

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, May 13, 2014, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chairman Rector Miller, Johnny Byrge, J.L. "Sarge" Collins, Johnny Creekmore, Scott Hill, Eugene Lawson, Mike Orick, Danny Wilson. Board member Homer Rutherford was absent and board member Josh Parker arrived late. Director of Schools Donnie Poston was present and Gail Parks kept the minutes.

Prayer by Revered Tim England.

Pledge of Allegiance led by Danny Wilson.

I. Roll Call and Call to Order

II. Recognition of Guests

Mr. Mike Sharp was recognized. Mr. Sharp informed the Board of the passing of his wife Suzanne who was a teacher at Jacksboro Elementary School due to kidney cancer. Mr. Sharp stated he had been paid for his wife's sick and personal days at the rate of \$75.00 per day and felt these were her days and should be paid on the daily rate of pay. Mr. Sharp stated his wife's passing was very sudden and she worked on days when she was ill so that she could teach her students. The board informed Mr. Sharp this item was on the Agenda for discussion and possible approval. Director Poston stated to Mr. Sharp that he was sorry for his loss and Suzanne was an excellent teacher.

Board member Collins recognized CTE teachers Mr. Parrott and Ms. Davis for and students for 1st place awards given in small engine repair and culinary arts.

III. Approval of Consent Agenda

- A. Minutes of the previous meeting
 - 1. April 8, 2014, regular session meeting.
- B. Approve Executive Action.
 - 1. Establishment of Hourly Wage Amounts for Extracurricular Activities and/or Supplemental Services: Effective July 1, 2013 the Director of Schools, at the discretion of the Director of Schools, is authorized to establish hourly rates of pay for persons performing Extracurricular Activities and/or Supplemental Services at amounts not less than minimum wage and not greater than fifty dollars (\$50.00) per hour.
- C. Dilapidated Equipment
Campbell County High School CTE
Printers – 0013846 0013843

MINUTES
PAGE 2
MAY 13, 2014
REGULAR SESSION MEETING

Motion by Wilson, second by Creekmore to approve the Consent Agenda.
Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes,
Parker-absent, Rutherford-absent, Wilson-yes. Motion Passed.

IV. Approval of Regular Agenda and Addendum

Motion by Orick, second by Wilson to approve the Regular Agenda and Addendum.
Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes,
Parker-absent, Rutherford-absent, Wilson-yes. Motion Passed.

V. Comments from the Chair

Chairman Miller stated he had met with Director Poston in regards to the budget crisis this year and suggestions to ease the burden on the tax payers but yet maintain excellence within the school system. Our system has a fully functional Learning Academy and with the start of the 2014-2015 school year Jellico High will also have a functional Learning Academy and in saying this the ISS program is providing certified pay to non-certified personnel. We can eliminate or adjust the compensation of this program for a savings of \$295,000 and funnel these students within the Alternative Learning Academy. Chairman Miller stated he has discussed this with both principals and they feel this is a good idea and this is something they should consider before the budget is presented to the county commission. Chairman Miller stated they felt certified teachers should be over computer labs and this is where we need additional funding. Funding is being re-aligned as certified personnel is being used for all RTI instruction beginning the 2014-2015 school year as to where teaching assistants have been doing this. Travel is being looked at being reduced 20% for savings between \$20,000 to \$40,000. Travel savings could be done by conference calls or webinars. Maintenance department could possibly save a couple of positions and save nearly \$80,000 per year due to new buildings and new upgrades on buildings including air conditioners. Chairman Miller stated he has negotiated with Director Poston on staff change in the Coordinated School Health that could procure savings of at least \$75,000 back to general funds and hire cheaper certified individuals to coordinate that are certified nurses. Chairman Miller stated these would be tough decisions to make but as board members we must make every effort to realize, evaluate and eliminate any programs that could ease the burden of loss revenue for our budget and to continue. The board has approved for additional School Resource Officers and raises for teachers and classified personnel. Chairman Miller also stated our school nurses need to be considered for an increase in salary. Chairman Miller congratulated Director Poston on his tenure as Director of Schools and stated he has cut more in personnel spending more than any other director. Chairman Miller commented this was an election year and discussion needs to be held where dollars could be saved and keep the program that are working to show the commission that if additional funds are asked for its because we have to have it.

MINUTES
PAGE 3
MAY 13, 2014
REGULAR SESSION MEETING

VI. Director's Monthly Report

Director Poston stated Senior Night would be held on May 15, 2014 at Jellico High and Campbell County High School was on May 12th. This years senior class has received more scholarship funds in the history of the high school. The PARCC test has been placed on hold for next year and TCAP grades 3-11 in reading, writing and Math will be given in the 2014-2015 school year. Director Poston congratulated and thanked the teachers and students for an excellent year.

