

# MINUTES

The Campbell County Board of Education met in regular session on Tuesday, February 12, 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 Johnny Byrge.

I. Roll Call and Call to Order

II. Recognition of Guests

Recognize Rector Miller.

Board member Miller stated his name has been scattered around with many things being said and he felt compelled to stand before everyone and express his feelings as an individual. Board member Miller stated Donnie Poston was a friend of his and he was a good man, a good Christian man with integrity unsurpassed. Sometimes personalities get into a situation where if you take your position as a board member seriously there may be times where you have to question things that may not all be out in the public eyes that you are concerned with because you are concerned with the direction the educational system. Board member Miller stated he wanted to address an allegation that has been made. Board member Miller stated he has never threatened anyone with his vote or coerced any board member with his vote. If anyone has ever said this they are less than truthful. Board member Miller stated he has been concerned about things since September and has been vocal about those issues. Some of the items include teacher/pupil ratio and the vision and leadership of our system. Last fall he was told we were going to be out of compliance by 7 teachers in the elementary schools. In December board member Miller stated Director Poston told him they would be getting 7 more teachers and board member Miller was excited about this. If you want grades to go up you need to lower the classroom size and if you want to do this you have to pay for it. 21 teachers were cut last year along with Reading Recovery. We have students in the 4<sup>th</sup> & 5<sup>th</sup> grade who can't read board member Miller expressed. Reading Recovery helped these students. We had to cut the budget because we wouldn't raise taxes. Board member Miller stated he had a good conversation with Director Poston and talked with him regarding an email that he received from Mr. Marlow last September. Mr. Marlow stated in the email that 12 additional certified teachers would have to be cut. This total came up to be \$835,000. The 7 teacher's board member Miller thought we would get in December, the Director of Finance worked with the State of Tennessee and came up with a formula and asked did this help us. Now we are faced with a \$835,000 cut. Board member Miller stated that last month he didn't know where the funds would be coming from. The Chairman and the Director of Schools will work with Mr. Marlow and asked for everyone to do including Director Poston is fight for the education for our children so they can compete with

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other counties that area doing what they need to do because they are paying for it. If we need to tell the people this is what is needed and let this good man lead us in this direction. If we do this the county court won't look back at us and say you have to cut more because we are not raising taxes because it's an election year next year. Board member Miller stated he had to run again next year also, and stated he didn't care if he wasn't elected again if he decided to run but he did know that the board has made strides and bounds in construction, teacher morale, and the first principals academy is underway with Director Poston's leadership. Board member Miller stated he just needed to say and share these few things which gets construed in the public sometimes. We need to give the students the best education we can and pay for it. Also, we must keep them safe and believes funding for school resource officers for the elementary schools is a must. We could tap into the undesignated fund balance or raise taxes. Board member Miller also stated he hoped they would send a clear message to Mr. Marlow and the County Commission with Mr. Poston's leadership that we don't need to cut teachers, assistant principals even though we are over the BEP formula and we don't have to have as many assistant principals, we can't get the job done without our assistant principals. Board member Miller stated in closing that if they stay together because sometimes things get twisted in the public to make things look bad, people will latch on to this. Board member Miller stated Director Poston has assured him there is no way we can do this with our educational system. It's time we get serious about education and there is a need to stand up to the County Commission. Let's have AP and Honors classes so our students can compete and have scholarships. Board member Miller stated Director Poston has the ability to lead our system and he openly stated he voted no last month because of the concern and wasn't clear on issues, and Director Poston has expressed and cleared up issues and when the Chairman decides to have another vote he would be in support for Director Poston for as long as he wanted.

Recognize Thomas Hatmaker.

