

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, May 14, 2013, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chairman Josh Parker, Johnny Byrge, J.L. "Sarge" Collins, Johnny Creekmore, Scott Hill, Eugene Lawson, Rector Miller, Mike Orick, Homer Rutherford, Danny Wilson. Director of Schools, Donnie Poston was present and Gail Parks kept the minutes.

Prayer by Danny Wilson.

Pledge of Allegiance led by Rector Miller.

I. Roll Call and Call to Order

II. Recognition of Guests

III. Approval of Consent Agenda

- A. Minutes of the previous meetings
 - 1. April 9, 2013, regular session meeting.
- B. Executive Actions.
 - 1. Approve Campbell County High School Special Education class to travel to Bush Gardens, Williamsburg, VA on May 9, 2013 through May 11, 2013.
- C. Approve school trips for the following:
 - 1. Campbell County High School Odyssey of the Mind to compete in World Finals at Michigan State University on May 22, 2013 through May 26, 2013.
 - 2. Campbell County GEAR Up Youth Summit to travel to Nashville, TN on June 10, 2013 through June 11, 2013.
 - 3. Campbell County High School Beta Club to attend National Beta Club Convention in Mobile, AL on June 19, 2013 through June 22, 2013.

Motion by Orick, second by Byrge to approve the Consent Agenda.

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

IV. Approval of Regular Agenda & Addendum

Motion by Byrge, second by Miller to approve the Regular Agenda & Addendum to delete Item 8-A. Addition to Agenda under Items for Action: Approve Director of Schools to apply for Virtual Schools in Campbell County for K-8 and 9-12. Approve RFP to go out to Virtual Schools, K-8 and 9-12. Chairman Parker informed the board they are not bound under anything with Virtual Schools this is allowing them to meet a deadline to make application. This is only allowing the Director of Schools to complete the paper work.

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Vote on Agenda & Addendum:

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

V. Comments from the Chair

Chairman Parker thanked Mrs. Sharon Ridenour on the CTE banquet at Campbell County High School and stated it was a job well done with the entire department. Chairman Parker stated he was proud of what the program produces for the county. Chairman Parker read the listing of the top 10 scholarship winners for Campbell County High School. Jellico High School awards night will be on Thursday night. Total awards for scholarships was in the range of \$500,000 up to possibly over \$1,000,000. Board member Orick recognized his nephew of achieving the number 1 spot in top 10 of the graduating class.

VI. Director's Monthly Report

Director Poston announced the date and time of graduation ceremonies for Campbell County High and Jellico High Schools and invited everyone that could to attend. This time two years ago, it seemed such a daunting, difficult task to see our students and teachers begin the journey with the new common core standards. As most of you know common core State Standards are rigorous academic standards designed to develop the skills, knowledge and competencies of students to increase college and career readiness, and help students to think critically, apply knowledge, solve problems, and effectively conduct analysis and synthesis. This will help make them more competitive and successful in the real world.

The Common Core Standards were developed by educators as part of a state-led effort to raise academic expectations and standards. Along with raising academic expectations and standards, state educational leaders also moved to align the standards to the accountability measures and we now have a new teacher performance evaluation system. Everything ties together.

Both students' futures and teachers' professional careers are connected in such a way that "together everyone achieves."

It is my personal belief and the belief of many if not most of the school directors in Tennessee, that we have tried to do too much too fast, especially in the area of student testing. Having said that, the one piece of this educational reform movement that needs to stay in place with constant oversight for added improvements, is the Common Core State Standards. Allow the teaching and learning process to continue with the new initiatives.

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Yes, slow the testing requirement until the systems can afford the high cost of technology. Use tried and proven methods that are already aligned to the Common Core Standards. This will help ease the tension of educators everywhere in the state who are worrying about meeting performance and accountability standards.

