

**MINUTES OF THE JOHNSON COUNTY BOARD OF EDUCATION, REGULAR SESSION
JULY 8, 2021**

1. Call to Order
2. Roll Call
3. Presentation of Plaques to Retiring Employees
4. Recognition of Student Board Representatives:
 - Senior Matthew Peake
 - Junior Brayden Gentry
5. Recognition of Visitors or Delegations/Audience Participation
6. **Consent Agenda**
 - Approval of Agenda
 - Approval of minutes of the regular meeting of June 10, 2021, at 6:00 p.m., with any additions/corrections necessary (Attachment 6a)
 - (Amendments on back for June)**
 - Approve the following amendments: (Attachment 6b)
 - Central Cafeteria Board Amendment
 - Federal Project Board Amendment
 - General Purchase School Board Amendment
 - Head Start (Fiscal) Board Amendment
 - Approve to Administer the School Nutrition Program(s) for Local Education Agencies/SFAs School Year 2021-2022 (Attachment 6c)
 - Approve Prom to be held at the Carnegie, Johnson City, TN (Saturday, April 23, 2022 from 7pm-11pm)
 - Approve overnight field trip for the following: (Attachment 6d)-None
7. Report of Student Board Representative – Matthew Peake
8. Second and final reading of TSBA recommended changes on the following policies: (Attachment 8)
 - Policy #5.303 Personal and Professional Leave
 - Policy #6.411 Student Wellness
9. First reading of the following TSBA required policy updates due to recent legislation:
 - 3.205 Security – updated per state law to include cybersecurity in our safety plans
 - 3.211 Now Project Planning – NEW policy that provides regulations on plans for new facilities
 - 3.220 Access to Private Facilities – NEW policy to allow reasonable accommodations if privacy needed
 - 4.101 Instructional Standards – NEW policy that aligns with updated state law stating the materials and content that can be included in classroom instruction.
 - 4.204 Summer Instructional Programs – updated to include the new summer programs we must offer
 - 4.205 Enrollment in Advanced Courses – updated per state law requiring us to have policy detailing grade requirements for students to enroll in advanced courses
 - 4.213 Family Life Education – NEW policy per state law requiring us to have policy on family life curriculum
 - 4.301 Interscholastic Athletics – updated per state law requiring us to have a policy that ensures student athlete compliance with new standards in participating in sports
 - 5.106 Application and Employment – updated per state law allowing us to hire individuals with a teaching permit if a teacher with a valid license is not available & adds additional reasons an individual cannot be hired

- 5.117 Teacher Tenure – updated policy to align with new legal changes when determining tenure stating the two most recent evaluation scores will be used
 - 5.200 Separation Practices for Tenured Teachers – updated per state law giving the state board of education the authority to suspend a teacher license if he/she breaks their contract
 - 5.201 Separation Practices for Non-Tenured Teachers – updated per state law giving the state board of education the authority to suspend a teacher license if he/she breaks their contract
 - 6.202 Home Schools – updated per state law allowing parents to have their High School Equivalency Test to be able to do home school
 - 6.319 Alternate Education – updated per state law stating schools do not have to assign a student to our alternative program if they commit an offense of violence or threaten the safety of other students
 - 6.402 Physical Exams or Immunizations – updated per state law that now includes an additional vaccine exemption.
10. Per Board Policy update on Johnson County School System 2020-2021 Bullying and Harassment Report – (Attachment 10)
 11. Approve UTRUST Annual Premium Contribution 2021-2022 (Attachment 11)
 12. 5 Year Plan Update: The district shares events and news through our social media outlets, on our district website, and our mobile app to keep all stakeholders informed
 13. Reconsideration of the insurance brokerage decision
 14. Budget Update – Tina Lipford
 15. Any other matters which may duly come before the Board for official action

Information Items:

1. Director's Report
 - Head Start/Pre K (no report)
 - Board Meeting Schedule for 2021-2022 (DR1)
 - Central Office Summer Work Hours **Effective:** Monday, May 31st –Friday, July 30th :
 - Mon –Tues: 7:30-5:00 (30 min lunch)
 - Wed - Thurs.: 7:30-4:30 (30 min lunch)
 - Fri: Closed
 - Board of Distinction 2021-2023, check list (DR2)
 - TSBA Summer Law Institute – July 16-17, 2021
 - Agenda attached (DR3)
 - Beginning of School Year 2021-2022, Calendar (DR4)
 - Certified personnel hired by the Director of Schools for the 2021-2022, school year (DR5)
 - Non-certified personal hired by the Director of Schools for the 2021-2022, school year (DR6)
 - August 4th , Administrative In-Service/August 5th , New Teacher In-Service
 - August 6th , County Wide In-Service
 - August 9th , Teacher Workday
 - First day of school August 10, 2021 (1/2 day)
 - September 3rd & 6th , Labor Day (no school & Central Office closed)
2. Personnel decisions made by Director of Schools

