

**MINUTES**  
**Special Called Meeting**

August 26, 2008

Call to order:

The Cheatham County Board of Education met in a special called meeting on Tuesday, August 26, 2008, in the Board Room of the Educational Annex Building. Vice Chairman Susan Greer called the meeting to order at 6:18 p.m.

Roll Call:

Present were Kurt Scott, Dianne Proffitt, Chris Spiegl, and Susan Greer. Absent were Rickey Thomas and Barry Breen. The law requires a majority of the membership of the Board for passage; therefore, four votes are needed to pass any question before the Board.

Vice Chairman Greer stated the purpose of the special called meeting is to consider ratification of the negotiated items with the Cheatham County Education Association. Director Seifert noted the Board must agree to the negotiated items; the teachers will vote on the contract; then the Board will vote to ratify the teacher contract at the September 8<sup>th</sup> Board meeting. Seifert distributed copies of the negotiated items and proposed motions. She asked that the items be referred to by number, and those negotiated items will be attached to the minutes.

Agreement 1

Proffitt made a motion, seconded by Scott to accept agreement 1, pertaining to disability insurance. This agreement would allow for ongoing disability and therefore would remove the need to negotiate disability each year. That motion passed unanimously by those members present.

Agreement 2

Spiegl made a motion, seconded by Proffitt to accept agreement 2, effective with the 2010-2011 contract, employee must have a minimum of thirty years of creditable service or be fifty-five years of age by June 30 of the retirement year. Some discussion for clarification followed. That motion passed unanimously by those members present.

Agreement 3

Spiegl made a motion, seconded by Proffitt to accept agreement 3, new section of the contract for differentiated pay, to include any employee who becomes National Board Certified shall receive \$1,250.00, with a cap of thirty-five teachers for a \$70,000.00 liability and CCEA shall develop a documentation form for document 3. Discussion for clarification followed.

Spiegl made an amendment to the motion for a cap of twenty-five people for \$50,000. Scott seconded the amendment. Vice Chairman Greer declared the amendment to the motion failed.

Proffitt made an amendment to the motion for each to receive \$1,500.00. Scott seconded the motion. That amendment failed.

Greer stated the motion on the floor is agreement number 3 to accept any employee who becomes National Board Certified shall receive \$1,500.00, with a cap of thirty-five, and CCEA shall develop a documentation form for number 3.

Scott made an amendment to the motion that agreement number 3 to accept National Board Certified Teachers shall receive \$2,000 annually for the duration of the certificate and upon successful renewal, with a cap of twenty-six people for \$52,000.00. When and if the cap is reached this item will be re-negotiated. Proffitt seconded the motion. Greer declared the amendment to the motion passed unanimously by those present. CCEA shall develop a documentation form for applying for differentiated pay.

Vice Chairman Greer asked if there was any discussion on the amended motion. Hearing none she asked for a vote. Greer declared the amended motion passed unanimously by those present.

#### Agreement 4

Spiegel made a motion seconded by Scott to accept agreement number 4, Supplemental Extracurricular Funding. Discussion followed, clarifying that acceptable guidelines will be outlined before the grid would be funded for 2009-2010 school year.

Scott made a motion to amend by striking through Tier scheduled amounts. Spiegel seconded the amendment. The amendment passed unanimously by those members present.

Greer asked for a vote on the amended motion to accept agreement number 4 for Supplemental Extracurricular Funding. Vice Chairman Greer declared the amended motion passed unanimously by those members present.

#### Agreement 5

Proffitt made a motion, seconded by Scott to accept agreement number 5, certified employee evaluation.

Proffitt made an amendment to the motion to add supervisor. Scott seconded the motion. Greer recounted the amendment shall read that the building principal, assistant principal, or supervisor trained in the Tennessee Framework for Evaluation and Professional Growth shall evaluate each certified employee, including performance assessment, in writing using an evaluation instrument jointly designed by the school system administration and the Association. The amendment carried unanimously by those members present.

Greer asked for a vote on the amended motion to accept agreement number 5. That motion passed unanimously by those members present.

### Agreement 6

Scott made a motion, seconded by Spiegl to accept agreement number 6, concerning the dress code. That motion passed unanimously by those members present.

### Agreement 7

Scott made a motion, seconded by Spiegl to accept agreement number 7. Much discussion followed regarding eleven-month principals currently working two weeks less than twelve-month principals, with eleven-month principals receiving no vacation days and twelve-month principals receive two weeks vacation. Vice Chairman Greer declared the motion failed.

### Comments

Vice Chairman Greer thanked the newly elected Board Members for attending the meeting. Director Seifert thanked the current Board Members for attending the called meeting and voting on the issues. Vice Chairman Greer expressed appreciation on behalf of the Board for the teachers always working during negotiations with the Board and their budget.

### Adjourn

Greer adjourned the meeting at 7:20 p.m.

Submitted by  
Carol F. Cannon  
Absent for meeting

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Chris Spiegl, Chairman Pro Tem

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Lynn E. Seifert, Director of Schools