VII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of March 31, 2013

Cash With Trustee - \$7,500,424.11

Total Revenues - \$30,121,667.74

Percent of Budget – 76.5%

Total Expenditures - \$28,536,890.50

Percent of Budget – 70.9%

142 Federal Projects School Fund. Balance Sheet as of March 31, 2013.

Cash With Trustee - \$532,362.69

Total Revenues - \$4,167,527.73

Percent of Budget – 67.9%

Total Expenditures - \$4,166,981.58

Percent of Budget – 67.9%

143 Central Cafeteria Fund. Balance Sheet as of March 31, 2013.

Cash With Trustee - \$509,011.89

Total Revenues - \$2,608,966.16

Percent of Budget – 76.2%

Total Expenditures - \$2,573,183.25

Percent of Budget – 75.2%

Mr. Marlow gave a detailed summary of the March 31, 2013 Monthly Financial Report and request they be approved at this time.

Motion by Orick, second by Hill to approve the March 31, 2013 Monthly Financial Report. Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

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B. Approve Budget Amendments and Resolutions.

Mr. Marlow gave a detailed summary of the 5 Budget Amendments and Resolutions and request if there were no questions that all 5 be approved at this time.

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

C. Reviewing of Bids.

1. Security equipment for Campbell County High School and Jellico High School
FES Security – Only bidder

Security Products

16 Channel DVR put hard drive size and type under specifications Samsung SRD, 2TB SATA warranty 1 year. Bid price \$1,913.00. Dome Camera Samsung SCD 1/3 color 600 TVL with 1 year warranty \$220.00. Bullett Samsung SCD 1/3 color 600 TVLIR 131 ft. 1 year warranty \$384.00. Weather proof camera Samsung SCD 1/3 color 600 TVL IR 131 ft. 1 year warranty \$384.00. PTZ with weatherproof and vandal-proof housing Samsung SCD ¼ color 600TVL IR 1 year warranty \$1,194.00. Power supplies Altronics HTL 24 VAC 16 channel 1 year warranty \$184.00. Panel Patch Vericom 24 port 1 year warranty \$184.00. Cable per foot ADC RG-59-18-2 1 year warranty \$.38. Connectors each Thomas & Betts Snap & Seal 1 year warranty \$.86. Quest 1 year warranty \$1.96. All labor cost should be per hour and if different cost please include each labor cost on separate line. \$34.00 per man. No travel time. 1 year warranty.

Labor cost to service existing cameras - \$34.00 hour per technician warranty 1 year

Labor Cost to move existing cameras if needed - \$34.00 hour per technician 1 year warranty

Labor Cost to install a camera - \$34.00 hour per technician 1 year warranty

Labor Cost to install a DVR - \$34.00 hour per technician 1 year warranty

Labor Cost to install Power Supply - \$34.00 hour per technician 1 year warranty

Labor Cost to install and terminate Patch Panel - \$34.00 hour per technician 1 year warranty

Labor Cost to run cabling - \$34.00 hour per technician

Mr. Marlow explained as opposed to a dollar amount because it's not yet known by the school system exactly what component they are going to be putting in we have a unit price sheet to be approved.

Motion by Orick, second by Hill to approve Security Equipment as per unit price bid.

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

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2. Paving of parking area at East LaFollette Learning Academy.

Alternate #1

Rogers Group - \$35,702.00	\$38,463.00
Boshears Paving - \$45,045.00	\$52,875.00

Board member Hill stated if this amount of monies was being spent for paving, the area needed to be enclosed with fence as soon as possible. Board member Miller asked for clarification on the vestibules. We are only allocating the funds and we haven't put anything through to the architect as of yet, as to the number of schools and where we want this done. Mr. Marlow stated when he first was made aware of this he called the central office and asked how it was arrived at \$125,000. He was informed that price quotes had been received worth \$125,000 and once its bid we will all know. At this time there is no commitment for authorization.

Motion by Miller, second by Rutherford to approve paving of parking area at East LaFollette Learning Academy.

Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miler-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

D. Request permission to advertise Bids.

1. Classroom furniture, computers and instructional materials for Wynn Elementary School due to fire.

Motion by Miller, second by Wilson to approve bids for classroom furniture, computers and instructional materials at Wynn Elementary.

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

2. Restoration of concrete bleachers at Campbell County High School to be voted on in the June regular session meeting.

Mr. Marlow stated he felt this was a little aggressive. Board member Miller stated this could be done. Mr. Marlow stated he doubted this would happen in reality. Mr. Marlow stated this could be possible at the ending June meeting but not the regular session meeting in his opinion.

Motion by Miller, second by Orick to approve restoration of concrete bleachers at Campbell County High School.