Hires:

Wendy Nelson-Mountain Creek Elementary, Custodian effective May 28, 2021

Ellen Dugger-Doe Elementary, Custodian effective June 1, 2021

Scott Conley-Roan Creek Elementary, Teacher effective July 1, 2021

Brock Crowder-Johnson County Middle School, Science Teacher effective July 1, 2021
 Ellen Dugger-Doe Elementary, Custodian effective June 1, 2021
 Brittanie Gregg-Mountain City Elementary, Assistant effective July 1, 2021
 Jimmy Hamby-Johnson County Vocational School, Part-Time Assistant effective July 1, 2021
 Cindy Herold-Johnson County Schools, Speech/Language Pathologist (SLP) effective July 1, 2021
 Colleen Jones-Johnson County High School, Math Teacher effective July 1, 2021
 Abigail Pierce-Roan Creek Elementary, Teacher effective July 1, 2021
 Abigail Reece Wilson-Johnson County High School, Math Teacher effective July 1, 2021
 Mike Roark-Johnson County Vocational School, Agriculture Assistant effective July 1, 2021
 Katelyn Walker-Johnson County Schools, Instructional Assistant effective July 1, 2021
 Tammy Thomas-Laurel Elementary, Cafeteria effective August 1, 2021

Approve the following to work in the DOE Elementary/LEAPS program for the 2021-2022

school year:

Mark Hagaman	Laura Baird	Jan Eshleman	Mallarie Graybeal	Tammy Jarvis
Elizabeth Roush	Sadie Lundy	Melissa Timbs	S. Dianne Wilson	Linda Wohlford
Mary Slemp	Kendra Keller	Anna Densford	Gina Hodge	Jessica Buckles
Annette Lowe	Angie Wills	Katelyn Walker	Betsy Walker	

Approve the following to work in the Mountain City Elementary/LEAPS program for the 2021-2022 school year:

Bobbie Brooks	Faye Baker	Alicia Bauguess	Allison Strahan
Chassity Arnold	Lisa Wilson	Harlie Cornett	Eden Icenhour
Samantha Childers	Annette Greer	Jennifer Icehnour	Cindi Billingsley
Jordan Chambers	Brooke Graham	Sarah Swift Jennings	Cydney Johnson
Andy Wright	Brandy Horne	Gay Triplett	Amanda Buchanan
Paula Stewart	Rachel Osborne	Chelsea Crowder	Denise Lewis
Beth Hyder	Trista Wilson	Katarina Finney	Misste Phillippi
Mindy Dunn	Mary Ann Robinson	Alexander Theriault	Cindy Wells
Jeannie Hammett	Denise Woods	Heather Robinson	Rena Poe
Elizabeth Oakley			

Approve the following to work in the ROAN Creek Elementary/LEAPS program for the 2021-2022 school year:

Angie Miller	Nikki Campbell	Kayla Arnold	Evelyn Ainsworth
Jessica Buckles	Stephanie Cronan	Andrea O'Donnell	Christi Blankenbeckler
Beth Reynolds	Abby Shaw	Amber Greever	
Rob Timbs	Ashlynn Tester	Alice Johnson	Taffy Dugger
Line Stalvey	Chelley Henson	Penny Gentry	Cydney Johnson
Mary Lipford	Kim Franklin	Carol Hieronymus	Erica Captain
Yvonne Cornelis	Summar Eller	Debi Cabello	Pam Crowder
Amanda Potter	Lori Faircloth	Angela Brown	Kim Artidiello
Carol Mitchell	Emily Vanover	Monicia Nichols	Wendy Clifton
Misu Bendell	Cheri Long	Bailey Kerley	
Tonya Proffitt	Sonya Crowder	Abigail Pierce	Scott Conley
Melanie Porter	Sydni Banner	Angie Brown	Tabitha Farrow
Cheryl Guthrie	Arizona Woodard	Angie Long	Serena Warren
Angie Wills			

Approve the following to work in the Johnson County High School/21st Century program for the 2021-2022 school year:

Austin Atwood	Hannah Osborne	Pam Billingsley	Lee Cole
Angela Blevins	Karen Blevins	Matt Blevins	Rebecca Boyd
Thomas Boyd	Christina Christian	Donna Pottet	Marcus Dunham
Michelle Cooke	Priscilla Davis	Kasi Dishman	Aleta Gentry
Julie Dugger	Tracy Dugger	Michael Eggers	Kechia Eller

