

**MINUTES OF THE JOHNSON COUNTY BOARD OF EDUCATION, REGULAR SESSION  
JULY 09, 2020**

1. Call to Order
2. Roll Call
3. Presentation of Plaques to Retiring Employees
4. Presentation of Plaque to Outgoing Student Board Member-Sydney Souder
5. Recognition of Student Board Members: Senior Lauren Paterson and Junior (TBA later)
6. Recognition of Visitors or Delegations/Audience Participation
7. **Consent Agenda**
  - Approval of Agenda
  - Approval of minutes of the regular meeting of June 11, 2020, at 6:00 p.m., with any additions/corrections necessary (Attachment 7a)
  - (Amendments on back for June)**
  - Approve the following amendments: (Attachment 7b)
    - Central Cafeteria Board Amendment
    - General Purchase School Board Amendment
    - Federal Project Board Amendment
    - Head Start (Calendar) Board Amendment
    - Head Start (Fiscal) Board Amendment
  - Approve the new ISP of 51.38% for CEP (Community Eligibility Provision) for school year 2020-2021, this rate will be locked in for the next four years. All students will be offered breakfast and lunch meals at no cost to them.
  - Approve Prom to be held at the Carnegie, Johnson City, TN (Saturday, April 24, 2021 from 7pm-11pm)
  - Approve overnight field trip for the following: (Attachment 7c)-None
8. Report of Student Board Member – Sydney Souder/Lauren Paterson
9. Per Board Policy update on Johnson County School System 2019-2020 Bullying and Harassment Report – none to report this year
10. Discussion and approval of Propane Contract (Attachment to follow)
11. 5 Year Plan Update
  - Focus on Technology-a committee will be developed to create a technology plan
12. First reading of TSBA recommended changes on the following policies: (Attachment 12)
  - Policy #4.205 Enrollment in College Level Courses
  - Policy #6.304 Student Discrimination, Harassment and Bullying, Intimidation and Cyberbullying
  - Policy #6.3041 Title IX & Sexual Harassment
  - Policy #6.305 Student Concerns, Complaints, and Grievances
13. Approve Implementing CDC Standard Guidelines verses CDC Critical Infrastructure Guidelines (Attachment 13)
14. Budget Update – Tina Lipford
15. Approve Quitclaim Deed for Shady Valley Elementary School to the Shady Valley Cranberry Festival Committee (Attachment 15)
16. 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
  - Maintenance/Transportation update
  - Central Office Summer Work Hours:  
**Effective:** Tuesday, May 26, 2020-Friday, July 24, 2020

Monday – Tuesday 7:30am- 5:00pm (30 min. lunch)  
Wednesday – Thursday 7:30am – 4:30pm (30 min. lunch)  
Friday – CLOSED

- TSBA Summer Law Institute – July 17-18, 2020
  - Agenda attached (DR1)
- Board Meeting Schedule 2020-2021 (DR2)
- Beginning of School Year 2020-2021, Calendar (DR3)
  - Certified personnel hired by the Director of Schools for the 2020-2021, school year (DR4)
  - Non-certified personal hired by the Director of Schools for the 2020-2021, school year (DR5)
  - July 29, Administrative In-Service/July 30, New Teacher In-Service
  - July 31 & August 3, Teacher Workday
  - First day of school August 4, 2020 (1/2 day)
  - August 6, School Closed-State Primary & County General Election
  - September 7, Labor Day (no schools & Central Office closed)

2. Personnel decisions made by Director of Schools

**Hires:**

Richard Church, Johnson County Schools, Substitute Garbage Truck Driver effective May 28, 2020

Rachael Buckles, Mountain City Elementary, Speech Language Pathologist effective July 1, 2020

Anna Densford, Doe Elementary, Teacher effective July 1, 2020

Callie Dickens, Doe Elementary, Supplementary Assistant, effective July 1, 2020

Tiffany Espinoza, Roan Creek Elementary, Supplementary Assistant effective July 1, 2020

