD; Grades 9-12  
Julie Williams- GMSD; Grades PreK-4  
Natalie Adkinson- Kiwanis Club of Germantown  
Julie Williams- Germantown Education Foundation  
Joseph Murray- Germantown Education Commission (teacher of the year)

**Seulah Lee- Germantown Education Commission (support staff of the year)**

## 6. REPORTS

### A. TLN Update (Tennessee Legislature)

Board member and TLN Representative Angela Griffith presented as follows,

“Governor Bill Lee called a Special Session of the 111<sup>th</sup> General Assembly on Monday, August 10<sup>th</sup>, in which the legislature convened in a special session to craft and consider legislation for COVID 19 related liabilities, telehealth options and related medical services and safeguards surrounding protests specific to the Capitol grounds. Many legislators made their final visit to the Capitol in their official elected capacity and were honored, including long time Senate Education Committee Chair, Delores Gresham.

The purpose of this special session was for the General Assembly to complete their previous work done to enact the Tennessee COVID 19 Recovery Act, which would provide legal liability protection to individuals, businesses and government entities for loss or injury claims due to COVID 19. The Act specifically strengthens immunity for school districts by formally changing legal standards making it less likely for frivolous lawsuits or litigation to be advanced. The primary changes are an increased burden of proof for any claimant. Additionally, the Act makes gross negligence and willful misconduct the basis for lawsuits claiming districts and their employees did not take proper COVID 19 related safety precautions, which is a stronger indicator for liability than the previous measurement of general negligence. Finally, any claimant would first have to file a certificate of good faith



which must be substantiated by a medical professional for causation of his/her injury to even proceed with such a lawsuit. The Tennessee Governmental Tort Liability Act was also amended extending the immunities to government entities including school districts. The main point during the previous legislative session between the two chambers that was not able to reach consensus was regarding the retroactivity of the Act. It was established that the Act would go into effect following signing but that any pending cases on or before August 3, 2020 would be considered.

In honor of the Centennial of the Ratification of the 19<sup>th</sup> Amendment to our US Constitution which gave women in our country the right to vote and celebrating our very own Tennessee General Assembly, who in August of 1920 became the 36<sup>th</sup> and final state needed for ratification, I have given my fellow board members each a yellow rose lapel pin to commemorate this historic event.”

#### **B. Chairman's Report**

Chairman Rebecca Luter presented the Chairman's Report as follows,

“School opened on August 17th. At this point, there will be no calendar changes due to the delay. We are proud of our staff, our teachers, families, and students, and we are excited that we are learning together again. We know that this school year with hybrid and virtual learning will not be without challenges and we encourage families to reach out if you are having problems. We are adding additional tech support. We encourage you to reach out to teachers or school administration with any concerns you may have. We all want your children to be motivated to achieve personal excellence. “

#### **C. Financial Report**

Chief Financial Officer Kevin Jones presented the financial report as follows,

Note that these are preliminary close financial reports. The 2019-20 books stay open until August 31, 2020. He reported the Total Assets, Liabilities, and Fund Balances on the Balance Sheet for period ending 6.30.20

In the School Operating Fund, the Accrued Expenses of \$2.5 million represents July 2020 teacher payrolls that are recorded in the 2019-20 year. Reserves are currently at \$20.2 million.

#### **SCHOOL OPERATING FUND**

Sales tax revenues for the year were at \$7.4 million, there was no significant drop in sales tax revenues as expected.

The target percentages for expenditures are: administrative or support categories - 100%; instructional categories - 100%. For total expenditures, we spent 87% of the total budgeted.



#### HEALTH INSURANCE FUND

The fund balance in the health insurance fund increased by \$222K.

#### CAFETERIA FUND

The fund balance in the health insurance fund decreased by \$33K.

#### OPEB TRUST

The fund balance in the OPEB Trust fund increased by \$154K.

### D. Superintendent's Report

Superintendent Jason Manuel began his Superintendent's Report by sharing a Video on the "*First Week of School*" after reopening. He said "In this challenging time, we are in this together, all Students, Teachers and Staff. Our Teachers and Staff have worked very hard to make sure that we moved into this environment seamlessly. The Teachers have gone above and beyond to learn this new Virtual Instruction requirements. We are wearing masks, social distancing and following other guidelines to keep our Students and Families safe and are continuously educating our Students and Staff."

Superintendent Jason Manuel gave a PowerPoint Presentation with highlights as follows,

#### ***GMSD Facility Updates***

- Dogwood Elementary
  - Secured Entrance
  - ADA Upgrades
  - Kindergarten Built-Ins
  - Sprinklers, LED Lighting
  - Ceiling Tile and Grid
- Riverdale Elementary Painting
- Houston High Paddock Concession Stand
- Houston High Band Addition and Parking Lot

#### ***2020 Enrollment Updates***

- Projected and Actual Enrollment by Schools
- Enrollment by Grade Bands
- Virtual Student Numbers
- Virtual and In-Person Numbers by schools

#### ***2020 Road to Reopen Plan***

- Consulting with the Experts
- Hospital Partners



- Le Bonheur Back to School Task Force
- Methodist Germantown Community Advisory Board
- Shelby County Health Department Schools Task Force

The above presentation can be viewed on our GMSD website under the following link <https://www.gmsdk12.org/SuperintendentsMessage.aspx>

Chauncey Bland , Assistant Superintendent Student Services presented the Bullying and Harassment Report to the Board

## 7. Citizens to be heard

There were no citizens to be heard at this time

## 8. CONSENT AGENDA

**Motion passed:** I move to approve all the items in the Consent Agenda,, passed with a motion by Mrs. Linda Fisher and a second by Mrs. Betsy Landers.