Uriah Fletcher	Bev Gambill	Sonya Hammons	Jennifer Harry
Kayla Hensley	Ricky Shaw	Don Kerley	Heidi Kerley
Robbie McCulloch	Chris Gentry	Kevin Hampton	Travis Heath
Amanda Mullins	Chris Mullins	Casey Sutherland	Josh Helvey
Jennica Norman	Elijah Osborne	Diane Pavusek	Pete Pavusek
Greg Reece	Tina Reece	Clarissa Schmal	Leon Henley
Heather Taylor	Michelle Walters	Sirena Wiggins	Collen Jones
Melissa Keesy	Cody McClain	Melissa Keesy	Rick Miller
Zach Pittman	Jessica Radford	Isaac Saults	Abby Wilson
Rick Wilson			

Approve the following to work in the Johnson County Middle School/21st Century program for the 2021-2022 school year:

Mechelle Arney	Teresa Stansberry	Sarah Ransom	Lisa Potter
Phil Nave	Chris Dunbar	Haley Miller	
Julian Crews	Susan Quave	Eunice Johnson	Susan Edwards
Tammy Trivett	Rhonda Murray	Jessica Muncy	Leann Shoun
Lane Sentell	Mark McClain	Angie Miller	Isaac Saults
Kathy Garr	Kelly Shephard	Jennifer Petralia	Thomas Farmer
Mark Humphrey	Alex Pace	Devin Shaw	Kim Tolliver
Katherine Lewis	Brock Crowder	Debra Arnold	April Guy

Transfers:

Wendy Clifton-Johnson County Schools, Substitute to Roan Creek Elementary, Teacher effective July 1, 2021

Shelly Scheirer-Johnson County High School, Cafeteria to Central Office School Nutrition Assistant effective July 1, 2021

Katelyn Walker-Johnson County Schools-Substitute to Instructional Assistant effective July 1, 2021

Cindy Wells-Johnson County Schools, Teacher to Mountain City Elementary, PK-6 Special Education Teacher effective July 1, 2021

Summer Young-Roan Creek Elementary, Supplementary Assistant effective July 1, 2021

Leaves:

Debbie Roark, medical leave June 1, 2021-June 23, 2021

Resignations:

Marsha Marcela-Johnson County Middle School/Johnson County High School, Special Education Teacher effective May 27, 2021

Acacia Beam-Roan Creek Elementary, Custodian effective June 14, 2021

Leon Tolley-Johnson County Middle School, Teacher/Coach effective June 18, 2021

Retirees:

The Johnson County School System does not discriminate on the basis of disability in the programs and activities which it operates pursuant to the requirements of the Americans with Disabilities Act of 1990, Public Law 101-336. If you need provisions to attend this Board of Education meeting, please notify Dr. Mischelle Simcox, Director of Schools, at (423) 727-2640

Action taken on Agenda Items:

1. The Johnson County Board of Education met in regular session at 6:00 p.m. on Thursday, July 8, 2021, at 6:00 p.m. The Mr. Carlton called the meeting to order. The Pledge of Allegiance was led by Mr. Long
2. The roll was called with the following members present Mr. Long present, Mr. Matheson present, Mr. Payne present, Ms. Reece present and Mr. Carlton present. The Student Board Member, Mr. Peake present, Ms. Warren, recorder present.
3. Presentation of Plaques to Retiring Employees, 12 Retirees were recognized: Jimmy Hamby, Pam Hodge, Doris Martin, Jean McEwen, Linda Morefield, Dottie Sue Phipps, Clarissa Schmal, Sherree Schmees, Lisa Sentell, Rosalee Thomas, Stephanie Wills, and David Wilson

Each Retiree will be greatly missed and thank you all for the years of service that each of you have given to Johnson County School, combined years of service totaled 237 years

4. Recognition of Student Board Representatives:

- Senior Matthew Peake
- Junior Brayden Gentry

The Board welcomed our Student Board Representatives

5. Recognition of Visitors or Delegations/Audience Participation-None

6. **Consent Agenda**

Approval of Agenda

Approval of minutes of the regular meeting of June 10, 2021, at 6:00 p.m., with any additions/corrections necessary (Attachment 6a)

(Amendments on back for June)

Approve the following amendments: (Attachment 6b)

Central Cafeteria Board Amendment

Federal Project Board Amendment

General Purchase School Board Amendment

Head Start (Fiscal) Board Amendment

Approve to Administer the School Nutrition Program(s) for Local Education Agencies/SFAs School Year 2021-2022 (Attachment 6c)

Approve Prom to be held at the Carnegie, Johnson City, TN (Saturday, April 23, 2022 from 7pm-11pm)

