

BRADLEY COUNTY BOARD OF EDUCATION  
Regular Meeting–Minutes  
May 7, 2013

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Members Present

Charlie Rose, Chair, 7<sup>th</sup> District  
Vicki Beaty, 2<sup>nd</sup> District  
Christy Critchfield, 6<sup>th</sup> District  
Rodney Dillard, 5<sup>th</sup> District  
Nicholas Lillios, 3<sup>rd</sup> District  
Chris Turner, 1<sup>st</sup> District  
Troy Weathers, 4<sup>th</sup> District

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The Bradley County Board of Education held its regular monthly meeting on Tuesday, May 7, 2013 at Noon, in the William R. Walker Board Room at the Administrative Office Building in Cleveland, Tennessee. Chairman Rose called the meeting to order, and the invocation was given by Dr. Jamie Work, Senior Pastor of Candies Creek Baptist Church. The Pledge of Allegiance was also conducted.

- 5082** Upon motion duly made by Mr. Weathers and seconded by Mr. Lillios, it was unanimously **RESOLVED** to approve the Consent Agenda as presented.

Mr. McDaniel presented the Director of Schools' Report. See attached Good News Report.

Mr. Rose reported on the Director of Schools' Evaluation using the newly adopted rubric and evaluation process. Mr. McDaniel scored 4.47 out of a possible 5. Mr. Weathers stated he felt it was an excellent evaluation using a good tool. He reflected that Mr. McDaniel was the "best in Tennessee" having been selected as the Tennessee Superintendent of the Year for 2013. He stated Mr. McDaniel was dedicated to the children of Bradley County and cares about the teachers and administrators as well. Mr. Lillios added that Mr. McDaniel's previous presentation to the board was very helpful in scoring the evaluation. Mr. Turner expressed his opposition to the process stating that he felt that adoption of the tool and process was rushed and did not allow use of the instrument prior to adoption. He further stated it did not use research-based strategies.

- 5083** Upon motion duly made by Mr. Lillios and seconded by Mr. Weathers it was **RESOLVED** by a vote of 6-1 to accept the 2013 Director of Schools Evaluation into the record.

Mr. Turner voted no.

Mr. Weathers asked to have the Director's contract as an agenda item for next month for consideration of an extension. Ms. Beaty asked that Board members receive a copy of the contract in advance.

Mr. McDaniel thanked the board for its support. "It is a privilege to pursue my passion for education in leading our school system. As your director of schools, it is my joy to serve our

community, our children and parents, teachers and staff.’ Mr. McDaniel expressed appreciation for the vote of confidence.

Angie Lyon; Kaatz, Binkley, Jones and Morris; reported that roofing is 98% complete at Michigan Avenue Elementary School. Gutters will be installed next week to complete this portion of the project. Hopewell is about 75% complete. HVAC work will begin once school is out with completion during the summer. Lay Construction is organizing for the Taylor and Ocoee Middle projects to begin immediately at the end of school.

Ms. Lyon also presented bids for the Walker Valley High School FEMA safe space classroom addition. Six contractors submitted bids which were below the projections. Bids were also accepted for Alternate #1–cafeteria expansion and Alternate #2–secure entry. KBJM Architects recommended the low bidder–TriCon, Inc. in the amount of \$1,218,000 for the base bid; \$243,700 for Alternate 1; and \$27,000 for Alternate 2.

Rick Smith, Business Manager, explained that an additional \$200,000 was allocated in the 2013-2014 Capital Outlay Budget to complete funding of the Alternates. Matching funds in the amount of \$300,000 had already been allocated as part of the grant budget of \$1.5M. Total project cost is estimated at \$1,698,700 which includes architect fees and soft costs. Any portion of the discretionary fund of \$45,000 not used on the project would be retained by Bradley County Schools.