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

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- E. Request permission to accept renewal of contracts. Nothing at this time.
- F. Update from Faye Comer regarding individual school activity funds.

Chairman Parker asked Mrs. Comer if everything was still good and she responded yes. The audit is back and there was only 1 finding. Mrs. Comer has spoken with Richard Hill regarding some internal management to follow up on. Mr. Marlow asked Chairman Parker to speak to Gary Williams regarding the \$1,000 rebate associated with the 9 schools. This would allow for the schools to receive the funds this year.

VIII. Items for Action:

- A. Discuss and eliminate funding for Safety and Athletic Director position and designate those funds towards additional School Resource Officers and or security personnel at all elementary schools and Learning Academy. This item was deleted from the agenda.
- B. Discuss and take any necessary action to fund additional School Resource Officers or security personnel at all elementary schools and Learning Academy.

Board member Miller stated he had this item placed on the agenda and agrees with Director Poston on his comment that every child deserves a quality education and a plan to be safe. Board member stated he felt we should be a role model on safety. Board member Miller also stated that in 2010 they placed additional SRO's in middle schools and kept the funding. Board member Miller stated he felt strongly that more security including the elementary schools and learning academy were important and has spoken at length with Director Poston regarding this issue and feels confident he shares the same concern.

Motion by Miller to hire 8 additional SRO's and send to County Commission to fund it 100 percent in next year's 2013-2014 budget. Second by Wilson.

Chairman Parker stated a law was passed where the county legislative body could give a one-time increase in funding without in affecting the maintenance of effort. Board member Rutherford stated he had also seen this. Attorney Cantrell stated school systems have tried to up the school resource officers. If you hire off duty officers you will lose federal funding and cannot have it both ways. Board member Orick stated he would support board member Miller's motion but Director Poston and Johnny Bruce have been working with the sheriff on a plan. Director Poston stated they were along with the sheriff's department looking into the Cops Grant.

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Mr. Marlow stated he hesitated to make the comment but wanted the board to have 100 percent of the information. Most of you are aware that local funding is going to have to increase in the 13-14 fiscal term for education. Based upon the May BEP estimate that total is going to be \$325,000 and the cost of the additional 8 SRO's is on the average of \$345,000 per annum. There is nothing to prevent the county legislative body from saying we will fund your SRO request by giving you that which we already have to give you meaning the \$325,000. This doesn't mean you have \$325,000 new money to do something new with because at the exact same time that this is happening on your local funding, your state earned funding is going down by a reciprocal amount. This means you would have no new dollars to do anything with due to decrease in state funding. Mr. Marlow stated he didn't want to see them commit to spend for 8 SRO's because if this occurs you will have to cut \$350,000 elsewhere to stay square. The Cops grant was discussed. Mr. Marlow stated the grant was a 3 year program and you are only committed to picking it up 100 percent one year afterwards. You must make application for the grant the first three years you would do 25 percent to the sheriff's department. The 4th year would require 100 percent commitment for one year. Board member Orick stated the sheriff has officers that need office space and is willing to provide an officer for an office space. Board member asked attorney Cantrell if he sees a problem with this. Attorney Cantrell stated no and that Anderson County tries to barter with their municipalities as well and as long as they are under the supervision of the sheriff's department he didn't see a legal problem with it. They will have identification and a weapon. This is of no charge to our system. Board member Miller stated he wasn't in favor of the middle school officer's filter to the elementary schools. Attorney Cantrell stated the principals have complete control over their schools. Mr. Marlow asked what kind of action would the board need to authorize or direct the principal to make that space available for these guys to go into. Attorney Cantrell again stated the board would not need to take action because the principal has full control of the mechanical facility in total. The Director can always come in and trump the principal if the principal doesn't want to allow it. Dail recommended a memorandum of understanding between the director of schools and the sheriff's department to say these employees are under the supervision of the Campbell County Sheriff's Department and providing space to have police presence. Mr. Cantrell stated he would draft a letter if needed. Board member Miller stated they outlying schools are of most concern to him and the sheriff.