Mr. Hatmaker thanked the board for recognizing him and he would be brief. Mr. Hatmaker stated he had some questions regarding the solar panels. Mr. Hatmaker stated if the project generated revenue for the schools he didn't have any problem with the project but was concerned that they had received the correct information and wanted them to know there was other options. Mr. Hatmaker also stated he had concerns because this did not go out on bid even though Mr. Marlow stated it did not have to as per Tennessee Code 12-115, because this was professional services. He stated he was a little worried about that statement because of professional services you don't have to have a product that you purchase. Mr. Hatmaker stated is waiting on information from the comptroller's office. Mr. Hatmaker stated he much respect for Mike Malicote and is in no way against him and his partner. Mr. Hatmaker asked Mr. Marlow if he had received a quote from another company. Mr. Marlow stated no. Mr. Hatmaker stated the other company made a quote of almost \$9500 less per site and because it is looked at as professional services didn't mean they couldn't look at other options.

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We are elected to spend the tax dollars as efficient as they can and because there is a Tennessee code saying we don't have to bid something out doesn't mean they can't look at other options and get other ideas. Mr. Hatmaker stated this is what he wanted to come and discuss and thanked the board for recognizing him. Board member Orick asked if the code stated it was prohibited from the bid process. Mr. Marlow stated this was correct. The code states it's not exempt but prohibited and in layman's term, don't do it. Mr. Marlow stated Mr. Kemp had been before the board previously about leasing space on the roof tops as opposed to purchasing the product our right. Mr. Marlow stated from his prospective has reviewed all options and have chosen the one with the most income. The difference is approximately \$12,000 per year, over 20years which would be \$240,000. The purchase option over the 20 year period they are going to get about \$20,000 a year for the first 15 years and the next 5 years they are going to receive \$200,000 per year which would be in total of 1.3 million dollars versus \$240,000 is a million dollar net increase in the amount that the school system is going to receive in the 20 year period. Mr. Marlow stated he wasn't a school board member but this would be very important to him.

Recognize Robbie Thomas/Mike Malicote.

Mr. Thomas asked the board if there were any questions regarding the solar panels. Chairman Parker asked the board if it would be okay with everyone for Robbie and Mike to stay and respond later as this item is on the agenda. The board agreed and Mr. Thomas and Mr. Malicote will stay and respond at a later time in the meeting.

Recognize Danny Wilson.

Board member Wilson stated he wanted to explain that he did not understand the special called meeting and was there to apologize to Mr. Miller for misleading him and any other board member he mislead. Board member Miller stated he kept saying he was new and had a lot to learn but he had to quit this and he had to know what was going on. Board member Wilson again apologized to board member Miller by saying he didn't mean to mislead him in any form. This is not an easy job stated board member Wilson, anyone who thinks it is they need to run and get elected and see what they can do with it. Board member Wilson stated he has always had a conflict or hard time making decisions about other people. Board member Wilson commented by saying he knew this was for the betterment of the students and community and the safety of our children. Mr. Poston is doing a good job and is a supporter of Mr. Poston and when Mr. Poston gives a path that he feels they should support him and give him what he needs to give our children the right way to go and that he loves children. Board member Wilson stated he realizes that it isn't making decisions with one another and stated he had to vote on what he thought was best in his mind and heart on what was in front of him for the betterment of the children and community. Board member Wilson stated he wanted our county to thrive and with children much of this starts at home. We have to make our community thrive and this is where the additional money will come from that board member Miller was speaking about.

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Board member Wilson stated its okay to disagree and still maintain a working relationship with one another. Board member Wilson promised the board and people that he from this point forward will not avoid making a decision and if he disagrees he will tell it upfront at that time. Board member Wilson again apologized to board member Miller and stated he and board member Miller can work together with every other member. Board member Wilson stated he felt board member Miller was one of the smartest individuals he had ever met and he wasn't upfront with him as he should have been. Board member Wilson concluded with saying he looked forward to working with everyone to make it a better environment, a better education and a safer place for our children.

Recognize Wayne Parker.