Thomas Farmer, Johnson County Middle School, Teacher effective July 1, 2020

Rachel Gilliam, Roan Creek Elementary, Teacher effective July 1, 2020

Travis Heath, Johnson County Vocational School, effective July 1, 2020

Kendra Keller, Doe Elementary, Teacher effective July 1, 2020

Bailey Kerley, Roan Creek Elementary, Teacher effective July 1, 2020

Richard Shaw, Johnson County Vocational School-Automotive effective July 1, 2020

**Approve the following to work in the DOE Elementary/LEAPS program for the 2020-2021 school year:**

|                |              |                |                   |               |
|----------------|--------------|----------------|-------------------|---------------|
| Mark Hagaman   | Laura Baird  | Jan Eshleman   | Mallarie Graybeal |               |
| Daphne Greene  | Tammy Jarvis | Cydney Johnson | Patty Kimmel      |               |
| Sadie Lundy    | Wendy Snyder | Melissa Timbs  | S. Dianne Wilson  |               |
| Linda Wohlford | Annette Lowe | Mary Slempp    | Kendra Keller     | Anna Densford |

**Approve the following to work in the Mountain City Elementary/LEAPS program for the 2020-2021 school year:**

|                  |                   |                 |                   |
|------------------|-------------------|-----------------|-------------------|
| Bobbie Brooks    | Faye Baker        | Alicia Bauguess | Allison Strahan   |
| Jayne Davis      | Chassity Arnold   | Lisa Wilson     | Harlie Cornett    |
| Megan Howell     | Samantha Childers | Annette Greer   | Jennifer Icehnour |
| Angie Long       | Jordan Chambers   | Brooke Graham   | Chrisit Gentry    |
| Elizabeth Oakley | Terri Henson      | Sarah Swift     | Cydney Johnson    |
| Andy Wright      | Brandy Horne      | Kim Laws        | Gay Triplett      |
| Paula Stewart    | Rachel Osborne    | Chelsea Crowder | Denise Lewis      |
| Beth Hyder       | Trista Wilson     | Katarina Finney | Karen Trent       |
| Mindy Dunn       | Mary Ann Robinson | Stephanie Wills |                   |

**Approve the following to work in the ROAN Creek Elementary/LEAPS program for the 2020-2021 school year:**

|                 |                  |                  |                        |
|-----------------|------------------|------------------|------------------------|
| Angie Miller    | Nikki Campbell   | Kayla Arnold     | Evelyn Ainsworth       |
| Jessica Buckles | Stephanie Cronan | Andrea O'Donnell | Christi Blankenbeckler |
| Whitney Colson  | Beth Reynolds    | Abby Shaw        | Amber Greever          |

|                 |                  |                 |                  |
|-----------------|------------------|-----------------|------------------|
| Rob Timbs       | Ashlynn Tester   | Alice Johnson   | Taffy Dugger     |
| Sherree Schmees | Line Stalvey     | Buddy Morefield | Lisa Sentell     |
| Linda Morefield | Chelley Henson   | Penny Gentry    | Cydney Johnson   |
| Mary Lipford    | Haley Miller     | Kim Franklin    | Carol Hieronymus |
| Yvonne Cornelis | Summar Eller     | Debi Cabello    | Pam Crowder      |
| Amanda Potter   | Lori Faircloth   | Angela Brown    | Robin Keene      |
| Kim Artidiello  | Carol Mitchell   | Emily Vanover   | Monicia Nichols  |
| Joey Icenhour   | Tammy Farrow     | Misu Bendell    | Jessie Laing     |
| Cheri Long      | Bailey Kerley    | Terry Cornelis  | Chris Laing      |
| Tonya Proffitt  | Elizabeth Cannon | Sheila Morris   | Sonya Crowder    |
| Melanie Porter  | Sydni Banner     | Angie Brown     | Rachel Gilliam   |