**5084** Upon motion duly made by Mr. Turner and seconded by Ms. Beaty, it was unanimously **RESOLVED** by roll call vote to award the bid for the Walker Valley High School classroom addition to TriCon, Inc. in the amount of \$1,488,700 including Alternate #1 and Alternate #2.

Dillard	yes	Lillios	yes
Critchfield	yes	Rose	yes
Turner	yes	Weathers	yes
Beaty	yes		

Ms. Lyon reported that work would begin as soon as possible. Once contracts are executed, a timeline will be developed and reported to the board. Mr. Lillios stated he was proud to have a Cleveland contractor come through with an excellent bid and be awarded the project.

Ms. Lyon reported that proposals for the geo-technical survey for Lake Forest Middle School had been received. The architect recommended S&ME in the amount of \$5,300, which includes boring within the build site and six additional borings which could be for geothermal HVAC. The County Commission Ad-Hoc Committee had requested this work be done to determine that the site was buildable.

Ms. Critchfield asked to make a motion to approve the recommendation. Mr. Turner made a point of order that this item was not on the agenda. Ms. Critchfield asked that it be included on the next agenda.

Ms. Critchfield reported that in the annual review of Section 6–Students Policies 6.400-6.712 no changes are recommended.

Dan Glasscock, Supervisor of Secondary Education, gave an update to the board on middle school curriculum. Steps have been taken to implement *SpringBoard* for English/Language Arts and Math in grades 6-8 at Lake Forest and Ocoee Middle Schools as well as grades 9-10 at Walker Valley High School. This curriculum will lead into the AP courses being offered at Walker Valley. *SpringBoard* originated out of the College Board and is a more rigorous curriculum. Excellent recommendations were received from other school districts including Hillsborough in Tampa, Florida, the seventh largest school district in the nation. Professional development for teachers will begin May 28.

Terri Murray, Federal Projects Director, presented the Consolidated Application for Title I, II and III. Ms. Murray explained that directives from the Federal government are very restrictive in how the money can be spent.

**5085** Upon motion duly made by Mr. Weathers and seconded by Ms. Critchfield, it was unanimously **RESOLVED** to approve the Federal Projects Consolidated Application as presented.

Mr. Smith presented for approval the 2013-2014 Central Cafeteria Fund Budget which had been reviewed by the board in a work session.

**5086** Upon motion duly made by Mr. Weathers and seconded by Mr. Lillios, it was unanimously **RESOLVED** by roll call vote to approve the 2013-2014 Central Cafeteria Fund Budget as presented.

Critchfield	yes	Rose	yes
Turner	yes	Weathers	yes
Beaty	yes	Dillard	yes
Lillios	yes		

Mr. Smith also presented the 2013-2014 General Purpose School Fund Budget for approval. Mr. Smith explained that in response to Mr. Turner's request, line items for salaries included the number of positions funded. Page 7 of the budget now reflects an update to change the title to *Equities*. No changes were made to the budgeted amounts since the board reviewed the document at the previous work session. In response to Ms. Beaty, Mr. Smith explained that on Page 8 *Other Salaries and Wages* includes School-to-Work clerical personnel and retirement/sick leave payments. Upon retirement, employees are compensated \$10 per day for unused sick leave up to a maximum of 200 days.

Mr. Turner noted that travel allocations remained consistent from the previous year except for Page 22. Mr. Turner asked for explanation in the increase from \$11,000 to \$14,000 for Support Services–72000. Mr. Smith stated this travel was for the Energy Supervisor. A review of the

previous year indicated an increase should be made to the estimated expenses for the coming year. Mr. McDaniel explained that this position has been expanded to include more involvement with maintenance and response to emergency situations. The claims are for mileage at 36 cents per mile. Mr. Turner calculated the mileage to be 38,888 miles for the year. As a point of clarification, Mr. Turner reminded the board of the approval of \$22,000 to purchase a vehicle for the maintenance department at last month's meeting. Mr. Turner asked might there be consideration of purchasing a vehicle for this position.