Approve overnight field trip for the following: (Attachment 6d)-None

A motion was made by Mr. Long and seconded by Mr. Payne and carried by the following roll call: Mr. Long-yes, Mr. Matheson yes, Mr. Payne-yes, Ms. Reece-yes and Mr. Carlton-yes to approve the consent agenda as presented and recommended

6. Report of Student Board Representative – Matthew Peake, First off I would like to say I am glad to hold the position of Johnson County High School, Senior Student Board Representative and joining you all today. I hope we can return to a normal school year as this summer progresses! In late July, senior portraits are scheduled for Thursday, July 29th beginning at 9am. The following will happen in the first week of August:

- Freshman Kickoff-Thursday, August 5th from 11am-2pm
- Freshman Kickoff is a great opportunity to let students and faculty get familiar with Johnson County High School. National Honor Society members will help guide students throughout the school to help get used to the new environment. Lunch will be served as well for that day

Schedules will release on the following days for each class:

- Seniors-Monday, August 2nd
- Juniors-Tuesday, August 3rd
- Sophomores-Wednesday-August 4th

8. Second and final reading of TSBA recommended changes on the following policies: (Attachment 8)

- Policy #5.303 Personal and Professional Leave
- Policy #6.411 Student Wellness

A motion was made by Mr. Payne and seconded by Ms. Reece and carried by the following roll call: Mr. Long-yes, Mr. Matheson yes, Mr. Payne-yes, Ms. Reece-yes and Mr. Carlton-yes

9. First reading of the following TSBA required policy updates due to recent legislation:

- 3.205 Security – updated per state law to include cybersecurity in our safety plans
- 3.211 Now Project Planning – NEW policy that provides regulations on plans for new facilities

- 3.220 Access to Private Facilities – NEW policy to allow reasonable accommodations if privacy needed
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- 6.402 Physical Exams or Immunizations – updated per state law that now includes an additional vaccine exemption.

First reading on the above policy updates due to recent legislation were read

10. Per Board Policy update on Johnson County School System 2020-2021 Bullying and Harassment Report – (Attachment 10), the Board was given an update on the Johnson County School System 2020-2021 Bullying and Harassment Report
11. Approve UTRUST Annual Premium Contribution 2021-2022 (Attachment 11), a motion was made by Mr. Long and seconded by Mr. Payne and carried by the following roll call: Mr. Long-yes, Mr. Matheson yes, Mr. Payne-yes, Ms. Reece-yes and Mr. Carlton-yes
12. 5 Year Plan Update: The district shares events and news through our social media outlets, on our district website, and our mobile app to keep all stakeholders informed, the Board was updated on the 5 Year Plan Update
13. Reconsideration of the insurance brokerage decision, after discussion with Director of Accounts and Budgets, Mr. Robinson and County Mayor, Mr. Taylor (stated they didn't have a problem with the insurance change for the school system as previously stated), A motion was made by Mr. Long and seconded by Mr. Payne to approve 5 Points as the insurance brokerage for the 2021-2022 school year, approved by the following roll call: Mr. Long-yes, Mr. Matheson-no, Mr. Payne-yes, Ms. Reece-yes and Mr. Carlton-yes
14. Budget Update – Tina Lipford, The 2021-2022 budget has been approved by the County Commission. We are now waiting for approval by the State.
15. Any other matters which may duly come before the Board for official action

Information Items:

1. Director's Report

- Head Start/Pre K (no report)
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Uriah Fletcher	Bev Gambill	Sonya Hammons	Jennifer Harry
Kayla Hensley	Ricky Shaw	Don Kerley	Heidi Kerley
Robbie McCulloch	Chrisit Gentry	Kevin Hampton	Travis Heath
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Retirees:

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Comments: Retirees will all be missed and wishing each of you the best, and thank you all for the years of service given to Johnson County Schools. Thank you Ms. McCulloch for the nice reception for the retirees. The Board thanked all our Summer School Employees for all their work. The Book Bus will be in the county next week. Update was given concerning the road at DOE Elementary. We are planning to open schools as normal as possible with updated information from the CDC.

Mr. Matheson: no

Mr. Payne: we will miss all the retirees, thank you all. Thank you for the cards and prayers

Ms. Reece: enjoy your time off until August and appreciate you all

Mr. Long: excited about returning to school

Mr. Carlton: appreciate the County Mayor, Accounts and Budget Director and Mr. Gentry for attending our meeting

Ms. Reece made a motion that the meeting adjourn, Mr. Carlton adjourn the meeting. There being no further business the meeting adjourned at 6:40 p.m.

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Director of Schools
(Dr. Mischelle Simcox)

Chairman
(Mr. Howard Carlton)

Member
(Mr. Kevin Long)

Member
(Ms. Jo Ann Reece)

Vice-Chairman
(Mr. Mike Payne)

Member
(Mr. Gary Matheson)

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