**Approve the following to work in the Johnson County High School/21<sup>st</sup> Century program for the 2020-2021 school year:**

|                |                     |                 |                  |
|----------------|---------------------|-----------------|------------------|
| Brian Arnold   | Austin Atwood       | Hannah Osborne  |                  |
| Angela Blevins | Karen Blevins       | Matt Blevins    | Rebecca Boyd     |
| Thomas Boyd    | Christina Christian | Donna Pottet    |                  |
| Michelle Cooke | Priscilla Davis     | Kasi Dishman    |                  |
| Julie Dugger   | Tracy Dugger        | Michael Eggers  | Kechia Eller     |
| Uriah Fletcher | Bev Gambill         | Sonya Hammons   | Jennifer Harry   |
| Emily Harrison | Kayla Hensley       | Ashley Holt     | Nathan Jones     |
| Ricky Shaw     | Don Kerley          | Heidi Kerley    | Robbie McCulloch |
| Daniel McEwen  | Amanda Mullins      | Chris Mullins   | Casey Sutherland |
| Jennica Norman | Elijah Osborne      | Diane Pavusek   | Pete Pavusek     |
| Greg Reece     | Tina Reece          | Clarissa Schmal |                  |
| Heather Taylor | Michelle Walters    | Sirena Wiggins  |                  |

**Approve the following to work in the Johnson County Middle School/21<sup>st</sup> Century program for the 2020-2021 school year:**

|                   |                     |                  |                  |
|-------------------|---------------------|------------------|------------------|
| Mechelle Arney    | Teresa Stansberry   | Sarah Ransom     | Jessica Radford  |
| Lisa Potter       | Morgan Sollenberger | Phil Nave        | Chris Dunbar     |
| Julian Crews      | Susan Quave         | Leon Tolley      | Casey Sutherland |
| Eunice Johnson    | Susan Edwards       | Tammy Trivette   | Matt Bray        |
| Dottie Sue Phipps | Rhonda Murray       | Nathan Jones     | Debbie Arnold    |
| Jessica Muncy     | Leann Shoun         | Marsha Marcella  | Lane Sentell     |
| Kathy Garr        | Kelly Shephard      | Jenifer Petralia | Thomas Farmer    |
| Mark Humphrey     | Alex Pace           | Devin Shaw       | Kim Tolliver     |

**Transfers:**

**Leaves:** Elizabeth Cannon, maternity leave starting August 3, 2020-October 26, 2020

**Resignations:**

Michelle Zukowski, Doe Elementary, Teacher effective June 3, 2020

Jerry Agan, Johnson County Vocational School, Teacher effective June 30, 2020

Kayla Clawson, Johnson County High School, Assistant Principal effective June 30, 2020

Kaitlyn Cole, Johnson County High School, Band Teacher effective June 30, 2020

**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 9, 2020, at 6:00 p.m. The Chairman, Howard Carlton called the meeting to order. The Pledge of Allegiance was led by Ms. Reece, meeting was conducted under the CDC Guidelines.
2. The roll was called with the following members present: Mr. Carlton present, Mr. Long present, Mr. Matheson present, Mr. Payne present and Ms. Reece present. Ms. Warren, recorder present.
3. Presentation of Plaques to Retiring Employees: 8 Retirees: David Bentley, Dianna Howard, Dorothy Johnson, Patty Kimmel, Elaine Lipham, Gary Lipham, Bobby Wallace and Dolly Watson, total of years of service together was 116. Dr. Simcox shared a little about each one of them, Dorothy Johnson was present and received her plaques and thanked Johnson County Schools and the Board. Dr. Simcox thanked each one for their service and the years that each have given to Johnson County School System, and wished them all the best.
4. Presentation of Plaque to Outgoing Student Board Member-Sydney Souder: Dr. Simcox presented Ms. Souder a plaque for serving as Senior Board Representative. Thank you for the reports given throughout the school year and we wish you the best.
5. Recognition of Student Board Members: Senior Lauren Paterson and Junior (TBA later)
6. Recognition of Visitors or Delegations/Audience Participation-None
7. **Consent Agenda**

#### **Approval of Agenda**

Approval of minutes of the regular meeting of June 11, 2020, at 6:00 p.m., with any additions/corrections necessary (Attachment 7a)

#### **(Amendments on back for June)**

Approve the following amendments: (Attachment 7b)

Central Cafeteria Board Amendment

General Purchase School Board Amendment

Federal Project Board Amendment

Head Start (Calendar) Board Amendment

Head Start (Fiscal) Board Amendment

Approve the new ISP of 51.38% for CEP (Community Eligibility Provision) for school year 2020-2021, this rate will be locked in for the next four years. All students will be offered breakfast and lunch meals at no cost to them.

