

## MINUTES

The Campbell County Board of Education met in a Special Called meeting on Thursday, January 31, 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 and Danny Wilson. Gail Parks was present and kept the minutes.

Prayer by Randy Comer.

Pledge led by Mike Orick.

Meeting called to order.

Recognition of Guest.

Chairman Parker stated all guest to speak would address the Chair and for personal attacks to be spoken.

### 1. Sharon Marlow

Mrs. Marlow addressed the board by saying she was there to address the issue of the intent on the Director of Schools search. Mrs. Marlow stated she was usually in attendance as a representative for the American Federation of Teachers but this evening she was wearing many hats. She is a grandparent, aunt, cousin, great aunt, lots of people teachers and students. Mrs. Marlow wanted to congratulate the board for all their accomplishments they have made. Buildings and additions, many repairs, upgraded heating and air, sports facilities, extended benefits to classified employees. Mrs. Marlow thanked the board for all that was accomplished. Mrs. Marlow stated the most awesome thing that they have done by far was when they hired Donnie Poston as a Director of Schools. Mr. Poston has brought peace and unity to Campbell County Schools. We have had 6 superintendents in the last 10 years. If any county should have terrible test scores in the state or nation its Campbell County. We haven't had much continuity in leadership and we have had to jump from boat to boat. Things have been a struggle to learn so many personalities. Mr. Poston isn't perfect as none of us are, but he has help heal so many wounds and calmed stress. This is true from almost every teacher I have talked with. Director Poston has brought back unity and honesty and this is what our schools, parents, students and employees needed and we still need this. Mrs. Marlow stated Mr. Poston has had the best interest at heart with the parents, students, schools and teachers he has not mandated or humiliated employees and this is appreciated. Mrs. Marlow commented about the thousands of people who are voters in Campbell County that feel the same way and that we don't think you need to do a superintendent search and we think we should keep the one we have and let us have school.

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You could spend months, years and even thousands of tax payer dollars and you still won't find anyone that has as much experience, empathy and character as Mr. Poston.

2. Sarah O'Roark/Whitney Sawyer

Chairman Parker reminded both students to address the Chair.

Sarah O'Roark addressed the board by saying she was a senior at Campbell County High School and she was present to represent the student body at Campbell County High School. Sarah stated she had a petition with at least 150 names which was collected in less than an hour who felt that Mr. Poston should remain the Director of Schools. The feeling of students is they care what is going on in the school system and request the board listen and give consideration to how they felt. Sometimes when you are asked where you are from and you say Campbell County people will give you a frown look but as of recent this has started turning around. Ms. O'Roark compared changing directors to a football program and that there is a need to heal the wounds with the previous coach and to build from that point on. Ms. O'Roark asked the board to look at this impartially and to do what best was best for the students and the people who elect them.

Whitney Sawyer addressed the board respectfully if they have the wishes of the people in their district to select a new director of schools and if they did not to stop and be the leaders they were elected to be. Test scores are important but they are a combination of multiple student personalities and broken homes environment with much more. The key lies between the wisdom and leadership to know that Rome wasn't built in a day and we not asking our school board to hire a savior and the task isn't easy but we have to give Mr. Poston enough time to shift from second by third gear before we bring in another coach with a completely game plan. Ms. Sawyer stated most individuals she had spoken with are overwhelmingly in support of Mr. Poston and feels they can come to him with anything and he is ethical. Ms. Sawyer asked the board to stop and think before you vote to open a search and you will be throwing us back into first gear. Ms. Sawyer challenged the board to be the leaders they were elected to be and not to give into another voice. We have a director who good, moral, and has integrity and respect and honor from the community. As you cast your vote me, my family and others will be paying attention. Ms. Sawyer asked the audience if they were in support of Mr. Poston staying as Director of Schools to please stand and raise their hand. Ms. Sawyer stated she was embarrassed that she had to defend Mr. Poston to her school board who should know far better than her the very potential of the administration and to let the record show.

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3. James Slusher

Chairman Parker asked Mr. Slusher to address comments to the Chair.