Mr. Parker stated to the board he was an electrician of 44 years and what he had to address to the board was a maintenance problem. Mr. Parker stated he lived across from Caryville Elementary School and that since mid-November all outside lights with exception of the gym were staying on 24 hours a day, 7 days a week and this was a waste of money. 44 lights at 10 cents per kilowatt is \$8.70 per day. This is \$245.00 per month wasted. Mr. Parker stated if someone could not fix it he could. Also, Mr. Parker pointed out there was rocks on the playground, there is an old sink hole and the pond is getting deeper all the time. The last item mentioned was the flag pole was not aluminate at night. Director Poston stated he would have the maintenance department to address these issues the next morning.

Board member Byrge stated before they get any further in the meeting he would like to make a motion to suspend the rules and place on the agenda that the board secretary to notify the media give a 15 day notice to extend the Director Poston's Contract and to hold a special called meeting thereafter and make it the only item on the agenda.

Motion by Byrge, second by Miller on suspension of the rules.

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

Motion by Wilson, second by Byrge for board secretary to send out notice for 15 day notification for special called meeting on February 28, 2013, at 6:00 p.m. with the only item on the agenda to be the extension of Director Poston's contract.

Mr. Cantrell will be present for the meeting. Chairman Parker asked Mr. Cantrell if it was needed to specify if it was a 1 or 2 year extension. Mr. Cantrell stated the law was clear and as long as Mr. Poston's original contract and extensions don't exceed over 4 years it will be okay. Board member Creekmore stated he felt they should make it a 2 year contract if Mr. Poston is willing.

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Mr. Cantrell made a suggestion under the 15 day statute is to do an extension of the existing contract. New terms of the contract could be entered into once the extension is approved. This is for the extension only and not new terms within the contract.

**Vote on Motion:**

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

III. Approval of Consent Agenda

- A. Minutes of the previous meetings
  - 1. January 8, 2013, regular session meeting.
  - 2. January 31, 2013, special called meeting.
  
- B. Executive Actions.
  - 1. Award bread bid to Flowers Baking Company in the amount of \$2,650.50.
  - 2. Administrative School/Facility Closings: Effective January 1, 2013 all certified and classified employees, both full-time and part-time, shall receive compensation in an amount equal to the amount of regular compensation, exclusive of any other pay items such as Homebound, LEAP's 21<sup>st</sup> Century and other similar supplemental activities, such employees would have received had such employees actually performed work for the number of hours scheduled to be worked on the days wherein facility(ies) were closed as an administrative decision of the Director of Schools, such as closings for inclement weather, inhabitability of the facility premises, medical necessity and any other events wherein the Director of Schools deems it in the best interest of the School System to close a facility or multiple facilities. This employee benefit is in addition to any other benefit(s), either expressed or implied, provided to only full-time employees. This employee benefit shall not result in any certified employee receiving annualized compensation (fiscal year basis) greater than the annual compensation amount contemplated for each certified employee's annualized term of employment, such as 100 day contract, 120 day contract, 200 day contract, 260 day contract or any other variants of defined terms of anticipated annualized work days or hours, and receipt of this employee benefit does not relieve certified employees from the requirement to fulfill their annualized term of employment even though the certified employee shall not receive any additional compensation.

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- C. Dilapidated equipment
  - 1. Caryville Elementary  
HP Photosmart Express 1HA8EQJCZB  
School Nutrition Program  
2 – 20 quart mixers - #1830883 31-1148-455
- D. Approve Campbell County High School Odyssey of the Mind to travel to Asheville, NC for competition on February 22, 2013 through February 23, 2013.

Motion by Orick, second by Collins to approve 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

Motion by Miller, second by Creekmore to approve the Regular Agenda and 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 reminded the board of TSBA Day on the Hill on February 20<sup>th</sup>.