Approve Prom to be held at the Carnegie, Johnson City, TN (Saturday, April 24, 2021 from 7pm-11pm)

Approve overnight field trip for the following: (Attachment 7c)-None

A motion was made by Mr. Payne seconded by Mr. Long 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

8. Report of Student Board Member – Sydney Souder/Lauren Paterson-none to give
9. Per Board Policy update on Johnson County School System 2019-2020 Bullying and Harassment Report – none to report this year
10. Discussion and approval of Propane Contract (Attachment to follow) after discussion on the bids the Board decided to go with the lowest bid which was Marsh Propane with the agreement that the tanks would be switched out with no interruption to service before the start of school, with the next bid going to Freeman Gas if there are issues with the tanks/interruption of service from Marsh Propane, set up contract date for August 2020-June 2021- A motion was made by Mr. Long seconded by Mr. Matheson and carried by the following roll call: Mr. Long-yes, Mr. Matheson-yes, Mr. Payne-yes, Ms. Reece-yes and Mr. Carlton-yes
11. 5 Year Plan Update
  - Focus on Technology-a committee will be developed to create a technology planUpdated the Board that a technology plan will be implemented with the CARES act funds

12. First reading of TSBA recommended changes on the following policies: (Attachment 12)

- Policy #4.205 Enrollment in College Level Courses
- Policy #6.304 Student Discrimination, Harassment and Bullying, Intimidation and Cyberbullying
- Policy #6.3041 Title IX & Sexual Harassment
- Policy #6.305 Student Concerns, Complaints, and Grievances

First reading of the above policies were read

13. Approve Implementing CDC Standard Guidelines verses CDC Critical Infrastructure Guidelines (Attachment 13) after Dr. Long presented a presentation on the difference between implementing CDC Standard Guidelines verses the CDC Critical Infrastructure Guidelines, A motion was made by Mr. Long seconded by Ms. Reece to approve implementing CDC Critical Infrastructure Guidelines and carried by the following roll call: Mr. Long-yes, Mr. Matheson-yes, Mr. Payne-yes, Ms. Reece-yes and Mr. Carlton-yes

14. Budget Update – Tina Lipford, Dr. Simcox updated the Board with the report given to her by Ms. Lipford: The Johnson County County Commission returned from recessed session on Monday, June 29. The County Commission approved the budgets for Johnson County Schools, this included the general purpose budget, federal projects budget, central cafeteria budget and the head start budget. The budget will now be sent to the State for final approval. As anticipated, the 2% increase to the instructional salaries component was removed in the final state budget (passed on 6/18). LEAs are to use the estimates without the 2% increase to the instructional salaries component in their final budgets for FY21. The removal of the 2% increase led to a \$128,000 shortfall in revenue for Johnson County Schools. This shortfall will be erased when the funds for the virtual academy are amended into the budget and the salary for the School Based Mental Health Clinician will be transferred from the general purpose budget to the federal projects budget for school year 20-21.

15. Approve Quitclaim Deed for Shady Valley Elementary School to the Shady Valley Cranberry Festival Committee (Attachment 15), this was tabled last month by Mr. Long A motion was made by Mr. Long 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 Quitclaim Deed for Shady Valley Elementary School to the Shady Valley Cranberry Festival Committee and \$1 was given by Mr. Kevin Long.