Mrs. Amy Eoff: Yea

Mrs. Linda Fisher: Yea

Mrs. Angela Griffith: Yea

Mrs. Betsy Landers: Yea

Mrs. Rebecca Luter: Yea

Yea: 5, Nay: 0

### A. Approval of the Minutes

Minutes from 6.23.20 Business Meeting

### B. Miscellaneous FY 2020-2021 Budget Amendments # 2 through 7

### C. School Fees and Activity Costs for 2020-2021 School Year

## 9. BOARD ACTION ITEMS

### A. GBOE Resolution 1/2020-2021

The Board is planning to discuss during work session and vote in the Business Meeting  
The Board recommended and discussed a few changes in the Verbiage of the Resolution Document.

**Motion passed:** I move to approve the GBOE Resolution 1/2020-2021, passed with a motion by Mrs. Betsy Landers and a second by Mrs. Amy Eoff.

Mrs. Amy Eoff: Yea

Mrs. Linda Fisher: Yea



Mrs. Angela Griffith: Yea

Mrs. Betsy Landers: Yea

Mrs. Rebecca Luter: Yea

Yea: 5, Nay: 0

## **B. Revision of Policies after First and Final Reading**

The Revision of the below Policies have been necessary to accommodate the recent changes recommended by the State Board of Education and hence all these will need to be approve after First and Final Reading with immediate effect.

### **Board Operations**

New Policy 1.809 Non-Discrimination Statements

New Policy 1.8071 Title IX Complaints, Including Sexual Harassment Complaints

### **Department of Human Resources**

**Rescind** HR Policy 5.101: Temporary COVID-19 Personnel Plan

Revision Policy: 3.204: Emergency School Closures= Amend to add Employee Responsibilities

Revision HR Policy 5.500: Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious)

Revision HR Policy 5.501: Complaints and Grievances

New HR Policy 5.1151: Telework During Emergencies

### **Department of Student Services**

Revision 6.200 Attendance, Pregnancy, and Truancy 2020

Revision 6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 2020

Revision 6.313 Discipline Procedures 2020

Revision 6.403 Student Communicable Diseases 2020

Revision 6.409 Child Abuse and Neglect 2020

Revision 6.310 Dress code

### **Department of Finance**

Revision 2.404 School Support Organizations

### **Department of Teaching, Learning and Assessment**

Revision 4.600 Grading



**Motion passed:** I move to approve all the Revisions of Policies as amended after First and Final Reading, passed with a motion by Mrs. Linda Fisher and a second by Mrs. Betsy Landers.

Mrs. Amy Eoff: Yea

Mrs. Linda Fisher: Yea

Mrs. Angela Griffith: Yea

Mrs. Betsy Landers: Yea

Mrs. Rebecca Luter: Yea

Yea: 5, Nay: 0

### **C. Approval of Purchase of Chromebooks**

Purchase of 1,100 Chromebooks was already budgeted for this fiscal year, and is being done at this time to take advantage of a grant offered by the State of Tennessee

**Motion passed:** I move to approve the purchase of Chromebooks in the amount of \$496,100.00, passed with a motion by Mrs. Angela Griffith and a second by Mrs. Amy Eoff.

Mrs. Amy Eoff: Yea

Mrs. Linda Fisher: Yea

Mrs. Angela Griffith: Yea

Mrs. Betsy Landers: Yea

Mrs. Rebecca Luter: Yea

Yea: 5, Nay: 0

### **D. Stop Loss Renewal for 2020-2021**

#### **Recommendation**

The GMSD Human Resources Department's recommendation is to support the Self-Funded Stop Loss Insurance Alternative Option with Lasers with American Fidelity (AF) for 2020-2021, based on the understandings presented by Health Cost Solutions and ESP Consultants

**Motion passed:** I move to approve to support the Self-Funded Stop Loss Insurance Alternative Option with Lasers with American Fidelity for 2020-2021, passed with a motion by Mrs. Amy Eoff and a second by Mrs. Betsy Landers.

Mrs. Amy Eoff: Yea

Mrs. Linda Fisher: Yea

Mrs. Angela Griffith: Yea

Mrs. Betsy Landers: Yea

Mrs. Rebecca Luter: Yea

Yea: 5, Nay: 0



**E. HHS STEM Classroom Improvements**

**Motion passed:** I move to approve and award GMSD bid #FY2021-01 for HHS STEM Classroom Improvements, including bid alternate #1, to Grinder, Taber, Grinder in the amount of \$374,857, passed with a motion by Mrs. Angela Griffith and a second by Mrs. Amy Eoff.

- Mrs. Amy Eoff: Yea
- Mrs. Linda Fisher: Yea
- Mrs. Angela Griffith: Yea
- Mrs. Betsy Landers: Yea
- Mrs. Rebecca Luter: Yea
- Yea: 5, Nay: 0

**10. Announcements**

Chairman Rebecca Luter announced the following,

- Thursday September 3 from 2:00 to 5:00 pm - Board Work Session on Strategic Plan 2025
- Thursday September 24 - Board Business Meeting

**11. Adjournment**

The meeting was adjourned with consensus at 7:29 pm

  
Chairperson

9.25.2020  
Date

  
Superintendent

9-25-2020  
Date