Director Poston requested a moment of silence for the loss and passing of students and teachers.

VII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of March 31, 2014.

Cash With Trustee - \$10,137,167.24

Total Revenues - \$30,382,496.93

Percent of Budget – 79.7%

Total Expenditures - \$26,827,207.63

Percent of Budget – 66.7%

142 Federal Projects School Fund. Balance Sheet as of March 31, 2014.

Cash With Trustee - \$319,425.00

Total Revenues - \$3,632,493.01

Percent of Budget – 61.7%

Total Expenditures - \$3,628,650.02

Percent of Budget – 61.6%

143 Central Cafeteria Fund. Balance Sheet as of March 31, 2014.

Cash With Trustee - \$604,851.91

Total Revenues - \$2,417,577.41

Percent of Budget – 72.1%

Total Expenditures - \$2,381,167.43

Percent of Budget – 70.4%

Mr. Marlow gave a detailed summary of the March 31, 2014 Monthly Financials and request if there were no questions they be approved at this time.

Motion by Orick, second by Parker to approve the March 31, 2014 Monthly Financial Report. Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes, Parker-absent, Rutherford-absent, Wilson-yes. Motion Passed.

MINUTES
PAGE 4
MAY 13, 2014
REGULAR SESSION MEETING

B. Approve Budget Amendments and Resolutions.

Mr. Marlow gave a detailed summary of the 4 May 2014 Budget Amendments & Resolutions and request if there were no questions they be approved at this time.

Motion by Parker, second by Creekmore to approve the May 2014 Budget Amendments and Resolutions.

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

C. Reviewing of Bids.

1. Special Education Bus

Cumberland - \$63,113.00

Mid South Bus Center - \$59,896.00

Central States Bus Sales - \$60,285.00

Recommendation to award lowest bid to meet specification and requested delivery time for bus to Central States Bus Sales. This is also the recommendation of Linda Campbell, Special Education Director.

Motion by Hill, second by Parker to award bus bid to Central States Bus Sales in the amount of \$60,285.00.

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

D. Request permission to advertise Bids.

1. Custodial Supplies for the 2014-2015 school year.

Motion by Hill, second by Parker to advertise bids for custodial supplies for the 2014-2015 school year.

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

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

F. Update from Faye Comer regarding individual school activity funds. Nothing at this time.

MINUTES
PAGE 5
MAY 13, 2014
REGULAR SESSION MEETING

VIII. Items for Action:

- A. Consider approval of hiring outside firm to perform a bus route survey to present to the board for the 2014-2015 school year.

Chairman Miller stated he had spoken with Mr. Larry Nidiffer about this issue and it has been several years since a firm performed a routing of our bus routes to see if we had any improvements. Mr. Nidiffer stated it had been 20 to 25 years and the University of Tennessee did the survey. Mr. Nidiffer recommended this due to new subdivisions being built. Mr. Nidiffer stated he would take care of this. Mr. Marlow asked if estimates would be given first. Mr. Nidiffer will collect information and report back to the board. Board member Lawson asked who owned bus 44. Mr. Nidiffer stated in January of 2014 Darwin Tinch purchased bus 44. The driver has quit the route. Mr. Nidiffer stated within the last 3 weeks 5 drivers have quit to pursue other jobs and this has created a shortage. A resolution has been met for the rest of the year. This contract has been suspended for the remainder of the year. Board member Lawson stated the owner is responsible for the driver and if they can't we need to find someone who can. Board member Byrge stated he would like to see the county purchase an extra bus and to put this into the budget process for next year.

Motion by Orick, second by Parker to hire a firm to perform a bus route survey.
Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes, Parker-yes, Rutherford-absent, Wilson-yes. Motion Passed.

- B. Discuss and take any necessary action regarding teacher salary in the 2014-2015 school year budget.

Board member Lawson stated he requested this item on the agenda. This item was approved at last month's meeting but Mr. Marlow states we can't do a percent. Mr. Marlow stated the board needed to do a fixed amount per person.

Motion by Lawson, second by Wilson to approve \$800.00 raise for certified employees and a \$500.00 raise for non-certified employees for the 2014-2015 school year.
Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes, Parker-yes, Rutherford-absent, Wilson-yes. Motion Passed.

MINUTES
PAGE 6
MAY 13, 2014
REGULAR SESSION MEETING

- C. Discuss and take any necessary action regarding Jellico Elementary School football field.