Motion by Miller, second by Wilson to request funding from the County Commission of approximately \$345,000 for 8 School Resource Officers above and beyond in the addition to the state mandated local match increase. Second by Wilson.
Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

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- C. Consider amendment of Campbell County Board of Education policy 6.403(1) Pediculosis (Head Lice). 1st reading

Motion by Orick, second by Hill to approve amendment of Campbell County Board of Education policy 6.403(1).

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

- D. Consider amendment of Campbell County Board of Education policy 6.200 Attendance.

Motion by Wilson, second by Hill to approve amendment of Campbell County Board of Education policy 6.200.

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

- E. Consider approving Campbell County High School soccer program and supplement funding.

Motion by Byrge, second by Wilson to approve soccer program and supplement at Campbell County High School.

Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-no, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

- F. Approve Director of Schools to apply for K-8 & 9-12 Virtual School through the state.

Motion by Byrge, second by Wilson to approve application for K-8 & 9-12 Virtual Schools through the state.

A discussion was held that a meeting for the purpose to discuss Virtual Schools will be held on May 21st at 6:00. Chairman Parker stated Mayor Baird has been instrumental on this and this is a K-12 program. Chairman Parker stated this was only for Director Poston to make application to meet the end of May deadline. Director Poston stated he has mixed feelings about this.

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

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- G. Approve RFP to go out for Virtual Schools K-8 and 9-12.

Chairman Parker once again stated this does not obligate the board to anything and only requesting a proposal.

Motion by Byrge, second by Wilson to approve RFP for Virtual Schools K-8 and 9-12. Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

Mr. Marlow stated Director Poston said the income generated from this would not necessarily go directly to the school system but to the county. Chairman Parker stated he understood that it would come to the county trustee's office. Attorney Cantrell stated it has to be split the same way of the ADM when it comes in. Mr. Marlow asked why the Board of Education would be having an expense of an RFP if in fact they are going to have any income to provide for that. Chairman Parker stated in speaking with Mayor Baird there were certain things that are required by the Board of Education to meet the state guideline. Mr. Marlow stated he assumed in the RFP proposal that they are saying they are giving so much income if they are allowed to do this function. Director Poston stated he has read the guideline and we must answer yes to each and everything on the list before we can be considered. Mr. Marlow asked if the money comes from the state department or the firm. Board member Orick attorney if Anderson County was participating in this. Attorney Cantrell stated Anderson County declined due to 3 systems they could not make a profit. Board member Miller asked if attorney Cantrell would be involved in this issue. Attorney Cantrell stated the state was not really pushing this and someone with the state board of education that also is looking at your interest because they don't want this to come in. Board member Wilson asked if a teacher would be sent to the student's home. It was further explained that all of this in on line.

IX. Items for Discussion:

- A. Discuss process of non-performing teachers based on evaluations.

Board member Miller asked what the bottom line was going to be. Are they going to be given another year or you didn't perform so you are gone and hire a new teacher? Director Poston discussed Teacher Effectiveness which includes evaluations. This will be in effect next year. Attorney Cantrell stated tenure as we know it is no longer available. Once a teacher has been approved then if they make a 1 they get one year. You can't dismiss them the next year and the administration has to come up with an action plan. If you make back to back years of 1 & 2 you are automatically gone. The state wants at that point an employee in theory tenure has lost all their ability and can be not rehired. Board member Rutherford asked when a teacher is evaluated does the same person do the evaluations. Attorney Cantrell stated a new teacher must have 6 evaluations administratively done and 3 by the principal.

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Mr. Marlow asked if a non-tenured teacher is dismissed for non-performance if they can get unemployment benefits. Attorney Cantrell stated no.

B. Discuss continuing gymnasium roof leak at Caryville Elementary School.

Board member Miller stated Mike Malicote was going to get information on this issues and this needed to be fixed. Mr. Marlow stated he has copies of all roof warranties in his office.

X. Discuss Legal Matters. Nothing at this time.

XI. Recognize School Board Members

A moment of silence was observed for former educators Katherine Gunter and Wayne Tidwell.

Board member Collins request a copy of listing everyone's salary and position who works at the central Office. Board member Hill congratulated the entire senior class at Campbell County High School and Jellico High School. Board member Miller thanked Sheriff Goins, school board members and Johnny Bruce for our School Resource Officers.

Meeting Adjourned.

Donnie Poston
Director of Schools

Josh Parker
Chairman of the Board