

**MINUTES  
STATE BOARD OF EDUCATION  
SPECIAL CALLED MEETING  
JUNE 9, 2015**

The State Board of Education met in special session at 11:00 a.m., CDT, on June 9, 2015 at the Tennessee School Boards Association office.

**Present..... 8**

**Absent..... 2**

**Ms. Allison Chancey  
Mr. Mike Edwards  
Ms. Lillian Hartgrove  
Ms. Carolyn Pearre  
Mr. Lonnie Roberts  
Dr. William Troutt  
Ms. Wendy Tucker  
Mr. Fielding Rolston, Chairman**

**Mr. Cato Johnson  
Mr. Russ Deaton**

**Chairman Rolston** called the meeting to order and welcomed members of the audience. He stated that an addition was being made to the agenda – **Commissioner Candice McQueen** would be reporting on Quick Scores.

**I. Consent Items**

**A. Adoption of Agenda**

**ACTION:** **Vice Chair Pearre** moved acceptance. **Mr. Roberts** seconded. The motion passed unanimously.

**Commissioner McQueen** stated that she wanted to report on the situation that has arisen concerning quick scores. She stated that a decision was made last fall to change the methodology for calculating quick scores in grades 3-8 to match the cube root methodology already used in grades 9-12. This decision was not clearly communicated to school districts prior to the calculation change. She explained that quick scores are generated from raw scores and used to determine a student’s end of year grade, as required by law. The quick score is on a 100-point scale, because student grades are on a 100-point scale. Quick scores are used for end of year grades because in Tennessee there is no standard grading scale for grades 3-8. **Commissioner McQueen** stated that quick scores are not used to make accountability determinations, nor do they impact the cut scores for performance levels. They are also not used for teacher evaluation or TVAAS scores.

**Ms. Tucker** applauded the Department for the way the communication on this issue been handled by the Department. She also asked for additional clarification on whether quick scores impact charter and district schools in the same manner.

**Commissioner McQueen** stated that the change in quick score calculation for grades 3-8 impacted all schools – charter or district – in the same manner.

## II. Action Items (Final Reading)

### A. *State Minimum Salary Schedule for Fiscal Year 2015-16*

**Mr. Stephen Smith**, Department of Education, presented this item and presented some background information about this item: (1) law requires that the state develop a minimum salary schedule; (2) this minimum salary schedule must include a base salary; (3) teachers with additional training, education and experience must get additional salary dollars. He stated that in 2012 the Board made it clear that in a year's time the Department should bring research concerning how salary improvements are allocated.

In 2013, the Department brought forward a plan that would give flexibility to the districts in how these funds were spent and shared research concerning the relationships between salary, advanced degrees, experience, and teacher effectiveness. The state minimum salary schedule proposed at that time consolidated the years of experience and advanced degree lanes to allow districts more flexibility in allocating salary improvement funds. **Mr. Smith** said that the law was not being enforced for differentiated pay plans due to lack of money for the districts. In addition, the Board made it clear that they were committed to providing better salaries.

**Mr. Smith** reported that during the last legislative session, \$100 million was allocated for improvements in teachers' salaries. The requirement is that 100% of the funds must be used for compensation regardless of the salary schedule. The salary schedule and the budget are completely separate. Tennessee is one of fifteen (15) states with a state mandated salary schedule.

**Mr. Edwards** asked what would keep an LEA from spending these dollars on other things. **Mr. Smith** replied that the Department does annual salary studies so it would be monitoring this.

**Mr. Smith** listed the compensation policy goals as follows:

- Build upon momentum and drive toward further improvements in teacher compensation with a focus on student achievement
- Provide compensation flexibility to school districts to allow for innovation and best utilization of funds
- Maintain a commitment to overall compensation improvement, especially for teachers at or near the state minimum

**Mr. Roberts** asked what percentage of districts have differentiated pay plans.

**Ms. Sylvia Flowers**, Department of Education, responded that 100% of the districts have adopted differentiated pay plans.

**ACTION:**      **Mr. Edwards** moved approval.   **Vice Chair Pearre** seconded.   The motion passed unanimously.

**III.      Adjournment**

**Chairman Rolston** then thanked the Board members for their thoughtful deliberations and announced that the Board will meet next on July 24, 2015, at East Tennessee State University, Johnson City, Tennessee.

Approved by: \_\_\_\_\_      Date: \_\_\_\_\_