VI. Director's Monthly Report

Director Poston informed the board of LMU holding an ACT Prep class 39 students from Campbell County High School and 11 from Jellico High School will be participating. Mr. Nidiffer recommended reviewing 10 top board policies which affect students and parents. Director Poston briefly discussed concerns regarding the danger of text, tweets, Facebook and emailing. Director Poston stated the following concern: In just the last few years, educators and parents have had to face unparalleled discipline issues and concerns never thought or even considered a decade ago. One thing is certain the dangers and pitfalls of using mobile devices aren't going away. With this thought in mind, it is important for us to realize that it is our responsibility to teach students to be safe. Often, comments tweeted or texted lead to physical assaults, suicide, drug usage, bullying and crimes of every nature. The dangers are limitless. I want to take this opportunity to bring added attention to this growing concern. We as educators and parents must provide stricter oversight to what our children are sending and receiving. Having shared my concern, let me also say that by the time our students enter their professions the need to utilize mobile technology will be even stronger.

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Not preparing our students for that world would be negligent. We need, however, to teach kids responsible ways to use technology. Keeping them safe by refusing to expose them to technology is irresponsible on our part. Students are using cell phones whether we ban them in school or not. They are communicating, sending pictures to each other, using social media and social networking and consuming information. We need to be teaching them how to do this while protecting themselves from both mistakes they might make that will follow them for decades and to protect them from others who want to do them harm. In the days ahead, we will be adding more emphasis on safe technology practices. This will be just another component of our expanding safety program. I have shared with our staff that we should never get complacent and satisfied with our level of safety measure in our schools. We need to continually analyze, evaluate, and monitor every aspect of school safety and that includes an added emphasis on how our students and teachers are using and sharing mobile technology. I want to invite and encourage our parents and the community to join us in this endeavor.

VII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of December 31, 2012.

Cash with Trustee -\$6,600,332.09

Total Revenues - \$18,810,850.48

Percent of Budget – 50%

Total Revenues - \$18,139,116.30

Percent of Budget – 47.1%

142 School Federal Projects Fund. Balance Sheet as of December 31, 2012.

Cash with Trustee - \$537,500.58

Total Revenues - \$2,666,922.14

Percent of Budget – 43.3%

Total Expenditures - \$2,631,848.57

Percent of Budget – 42.7%

143 Central Cafeteria Fund. Balance Sheet as of December 31, 2012.

Cash with Trustee - \$427,437.93

Total Revenues - \$1,588,938.39

Percent of Budget – 46.5%

Total Expenditures - \$1,727,662.18

Percent of Budget – 50.5%

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Mr. Marlow gave a detailed summary of the December 31, 2012 Monthly financials and request if there were no questions they be approved at this time.

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

B. Approve Budget Amendments and Resolutions.

Mr. Marlow gave a detailed summary of the February Budget Amendments and Resolutions and request they be approved at this time. Budget Amendment 2-7 will be considered for approval after item VIII-E.

Motion by Byrge, second by Miller to approve amendments 2-1 through 2-6.  
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. Professional Development.  
School Improvement Network - \$81,980.00

Recommendation to award only bid to School Improvement Network in the amount of \$81,980.00. This is also the recommendation of Pam Walden, Federal Programs Director.

2. Cellular Phone Service.  
Verizon Wireless - \$28.84

Recommendation to award only bid to Verizon Wireless. This is also the recommendation of Jack Cannon, Technology Coordinator.

Motion by Miller, second by Byrge to approve Reviewing of Bids.  
Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

D. Request permission to advertise bids for commodity processed food items (turkey and chicken).

Motion by Miller, second by Wilson to advertise bids for commodity processed food items.  
Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

E. Request permission to accept contracts. Nothing at this time.



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- F. Update from Faye Comer regarding individual school activity funds.

Mrs. Comer asked the board if they had any question regarding the reports. No board member had any questions and thanked Mrs. Comer for being present.

VIII. Items for Action:

- A. Discuss and approve School Resource Officers at all elementary schools and Campbell County Learning Academy. This item was moved to IX-D.
- B. Discuss and approve lowering of Jellico Elementary School cafeteria ceiling.

