



**GMSD Board Meeting**

February 23, 2015 6:30 PM  
Houston Middle School, Cafeteria  
9400 Wolf River Blvd,  
Germantown TN 38139

**Attendance Taken at 6:33 PM:**

Present Board Members:

Mr. Mark Dely  
Mrs. Linda Fisher  
Mr. Ken Hoover  
Ms. Lisa Parker  
Mrs. Natalie Williams

Board Secretary: Mrs. Vijaya Subramani

**1. Call to Order**

Chairman Lisa Parker called the meeting to order at 6:31 PM

**2. Moment of Silence**

Chairman Lisa Parker called for a moment of silence and shared a motivational quote regarding "Growing from Problems".  
"That which does not kill us makes us stronger." - Friedrich Nietzsche.  
"Times of great difficulty are times of great opportunity. These times may not seem ideal at first, but they usually provide keen insight into ideas of great value. When you are surrounded by problems, you are simultaneously given an opportunity to provide valuable solutions.  
When times are good and everything is comfortably in order, it's easy to become complacent and forget how skillful and resourceful you are capable of being. Troubled times are necessary evils that push you forward, because they eventually end, and the lessons and strengths you gain from them last a lifetime."

**3. Pledge of Allegiance**

Chairman Lisa Parker led the Pledge of Allegiance.



**4. Approval of Agenda**

Board Member Mark Dely requested to pull "Revision of Policy FM 2.404 School Support Organization" from consent item 10.A.III in the Consent Agenda, pending further clarifications.

**Motion Passed:** I move to pull Revision of Policy FM 2.404 School Support Organization from Item number 10.A.III and approve the rest of the Agenda passed with a motion by Mrs. Linda Fisher and a second by Mrs. Natalie Williams.

Mr. Mark Dely	Yes
Mrs. Linda Fisher	Yes
Mr. Ken Hoover	Yes
Ms. Lisa Parker	Yes
Mrs. Natalie Williams	Yes

**5. Approval of the Minutes from 1.26.15 GMSD Board Meeting**

**Motion Passed:** I move to approve the minutes from 1.26.15 GMSD Board Meeting as written passed with a motion by Mrs. Natalie Williams and a second by Mr. Ken Hoover.

Mr. Mark Dely	Yes
Mrs. Linda Fisher	Yes
Mr. Ken Hoover	Yes
Ms. Lisa Parker	Yes
Mrs. Natalie Williams	Yes

**6. TLN Update (Tennessee Legislature)**

Board Member and TLN Representative Natalie Williams proposed to the Board members to write a letter to the State to discuss or clarify the various current education bills.

She suggested that the Board members could send in their inputs on the bills they are interested or concerned, to the Board Secretary Ms. Subramani in order to compile and represent the Board in a single letter to the elected officials. This was planned to be discussed in the upcoming Board work session.

**7. Superintendent's Report**

Superintendent Jason Manuel said that the current highlight was the entire Cabinet working on the proposed GMSD 2015-16 Budget. He said that he understands the passion and appreciates the parent involvement in the community, healing and working together for the students.



He briefed on various parameters that the entire cabinet had to take into consideration in drafting the proposed Budget. He outlined the various issues that GMSD is facing at this current time such as,

1. Teachers not paid based on educational qualifications
2. Professional Development
3. Technology coordinators
4. Student-Teacher Ratio
5. Student- Counselor Ratio
6. Expansion of STEM and Fine Arts
7. OPEB Liability
8. New Elementary School at South side of Germantown
9. Efficient Bus Routes.