Mr. Slusher stated the selection of the director of schools was a serious matter as we have approximately 6000 students enrolled in our schools. The success of our schools is at stake. Mr. Slusher stated under the board's authority they could open a search for a director of schools at any time and wished to share his opinion of 3 instances which have occurred recently. Within the school system. Test scores and academic goals and the statistics speak for themselves. Campbell County ACT scores in the area of reading, math, and science for 2012, 2011, and 2012 are respectfully 18.3, 18.3 and 17.8. The state average is 19.2. Campbell County ranks 99 in the state. Bench marks are 18, 22, 21 and 24. Most colleges expect the average of composite score at least 24. Our composite score for 2012 is 17.8 and Mr. Slusher stated this was appalling. Mr. Slusher gave a review of the state report card for selected schools. Mr. Slusher stated he made a public request for records on January 27, 2013, for the schools solar energy project. Mr. Slusher stated there was no knowledge on the director's part that the project had started before all the approvals were received. The director did not request this project to be bid, however, the board and commissioners were given presentations and this does not constitute competitive bidding or solicitation of proposals. Mr. Slusher stated the director played no role in the architectural engineering for the solar panels project. EETN is working with MBI to ensure all structural integrity issues are addressed. To Mr. Slusher this implies these issues were not complete even though the solar system are currently being placed on the roofs. Board member Orick spoke to say he could be called out of order but there are parents in the audience who have children in these schools and if you are saying these schools are not safe Mr. Slusher interjected and stated he did not say that. Board member Orick stated that is what he said. Chairman Parker stated that people were going to talk like human beings to each other. Board member Orick stated Mike Malicoat was in the audience and could address the issue. Chairman Parker stated once Mr. Slusher was finished board member Orick could rebut the issue. Mr. Slusher stated most of our schools were aged and their structure must be served by it. Our school system is financially broken and when you take on debt that no educational value process is this a wise use of our tax dollars. An outburst of coughing occurred and Chairman Parker stated there would be order in the gallery. Mr. Slusher stated a recent serious personnel matter and how it was handled by the director. Mr. Slusher stated the school board ran for election and the people elected. You have a contract with the director of school and you entered into one with the citizens of this county to provide the best schools as possible and it is your responsibility to fulfill your contract.

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Board member Orick stated he didn't mind about how to discuss the financial part and bidding of this issue but these parents kids are in harms way because of the comments and Mr. Malicoat needs to address this. Board member Orick request a recess and everyone could stay if they wanted to hear. Chairman Parker stated for respect for the chair and this is a special called meeting that 6 people wanted. There is a specific agenda and Mr. Malicoat isn't on the agenda and can not speak at this time. Board member Orick asked Mr. Malicoat to stay after the meeting is over to address the parents and media. Mr. Malicoat will address the public after the meeting is adjourned.

4. Tom Chadwell

Mr. Chadwell stated he would be brief in his comments because everything he wanted to say has been said. Mr. Chadwell gave an over view of the climax of the former director and moral of employees. Mr. Chadwell stated he was amazed at the calm and peace to employee core brought by Director Poston. Mr. Chadwell stated he has been subject to changes in his career and people whom he worked for all of his concerns were put to rest by fellow employees. Employees would tell him to trust Mr. Poston and things will be alright and over the course of the last two years things have been alright and it is due to trust and confidence. When the union contract expired we had no grievence procedure and was concerned about MR. Chadwell stated. He expressed this concerned to fellow employees and was told Mr. Poston has said if anyone had a problem they could come and see him. This was good enough for the employees of the system because Mr. Poston was a fair and honest man. Mr. Chadwell stated inclosing comments that Campbell County should be proud to have Mr. Poston to lead us as long as he will.

I. Approve Agenda of Special Called Meeting, January 31, 2013.

Motion by Miller, second by Creekmore to approve the Agenda of the Special Called Meeting, January 31, 2013.

Chairman Parker informed the board and audience that he would be voting against approving the agenda. Chairman Parker stated he supported Donnie Poston for Director of Schools and didn't see the need to do a selection process and he appreciated everyone coming out to the meeting that is why he is not approving the agenda. As Chairman, I refused to call a meeting on my own. There are 2 ways to hold a special called meeting. The Chairman calls one or 6 members of the board call one. I refused to call a special called meeting because I believe in Donnie Poston as director of schools stated Chairman Parker.

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Chairman Parker stated he has family in the schools and it was personal to him because people give their all day in and day out and when he votes he will be voting against discussing the process for the director of schools selection because in his opinion we have a fine director that deserves at least one more year.

Vote on approving the January 31, 2013, Special Called Meeting Agenda.  
Parker-no, Byrge-yes, Collins-yes, Creekmore-yes, Hill-no, Lawson-yes, Miller-yes,  
Orick-no, Rutherford-no, Wilson-no. Motion Failed.

Meeting Adjourned.

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Josh Parker  
Chairman of the Board

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Donnie Poston  
Director of Schools