Mr. Smith noted that he was researching additional training to address the increase in Worker's Compensation Insurance premiums which Mr. Turner questioned in the previous meeting. Also, Mr. Smith will be in conference call Friday and will pose questions from Mr. Turner regarding possibilities of savings in health insurance premiums.

A motion was made to approve the budget by Mr. Weathers with a seconded from Mr. Dillard. Upon call for a vote, Mr. Turner made another motion.

**5087** Upon motion duly made by Mr. Turner and seconded by Ms. Beaty, it was **RESOLVED** by a roll call vote of 6-1 to reopen the debate on the proposed General Purpose School Fund Budget.

Turner	yes	Weathers	yes
Beaty	yes	Dillard	yes
Lillios	yes	Critchfield	no
Rose	yes		

Mr. Turner stated that as representatives of the community, the board should be engaged in the development of the budget; the board should be asked about its priorities. Mr. Turner also spoke to the increase in salaries for employees stating that the 2% increase was actually a 2.3% net impact to the budget which is significantly larger than the state-funded 1.5% BEP salary increase. Mr. Turner questioned if other items were considered for funding, particularly capital needs of the system. Mr. McDaniel responded by stating that he believed the employees are the number one reason Bradley County Schools, while funded as one of the lowest systems in the state, can produce test scores near the top. "It is a priority for me to help our teachers and employees. They make a difference every day." Mr. McDaniel further stated that needs of the system have been articulated back to the funding body since he had been director. He stated that more employees could have been hired or other items funded; however, the tax payment back to the city was required. In conclusion, Mr. McDaniel stated that the 2% raise maintained good relations with the employees considering that the system is operating with no collaborative conferencing with the employee association because of the confidence they have in administration and because of board support for teachers.

Ms. Beaty stated it was not a matter of questioning whether or not teachers and employees deserved a raise. She stated the board is obligated to be aware of what is in the budget and be prepared to answer questions from constituents. Ms. Beaty felt the budget process should begin earlier and allow for more work sessions for input from the system and the board.

Mr. Weathers pointed out that some capital needs such as paving, HVAC and roofing are addressed in the budget. “There will never be enough money to cover all the capital outlay needs. This is a balanced budget which appears to be equitable to the employees and the needs of the system.”

Mr. Rose restated Mr. Turner’s request to allow more time for board priorities and recommendations in the future. Mr. Turner responded that he did not say it was a bad decision to invest in the teachers; rather, he desired to know what other priorities were considered in the decision to include the salary increase. Mr. Smith explained that he and the Director met several times in the development process. Once the budget was laid out, he and the Director engaged in discussion and consideration of numerous requests from the administrative team and items of priority for the Director for allocation of remaining funds. Items such as technology refresh, additional technology staff, SpringBoard, math teachers at the high schools, special education assistants, nurses, and additional technology coaches were considered. Consideration was also given to salary increases in neighboring systems and the need to stay competitive. Mr. Smith further explained that the 2012-2013 capital outlay budget was not typical and was due to the economy turning around much faster than predicted. Mr. Rose acknowledged that Mr. Turner would defer additional discussion until a work session. Mr. Rose stated a lengthy work session would be planned for late June or July.

**5088** Upon motion duly made by Mr. Weathers and seconded by Mr. Dillard, it was unanimously **RESOLVED** by roll call vote to approve the 2013-2014 General Purpose School Fund Budget as presented.

Beaty	yes	Dillard	yes
Lillios	yes	Critchfield	yes
Rose	yes	Turner	yes
Weathers	yes		

**5089** Upon motion duly made by Mr. Weathers and seconded by Mr. Turner it was unanimously **RESOLVED** by roll call vote to approve the 2013-2014 Capital Outlay Budget of \$1.5M as presented.

Lillios	yes	Critchfield	yes
Rose	yes	Turner	yes
Weathers	yes	Beaty	yes
Dillard	yes		

The meeting was adjourned at 1:15 p.m.