#### **8. Citizens to be heard**

The following Citizens and Students voiced their opinions and concerns regarding "Change in School Start Times and Proposed Budget"

1. Susan Simmons, 4021 Graham Oaks Ct, Memphis 38122
2. Jessica Woody, 800 Coleharne Rd, Collierville
3. Heather Fisher, 1701 Fiddlers Elbow, Germantown 38138
4. Debra Haughie, 9260 Gwynn Hollow Cv, Germantown 38139
5. Antonio D. Scott, 1083 Red Fern Cir W, Cordova 38018
6. Susan Rich, 1763 Boulinwood Ln, Germantown 38138
7. Ellie Claire Warren, 2489 Netherhall Dr, Germantown 38139
8. Terri Harris, 1816 Old Mill Rd, Germantown 38138
9. Julia Harris, 1816 Old Mill Rd, Germantown 38138
10. Madison Dismuke, 9544 Doe Meadow Dr, Germantown 38139
11. Bess Warren, 2489 Netherhall Dr, Germantown 38139
12. Lauren Boutwell, 2144 Allen Court Dr, Germantown 38139
13. Kim Johnsen, 2242 Otterburn Ln, Germantown 38139
14. Marla Riser, 2587 Adryon Cove, Germantown 38139
15. Tess Enemark, 2587 Adryon Cove, Germantown 38139
16. Paul Leonard, 9549 Ash Grove Cove, Germantown
17. Dr. Billy Rayburn, 1814, N.Houston Levee Rd, Cordova 38016
18. Jillian Jackson, 1078 Fall Springs Rd, Collierville 38017
19. Krista Brown, 6587 Poplar, Germantown 38138
20. Eric Enemark, 2587 Adryon Cv, Germantown 38139
21. Kathi Wright, 302 Spruce Glen Cv, 38018
22. Amy Eoff, 2158 E.Glenalden Dr, Germantown 38139
23. Lea Nowak, 2215 Duntreath Valley, Germantown 38139
24. Laura Meanwell, 8374 Silverthorn Cv, Germantown 38139
25. Josie Steen, 9200 East Bridge Dr, Germantown 38139



26. Jim Steen, 9200 East Bridge Dr, Germantown 38139
27. Audrey Grossman, 8530 Windy Oaks Cv, Germantown 38139
28. Andrea McLeod, 10256 Waterford, Collierville 38017
29. Traci Spain, 325 S.Sanga Road, Cordova 38018
30. Ashley Markle, 2010 West Arden Oaks Dr, Germantown 38139
31. John W. Niven Jr, 2604 Brachton Ave, Germantown 38139
32. Tanya Dely, 2976 Oakleigh Lane, Germantown 38138
33. Gary Hahn, 2964 Mallard Lane, Germantown 38138
34. Sheila Hahn, 2964 Mallard Lane, Germantown 38138
35. Rebecca Graubart, 1934, Wine Leaf Dr, Germantown 38139
36. Anna Eoff, 2964 Mallard Lane, Germantown 38138
37. Ava Ciaramitaro, 8749 Pierpoint Cv, Germantown 38139
38. Kelli Ciaramitaro, 8749 Pierpoint Cv, Germantown 38139
39. Lana Tingle, 9948 Westwood Manor, Germantown 38139
40. Keri Eldridge, 345 Dogwood Spring Dr, 38060
41. Tracy DeWitt, 2597 Maple Grove Cove N. Germantown 38139
42. Craig Dismuke, 9544 Doe Meadow Dr, Germantown 38139

## **9. Annual Review of Board Policies**

The Board acknowledged that it has reviewed the following Board Policies and desires to make no substantive changes at this time.

### **9.A. HR Policies for Annual Review - (No Changes)**

- HR 5.114- Personnel Records
- HR 5.115 - Employee Assignment and Transfer
- HR 5.118 - Employee Contract
- HR 5.301 - Certificated Employee Jury Duty
- HR 5.302 - Employee Sick Leave
- HR 5.306 - Certificated Employee Military Leave
- HR 5.601 - Conflict of Interest

### **9.B. Annual Review of 4 Policies - Fiscal Management - (No Changes)**

- FM 2.201 - Line Item Transfer Authority
- FM 2.500 - Deposit of Funds
- FM 2.703 - Audits
- FM 2.805 - Purchasing



**10. Consent Agenda**

**Motion Passed:** I move to approve all the items in the consent agenda except one item under 10.A.III - "Revision of Policy FM 2.404 School Support organization." passed with a motion by Mrs. Natalie Williams and a second by Ms. Lisa Parker.