**\*\*\*\*Moved to the Addendum to the Agenda Item\*\*\*\***

1. Approve the Returning of School Action Plan (following guidance through the school year from the State Department, Governor, CDC and/or Regional Health Department) of the reopen plan for the 2020-2021 school year, as discussed in the work session prior to the meeting

**Action taken on Addendum Agenda Item:**

1. Approve the Returning of School Action Plan (following guidance through the school year from the State Department, Governor, CDC and/or Regional Health Department) of the reopen plan for the 2020-2021 school year, as discussed in the work session prior to the meeting

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

**\*\*\*Moved back to Board Agenda\*\*\***

16. 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
  - Maintenance/Transportation update
  - Central Office Summer Work Hours:

**Effective:** Tuesday, May 26, 2020-Friday, July 24, 2020  
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  - July 29, Administrative In-Service/July 30, New Teacher In-Service
  - July 31 & August 3, Teacher Workday
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2. Personnel decisions made by Director of Schools

**Hires:**

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Bailey Kerley, Roan Creek Elementary, Teacher effective July 1, 2020  
Richard Shaw, Johnson County Vocational School-Automotive effective July 1, 2020

**Approve the following to work in the DOE Elementary/LEAPS program for the 2020-2021 school year:**

|                |              |                |                   |               |
|----------------|--------------|----------------|-------------------|---------------|
| Mark Hagaman   | Laura Baird  | Jan Eshleman   | Mallarie Graybeal |               |
| Daphne Greene  | Tammy Jarvis | Cydney Johnson | Patty Kimmel      |               |
| Sadie Lundy    | Wendy Snyder | Melissa Timbs  | S. Dianne Wilson  |               |
| Linda Wohlford | Annette Lowe | Mary Slempp    | Kendra Keller     | Anna Densford |

**Approve the following to work in the Mountain City Elementary/LEAPS program for the 2020-2021 school year:**

|                  |                   |                 |                   |
|------------------|-------------------|-----------------|-------------------|
| Bobbie Brooks    | Faye Baker        | Alicia Bauguess | Allison Strahan   |
| Jayne Davis      | Chassity Arnold   | Lisa Wilson     | Harlie Cornett    |
| Megan Howell     | Samantha Childers | Annette Greer   | Jennifer Icehnour |
| Angie Long       | Jordan Chambers   | Brooke Graham   | Chrisit Gentry    |
| Elizabeth Oakley | Terri Henson      | Sarah Swift     | Cydney Johnson    |
| Andy Wright      | Brandy Horne      | Kim Laws        | Gay Triplett      |
| Paula Stewart    | Rachel Osborne    | Chelsea Crowder | Denise Lewis      |
| Beth Hyder       | Trista Wilson     | Katarina Finney | Karen Trent       |
| Mindy Dunn       | Mary Ann Robinson | Stephanie Wills |                   |

**Approve the following to work in the ROAN Creek Elementary/LEAPS program for the 2020-2021 school year:**

|                 |                  |                  |                        |
|-----------------|------------------|------------------|------------------------|
| Angie Miller    | Nikki Campbell   | Kayla Arnold     | Evelyn Ainsworth       |
| Jessica Buckles | Stephanie Cronan | Andrea O'Donnell | Christi Blankenbeckler |

|                 |                  |                 |                  |
|-----------------|------------------|-----------------|------------------|
| Whitney Colson  | Beth Reynolds    | Abby Shaw       | Amber Greever    |
| Rob Timbs       | Ashlynn Tester   | Alice Johnson   | Taffy Dugger     |
| Sherree Schmees | Line Stalvey     | Buddy Morefield | Lisa Sentell     |
| Linda Morefield | Chelley Henson   | Penny Gentry    | Cyndey Johnson   |
| Mary Lipford    | Haley Miller     | Kim Franklin    | Carol Hieronymus |
| Yvonne Cornelis | Summar Eller     | Debi Cabello    | Pam Crowder      |
| Amanda Potter   | Lori Faircloth   | Angela Brown    | Robin Keene      |
| Kim Artidiello  | Carol Mitchell   | Emily Vanover   | Monicia Nichols  |
| Joey Icenhour   | Tammy Farrow     | Misu Bendell    | Jessie Laing     |
| Cheri Long      | Bailey Kerley    | Terry Cornelis  | Chris Laing      |
| Tonya Proffitt  | Elizabeth Cannon | Sheila Morris   | Sonya Crowder    |
| Melanie Porter  | Sydni Banner     | Angie Brown     | Rachel Gilliam   |

