

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, December 14, 2010, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Rector Miller, David Lynch, Homer Rutherford, Josh Parker, Johnny Byrge, Scott Hill, Eugene Lawson, Johnny Creekmore, J.L. "Sarge" Collins and Chairman Mike Orick. Interim Director of Schools Sharon Ridenour was present and Gail Parks kept the minutes.

Prayer by Josh Parker.

Pledge of Allegiance led by Johnny Byrge.

Recognize Ms. Jennifer Henderson. Ms. Henderson was not present for the meeting.

I. Roll Call and Call to Order.

II. Approve Consent Agenda.

Motion by Parker, second by Lawson to approve Consent Agenda.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

- A. Minutes of the previous meeting.
 - 1. October 26, 2010, special called meeting.
 - 2. November 9, 2010, regular session meeting.

- B. Approve Executive Actions.
 - 1. Award lowest and best bid to B & A Construction for demolition of old Caryville Elementary & old East LaFollette Elementary Schools in the amount of \$114,000.00

 - 2. Award highest and best bid as surplus to Scrap Metal Solutions for scrap HVAC units at Campbell County High School in the amount of \$6,175.00

- C. Approve Campbell County High School Health Science class to travel to Atlanta, GA for Bodies Exhibition on December 15, 2010.

- D. Dilapidated Equipment.
 - Campbell County High School- School Nutrition Program
 - Fax Machine – L87404996 Printer CNHC35MIZO
 - Milk Cooler – 0184-127404
 - LaFollette Middle School – School Nutrition Program
 - Cash registers – P6952296 P6952296N
 - Traulsen two door refrigerator – 165219

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Old Caryville Elementary School- School Nutrition Program
GE Range Hobart Convection Oven #1410114011
Hobart Dishwasher Small Braising Pan Dishwasher Table
Walk in cooler and freezer (box only)

III. Approve Regular Agenda.

Motion by Byrge, second by Rutherford to approve Regular Agenda with changes of deletion of Budget Amendment 12-6, change wording of Director to Evaluator in item V-A. Add item V-H to read Approve Athletic Committee Code of Conduct.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

IV. Recognize Jeff Marlow, Director of Finance.

A. Monthly Financial Reports.

141 General Purpose School Fund. Balance Sheet as of November 30, 2010.

Cash with Trustee - \$7,489,131.33

Total Revenues - \$15,827,676.93

Percent of Budget 41.4%

Total Expenditures \$14,110,757.62

Percent of Budget – 36.3%

142 Federal Projects School Fund. Balance Sheet as of November 30, 2010.

Cash with Trustee - \$265,416.83

Total Revenues - \$2,049,640.70

Percent of Budget – 24.7%

Total Expenditures - \$2,205,942.95

Percent of Budget – 25.6%

143 Central Cafeteria Fund. Balance Sheet as of November 30, 2010.

Cash with Trustee - \$618,094.89

Total Revenues - \$1,273,908.96

Percent of Budget – 38.9%

Total Expenditures - \$1,222,754.34

Percent of Budget – 37.4%

Mr. Marlow gave a detailed summary of the November monthly financial report and request if there were no questions they be approved at this time.

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Motion by Byrge, second by Hill to approve the November monthly financial reports. Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

B. Approve Budget Amendments and Resolutions.

Mr. Marlow gave a summary of the Budget Amendments and requested they be approved at this time. Mr. Marlow informed the board of the decrease of Capital Outlay due to movement in personnel in the principal category. Board member Parker asked what textbooks were being purchased. Interim Director Ridenour stated CTE and all other levels.

Motion by Miller, second by Collins to approve Budget Amendments and Resolutions. Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

C. Reviewing of Bids. (Nothing at this time).

V. Items for Action:

A. Approve Countywide Athletic Evaluator position.

Board Miller stated the position would cover the entire system and no additional supplement would be paid for this position.

Motion by Miller, second by Creekmore to approve Countywide Athletic Evaluator position.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

B. Discuss and take any necessary action regarding participation in Extra Curricular activities while being placed in Alternative School.