Mr. Mark Dely	Yes
Mrs. Linda Fisher	Yes
Mr. Ken Hoover	Yes
Ms. Lisa Parker	Yes
Mrs. Natalie Williams	Yes

**10.A. Revision of Board Policies - First Reading**

**10.A.I. Revision of 2 Policies, HR 5.200 - Separation Practices for Tenured Teachers and HR 5.303 - Employee Personal and Professional Leave**

**10.A.II. Revision of Policy SP 6.2062 - Eligible Circumstances Transfer**

**10.A.III. Revision of 2 Policies FM 2.400 and FM 2.404**

Board voted to Pull Policy FM 2.404 School Support Organization from 10.A.III per the recommendation of Board Member Mark Dely.

**10.B. New Board Policies - First Reading**

**10.B.I. New Policy IP 4.615 - Service Animals**

**10.B.II. New Policy - SP 6.204 Foreign Exchange Students**

**10.C. TSBA Buy Board Agreement**

**10.D. Miscellaneous Budget Amendment # 35**

**11. Miscellaneous Budget Amendment # 36**

**Motion Passed:** I move to approve the Miscellaneous Budget Amendment # 36 passed with a motion by Mr. Mark Dely and a second by Mr. Ken Hoover.

Mr. Mark Dely	Yes
Mrs. Linda Fisher	Yes
Mr. Ken Hoover	Yes
Ms. Lisa Parker	Yes
Mrs. Natalie Williams	Yes

**12. Approval of GMSD 2015-2016 Budget - First Reading**

Chairman Lisa Parker briefed on the Budget discussions and opinions on Change of Start times she had with all stake holders and on the input received by the Board members from various sections of the community and the school students and staff.



She said that she is choosing Option A which she feels to be the best and affordable at this time.

Board Member Mark Dely said that he feels that it is not the best for GMSD if the schools start at 7 am and it is a huge mistake that start times is not a priority with Option A.

Board Member Natalie Williams said that she has total faith in the Superintendent and had no doubt in the proposed Budget.

Vice-Chairman Linda Fisher said that after listening to the Parents, Students, Teachers and Community members, though she agrees to the recommendations made by the American Pediatric Association and wants all of them to be implemented, she supports Option A being fiscally conservative, giving importance to the issues as the finances would permit.

Board member Ken Hoover said that he is unhappy to see the division created between the Parents and Teachers regarding pursuing their passionate goals towards Change in School Start times and he would like to make an amendment to the motion made by Chairman Lisa Parker to choose Option A as the proposed Budget option.

After all the discussions between the various Board members, upon the recommendation by the Board Attorney Ms. Debra Owens, the Board members first voted on the amendment motion by Board Member Ken Hoover and then voted on the original motion by Chairman Lisa Parker to choose Option A

**Motion Failed:** I move to make a motion to amend Ms. Parker's motion of option A to change to option C with amendments to save reserves failed with a motion by Mr. Ken Hoover and a second by Mr. Mark Dely.

Mr. Mark Dely	Yes
Mrs. Linda Fisher	No
Mr. Ken Hoover	Yes
Ms. Lisa Parker	No
Mrs. Natalie Williams	No

**Motion Passed:** I move to make a motion to approve Option A passed with a motion by Ms. Lisa Parker and a second by Mrs. Linda Fisher.

Mr. Mark Dely	No
Mrs. Linda Fisher	Yes
Mr. Ken Hoover	No
Ms. Lisa Parker	Yes
Mrs. Natalie Williams	Yes



**13. Announcements**

Chairman Lisa Parker announced that the next Board Work Session will be held on March 4, 2015 at the GMSD Office at 6 pm and the next Board Meeting will be held on March 23, 2015 at the Riverdale Elementary School at 6:30 pm.

**14. Adjournment**

Chairman Lisa Parker adjourned the meeting at 9:25 PM

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Chairperson

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Superintendent