**Approve the following to work in the Johnson County High School/21<sup>st</sup> Century program for the 2020-2021 school year:**

|                |                     |                 |                  |
|----------------|---------------------|-----------------|------------------|
| Brian Arnold   | Austin Atwood       | Hannah Osborne  |                  |
| Angela Blevins | Karen Blevins       | Matt Blevins    | Rebecca Boyd     |
| Thomas Boyd    | Christina Christian | Donna Pottet    |                  |
| Michelle Cooke | Priscilla Davis     | Kasi Dishman    |                  |
| Julie Dugger   | Tracy Dugger        | Michael Eggers  | Kechia Eller     |
| Uriah Fletcher | Bev Gambill         | Sonya Hammons   | Jennifer Harry   |
| Emily Harrison | Kayla Hensley       | Ashley Holt     | Nathan Jones     |
| Ricky Shaw     | Don Kerley          | Heidi Kerley    | Robbie McCulloch |
| Daniel McEwen  | Amanda Mullins      | Chris Mullins   | Casey Sutherland |
| Jennica Norman | Elijah Osborne      | Diane Pavusek   | Pete Pavusek     |
| Greg Reece     | Tina Reece          | Clarissa Schmal |                  |
| Heather Taylor | Michelle Walters    | Sirena Wiggins  |                  |

**Approve the following to work in the Johnson County Middle School/21<sup>st</sup> Century program for the 2020-2021 school year:**

|                   |                     |                  |                  |
|-------------------|---------------------|------------------|------------------|
| Mechelle Arney    | Teresa Stansberry   | Sarah Ransom     | Jessica Radford  |
| Lisa Potter       | Morgan Sollenberger | Phil Nave        | Chris Dunbar     |
| Julian Crews      | Susan Quave         | Leon Tolley      | Casey Sutherland |
| Eunice Johnson    | Susan Edwards       | Tammy Trivette   | Matt Bray        |
| Dottie Sue Phipps | Rhonda Murray       | Nathan Jones     | Debbie Arnold    |
| Jessica Muncy     | Leann Shoun         | Marsha Marcella  | Lane Sentell     |
| Kathy Garr        | Kelly Shephard      | Jenifer Petralia | Thomas Farmer    |
| Mark Humphrey     | Alex Pace           | Devin Shaw       | Kim Tolliver     |

**Transfers:**

**Leaves:** Elizabeth Cannon, maternity leave starting August 3, 2020-October 26, 2020

**Resignations:**

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**Retirees:**

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Comments: TSBA Summer Law has been canceled due to COVID numbers. After discussion concerning Shady Valley students traveling on a bus, a smaller bus was asked to be use to transport these students.

The In-Service that was supposed to be held on July 31, 2020, has been is canceled/COVID.

Mr. Sutherland will continue to stream Board meeting on line.

Mr. Matheson: Appreciate all the staff and for getting schools back in operation

Mr. Payne: none

Ms. Reece: none

Mr. Long: glad to see some normal again

Mr. Carlton: proud of all the work done for starting of school, and for all the choices given to the students/families. Thankful for the CARES funds. Thankful to see that the Shady Valley Cranberry Festival is receiving Shady Valley Elementary School.

Ms. Reece made a motion that the meeting adjourn, Mr. Carlton adjourn the meeting. There being no further business the meeting adjourned at 7:10 p.m.

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Director of Schools  
(Dr. Mischelle Simcox)

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Chairman  
(Mr. Howard Carlton)

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Vice-Chairman  
(Mr. Kevin Long)

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Member  
(Ms. Jo Ann Reece)

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Member  
(Mr. Mike Payne)

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Member  
(Mr. Gary Matheson)

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