Board member Miller stated it would be the kitchen ceiling instead of the cafeteria ceiling and the maintenance department could do this in 4 work days.

Motion by Miller, second by Creekmore to approve lowering of Jellico Elementary School kitchen ceiling.

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

- C. Consider approving the 2013-2014 school year calendar.

**Abbreviated Days will dismiss at 10:00 a.m. CAMPBELL COUNTY SCHOOL CALENDAR  
2013-2014**

**Tuesday, August 6..... Inservice Day**  
**Wednesday, August 7..... County-Wide Inservice Day at Jellico**  
**Thursday, August 8..... Inservice**  
**Friday, August 9..... Registration Day Dismissed 1:00 p.m. Teachers all day**  
**Monday, August 12..... First Full Day of Class**  
**Thursday, August 29..... 1<sup>st</sup> 6 Weeks Mid-Term Ends**  
**Monday, September 2..... Labor Day Holiday/No School**  
**Friday, September 6..... 1<sup>st</sup> Month Ends**  
**Friday, September 20..... 1<sup>st</sup> 6 Weeks Ends**  
**Friday, September 27..... Report Cards Issued**  
**September 30-October 4..... Parent Visitation Week**  
**Friday, October 4..... 2<sup>nd</sup> Month Ends**  
**Friday, October 11..... 2<sup>nd</sup> 6 Weeks Mid-Term Ends**  
**October 14-18 ..... Fall Break**  
**Friday, November 1 ..... Inservice Day for Teachers/No school for Students**  
**Monday, November 11..... Veterans Day/No School**  
**Tuesday, November 12 ..... 2<sup>nd</sup> 6 Weeks Ends/3<sup>rd</sup> Month Ends**  
**Tuesday, November 19 ..... Report Cards Issued**  
**Wednesday, November 27 ..... Abbreviated Day ( Dismissed at 10:00 a.m.)**

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November 28-29 .....Thanksgiving Holidays/No School  
**Thursday, December 5.....3<sup>rd</sup> 6 Weeks Mid-Term Ends**  
 Thursday, December 12.....4<sup>th</sup> Month Ends  
**Friday, December 20 .....3<sup>rd</sup> 6 Weeks Ends/1<sup>st</sup> Semester Ends/Abbre. Day Dismiss at 10:00**  
 December 23-January 3.....Christmas & New Years Holidays/No School  
 Monday, January 6.....First Day After Holidays  
 Friday, January 10.....Report Cards Issued  
 Monday, January 20.....Martin Luther King Holiday/No School  
 Friday, January 24.....5<sup>th</sup> Month Ends  
**Monday, January 27 .....4<sup>th</sup> 6 Weeks Mid-Term Ends**  
 February 3-7.....Parent Visitation Week  
 Friday, February 14.....Inservise Day for Teachers/No School for Students  
 Monday, February 17.....President’s Day/No School  
**Wednesday, February 19.....4<sup>th</sup> 6 Weeks Ends**  
 Tuesday, February 25.....6<sup>th</sup> Month Ends  
 Wednesday, February 26.....Report Cards Issued  
**Wednesday, March 12 .....5<sup>th</sup> 6 Weeks Mid-Term Ends**  
**March 24-28.....Spring Break**  
 Tuesday, April 1.....7<sup>th</sup> Month Ends  
**Wednesday, April 9.....5<sup>th</sup> 6 Weeks Ends**  
 Wednesday, April 16.....Report Cards Issued  
 Friday, April 18.....Good Friday/No School  
 Wednesday April 30.....8<sup>th</sup> Month Ends  
 April 28-May 2 .....TCAP TESTING  
**Friday, May 2 .....6<sup>th</sup> 6 Weeks Mid-Term Ends**  
 Friday, May 23 .....J.H.S. Graduation 6:00 p.m.  
 Saturday, May 24.....C.C.H.S. Graduation 10:00 a.m.  
 Monday, May 26.....Memorial Day/No School  
 Thursday, May 29.....Administrative Day  
 Friday, May 30 .....Last day of school/Report Cards Issued/Abbre.Day/**6<sup>th</sup> 6 Week Ends**

- D. Consider approving Solar Panel Installation Contract with EETN (Efficient Energy of Tennessee) in the amount of \$373,500 for the 3 additional school sites which include Jellico High School, Jellico Elementary and Elk Valley Elementary Schools.