Board member Miller stated it has been brought to his attention that Alternative School students were being permitted to participate in extra- curricular activities while being placed in the Alternative School. Board member Miller stated he felt this should not be permitted.

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Motion by Miller, second by Collins when students are enrolled in Alternative School they are not permitted to participate in extra-curricular activities.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

- C. Discuss and take any necessary action regarding Health Insurance Premiums (employer part) for non-certified employees upon retirement.

Board member Hill opened discussion by stating noncertified employees do not have the option as teachers regarding retiree insurance. Board member Hill stated he has been approached by many employees wishing to have the option and he would like to have the issue considered and looked into. Mr. Marlow stated the employees would have to switch from the state plan to the county plan to be eligible. Mr. Marlow read Resolution 12142010 into the record.

Resolution Requesting Funding to Establish BOE Classified Employee Medical Insurance Program

WHEREAS, Retiree Medical Insurance Programs presently exist for all employees of Campbell County with the exception of the Classified Employees of the Board of Education, and;

WHEREAS, the Campbell County Board of Education desires to establish a Retiree Medical Insurance Program for the Classified Employees of the Board of Education, and;

WHEREAS, the estimated annualized funding requirements to provide for the Retiree Medical Insurance Premiums for the Classified Employees of the Board of Education in accordance with the program specifications and eligibility criteria presently established for other Classified Employees of the Board of Education, and;

NOW THEREFORE BE IT RESOLVED, that the Campbell County Board of Education hereby request the Campbell County Board of Commissioners to provide increased local funding to the School System in the amount of \$200,000.00 per year for the purpose of providing funds to allow the Board of Education to establish a Retiree Medical Insurance Program for the Classified Employees of the Board of Education, and;

BE IT FURTHER RESOLVED, that the requested increase in local funding from the Campbell County Board of Commissioners for the establishment of a Retiree Medical Insurance Program for the Classified Employees of the Board of Education is to be in excess of any present or future Minimum Local Required Matching Funding Amount as prescribed/required by State Funding Formula, and;

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BE IT FURTHER RESOLVED, that the requested increase in local funding from the Campbell County Board of Commissioners for the establishment of a Retiree Medical Insurance Program for the Classified Employees of the Board of Education is to become part of the Maintenance of Effort Funding Amount and thus once the requested funds are provided to the School System for the establishment of a Retiree Medical Insurance program for the Classified Employees of the Board of Education such funds cannot be reduced in subsequent periods, and;

BE IT FURTHER RESOLVED, that the requested increase in local funding from the Campbell County Board of Commissioners for the establishment of a Retiree Medical Insurance Program for the Classified Employees of the Board of Education shall be increased in subsequent periods by the realized annual percentage of increase in Medical Insurance Premiums and any such subsequent increases in funding from the Campbell County Commission to provide for the realized annual percentage of increase in Medical Insurance Premiums shall be subject to the same funding protections established for the initial increased funding for the Classified Retiree Medical Insurance Program, and;

DULY PASSED AND APPROVED, this 14th day of December, 2010.

Motion by Hill, second by Lynch to send to the Campbell County Commission for complete funding.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

D. Consider amending Campbell County Board of Education Policy 4.602 Class Ranking. 1st Reading.

Motion by Rutherford, second by Parker to approve policy 4.602 Class Ranking on 1st reading.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

E. Consider adopting Campbell County Schools Credit Recovery Program Contract. 1st Reading.

Motion by Lynch, second by Hill to approve Credit Recovery Program Contract.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

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- F. Consider approving LaFollette City Council request for East LaFollette Elementary gymnasium.

Board member Parker stated the City of LaFollette would be getting the gym and some classrooms and the Board of Education would maintain 5 or 6 classrooms. Board member Miller stated Mr. Cantrell would need to draft a request and add a reversionary clause.

Motion by Miller, second by Rutherford to approve LaFollette City Council request for East LaFollette Elementary gymnasium.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

- G. Select and approve Director of Schools Search Committee appointments.