Board member Miller asked Mr. Thomas when the first panel was installed. Mr. Thomas stated January 16, 2013. Board member Miller asked who would own the panels after 15 years. Mr. Thomas replied the Board of Education would. The individual school will receive the funds generated. Mr. Marlow stated that they complied with the law.

Motion by Orick, second by Hill to approve Solar Panel Project with EETN.  
 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. Approve Debt Service Transfer Resolution #20130213 to provide for debt servicing of the bonds to be issued to fund solar panel projects at all 12 sites.

Motion by Hill second by Orick to approve Debt Service Transfer Resolution #20130213. Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

Motion by Miller, second by Orick to approve Budget Amendment 2-7. Parker-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Miller-yes, Orick-yes, Rutherford-yes, Wilson-yes. Motion Passed.

- F. Discuss and approve security vestibule installation at 5 priority schools. This item was deleted from the Agenda.

IX. Items for Discussion:

- A. Discuss dilapidated equipment.

Board member Miller stated he request this item to be placed on the agenda and stated he was concerned some may be falling through the crack and asked in any consideration has been given to donate any items. Mr. Cannon stated most items are not repairable but could only be given to a non-profit organization.

- B. Discuss and recommend to Director of Schools for additional funding for Advanced Placement and Honors classes at Campbell County High School and Jellico High School.

Board member Miller stated he request this item be placed on the agenda and that he has discussed the issue with Director Poston. Board member Miller made the request again to please look into funding for these classes.

- C. Discuss reporting of student achievement in LEAP's and 21<sup>st</sup> Century programs at all schools.

Board member Miller asked if the students and their progress were being monitored. Board member Lawson also asked if the end of each program was monitored. Rita Goins stated the student progress was monitored and there was a tracking program. Ms. Goins stated she would be happy to give a report. Ms. Eunice Reynolds stated parents called and thanked her for tutoring.

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- D. Discuss School Resource Officers at all elementary schools and Campbell County Learning Academy.

Board member Miller stated more safety was needed in all our schools. BEP funding will be out the first of April. Mr. Marlow stated the cost of a resource officer is approximately \$50,000 with benefits and supplies.

- X. Discuss Legal Matters. Nothing at this time.

XI. Recognize School Board Members

Board member Hill stated he wanted to say thank you publically to the community and people in the 3<sup>rd</sup> district for the calls and emails in expressing their feelings over the past few weeks in regards to the Director of Schools extension. Board member Hill also stated he will continue to support Director Poston and thanked his colleagues for opening the door back up for discussion for the director's extension. Board member Creekmore stated he voted no last month on the contract extension and told Director Poston that evening that he felt things were being rushed along because the contract wasn't up until June. Board member Creekmore stated he didn't have any issue with supporting the contract and if Director Poston was willing to serve he would like for him to have 2 years. Board member Creekmore commented by saying when they go into the process within the next 2 weeks they need to look at how the Director's salary is in comparison with other counties and focus needs to be placed on the education of our kids. Gail Parks will get comparison of Director of Schools salary to other systems and give findings to board member Creekmore. Board member Rutherford stated in the last 2 to 3 weeks he has had a lot of positive feedback regarding Director Poston and that he gives him his support.

Meeting Adjourned.

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Donnie Poston  
Director of Schools

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Josh Parker  
Chairman of the Board