Chairman Orick request board secretary Gail Parks to assist with the selection of drawing names to the committee. Chairman Orick pulled a name from each district as Gail Parks witnessed. Chairman Orick thanked each community member candidate for their willingness to serve in the process. Chairman Orick read the Search Committee members to the audience.

1st district – Jerry Sharp

2nd district- Marjorie Paul

3rd district – Marlene Broadway

4th district – Vicki Heatherly

5th district – Jerry Sharp

It was determined the Selection Committee would hold their first meeting on Thursday, January 6th 6:00 p.m. at the courthouse.

- H. Approve Athletic Committee Code of Conduct.

Campbell County Board of Education Code of Conduct

The Campbell County Board of Education believes that high school athletic competition should be fun but that it must also be a significant part of a sound educational program. We believe that those who coach student-athletes are first and foremost, teachers who have a duty to assure their sports programs, promote important life skills and the development of good character. Finally, we believe that sincere and good-faith efforts to honor the words and spirit of the code will improve the quality of our programs and the well being of our student-athletes. This Code of Conduct applies to all full-time coaches involved in interscholastic sports with Campbell County Board of Education.

I understand that in my position as a coach, I must act in accord with the following code:

- 1. Trustworthiness** – Be worthy of trust in all you do and teach the student-athletes the importance of integrity, honesty, reliability and loyalty.
- 2. Respect** - Treat all people with respect and require the same of student-athletes.
- 3. Class-** Be a good sport, teach and model appropriate behavior, be gracious in victory and accept defeat with integrity.
- 4. Respect Parents-** Treat the parents of student-athletes with respect, be clear about your expectations, goals and policies. Keep post-game activities or meetings as brief as possible.

5. **Profanity-** Don't engage in or permit profanity or obscene gestures during practice, sporting events, or team buses, or any other situation where the behavior could reflect badly on the school.
6. **Positive Coaching-** use positive coaching methods to make the experience enjoyable, increase self-esteem. Refrain from physical or psychological intimidation, verbal abuse, and conduct that is demeaning to student athletes.
7. **Professional Relationships-** Maintain appropriate, professional relationships with student athletes and respect proper teacher-student boundaries.
8. **Positive Environment-** Strive to provide a challenging, safe and successful experience for the athletes by maintaining a sport that is physically and emotionally safe. This is to be achieved by proper supervision of locker rooms and fields of play.
9. **Protect Athletes-** Put the well-being of student-athletes above other considerations and take appropriate steps to protect them from inappropriate conduct.
10. **Honor the Spirit of Rules-** Observe and require student-athletes to observe the spirit and letter of the rules, including the rules of the game and those related to eligibility, recruitment, transfers and practice.

I have read and understand the requirements of this Code of Conduct. I will act in accord to this code.

Teacher-Coach Signature

Date

Motion by Byrge, second by Collins to approve Athletic Code of Conduct.
Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-yes, Hill-yes, Lawson-yes,
Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

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VI. Items for Discussion: Nothing at this time.

VII. Discuss Legal Matters. Nothing at this time.

VIII. Discuss Committee Reports.

A. Update from Education Committee. Nothing at this time.

B. Update from Negotiation Committee. Nothing at this time.

C. Update from Building Committee.

Board member Miller stated the company doing the heating and air at Campbell County High School has done a good job. Chairman Orick stated the demolition for the old Caryville Elementary has started and the old East LaFollette building will be torn down soon as well.

IX. Recognize School Board Members.

Each board member wished everyone a Merry Christmas and a Happy New Year. Board member Collins invited everyone to come to Newcomb Church for the dessert auction. Board member Lawson thanked AFT and PET for the refreshments prior to the meeting. Board member Parker thanked Ms. Shirley Davis for efforts in the Ken Bruce Scholarship. Chairman Orick commended David Wright and Rector Miller for rectifying the heating problem at Campbell County High School.

X. Recognize AFT President.

Mrs. Marlow wished everyone a Merry Christmas and a Happy New Year.

Sharon M. Ridenour
Interim Director of Schools

Mike Orick
Chairman of the Board