Board member Collins stated he requested this item be placed on the agenda. Board member Collins stated he has tried for 2 to 3 years to get something done and thinks \$150,000 to \$175,000 would get the job done. Chairman Miller stated the board does not have this much in capital outlay for this year and asked if he was recommending to take what was available for this year and use part of the undesignated fund balance for next year's budget. Mr. Marlow stated he didn't know as of today's date what the balance in capital outlay was. Mr. Marlow asked if they wanted to take what was available in the 2013-2014 capital outlay and move them to this project and whatever the difference is to take the rest out of next year's capital outlay. Mr. Marlow pointed out if this was the plan they would have no generic monies for the current fiscal term. Board member Collins stated the fence could be moved approximately 50 yards and 400 block were left from the alternative school. Chairman Miller stated to get started with the bleachers they could start with about \$60,000. Board member Collins asked if they didn't have any use for the block if the maintenance could move them. Board member Orick asked if they were using funds from this year or next year. Board member Hill asked what other projects are currently going on. Chairman Miller stated he didn't know of anything going on at this time. Board member Lawson stated one of the things that needed to be discussed in the near future would be a need for 4 additional classrooms at Caryville Elementary. They are already crowded. Chairman Miller stated there was an overcrowded issue in the cafeteria at Jacksboro Elementary. Mr. Marlow stated if they were going to take any funds out of fund balance it would be for a one time use of capital outlay not reoccurring expenditures. Chairman Miller stated prices for bleachers were around \$40,000, concession stand around \$20,000 and this would be a tremendous improvement for this project.

Motion by Creekmore, second by Collins to allocate \$75,000 out of Undesignated Fund Balance this year for Jellico Elementary School for said project.

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

- D. Discuss and take any necessary action regarding the payment of accumulated sick leave days for deceased employees who die while in active service and were otherwise eligible to retire.

Chairman Miller stated the board had previously heard Mr. Sharp at the beginning of the meeting and asked if anyone had anything else to say. Board member Wilson stated he felt they should pay the full amount of sick days. Mr. Marlow recommended the board place a cap on the amount. Board attorney Cantrell stated they should establish a policy that would include death. Board member Collins asked if this issue could be discussed at a possible workshop next month. Mr. Marlow recommended to the board not to wait past June.

MINUTES
PAGE 7
MAY 13, 2014
REGULAR SESSION MEETING

Chairman Miller made a recommendation to set the cap at \$10,000.

Motion by Lawson, second by Creekmore that effective July 1, 2013, upon the death of Board of Education employees who die while in active service and were otherwise eligible to retire, the Board of Education will make payments to the estate of the deceased employee for the accumulated sick days of the deceased employee at the employees effective daily wage rate at the time of death, up to the maximum payment amount of \$10,000 to the estate of the deceased employee.

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

- E. Consider approving \$7,200.00 for rent to the City of LaFollette for the Adult Education program in the 2014-2015 school year.

Motion by Lawson, second by Wilson to approve \$7,200.00 for rent to the City of LaFollette for the Adult Education program for the 2014-2015 school year. This will be for a 1 year period. Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes, Parker-yes, Rutherford-absent, Wilson-yes. Motion Passed.

- F. Consider approving Community Eligibility Provision in the school nutrition program for the 2014-2015 school year.

Mrs. Vicki Woodard stated this has always been a passion of hers to be able for children to eat at no charge regardless of economic status. Mrs. Woodard also stated this will be 98.2% reimbursed and this program will work for us and can get out of the program at year end. This will be for breakfast and lunch.

This item received a unanimous Motion and vote.

Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes, Parker-yes, Rutherford-absent, Wilson-yes. Motion unanimously passed.

- G. Discuss and take any necessary action regarding processing of the 2014-2015 Coordinated School Health Grant due by May 19, 2014.

Board member Orick stated he requested this item be placed on the agenda. Board member Orick stated we have a grant due by May 19th and asked for the status of the grant. Chairman Miller stated he had not signed the grant as of yet.

MINUTES
PAGE 8
MAY 13, 2014
REGULAR SESSION MEETING

Motion by Orick, second by Hill for the Coordinated School Health Grant to be signed and submitted.

Chairman Miller stated in his comments this was one of the items he and Director Poston was negotiating to see if there were places to save money and voting yes for this would be forcing the Chairman to sign to sign the contract and voting no would allow latitude between now and next Monday. Board member Orick asked if the Chairman would be happening before the 19th. Chairman Miller stated if he and the director come to terms then he would sign the contract. Chairman Miller stated if the majority of the board tonight votes for him to sign it he will sign the contract tomorrow morning. Board member Orick asked what kind of communication they would have of the negotiation. Chairman Miler stated he or Mr. Poston would call him. Chairman Miller stated there were situations where other personnel could be put in and save money. Board member Orick asked Director Poston if this was correct. Director Poston stated the position had to be someone who held a BS. Director Poston stated he had received congratulations last week on our system having a good year in Coordinated School Health. Chairman Miller stated the largest portion of the grant is going for salaries. Board member Hill stated he didn't care who was in charge of the grant and does this for a living and never would he send back a \$100,000 grant. Mr. Johnny Bruce stated his salary was based upon a pay scale and regardless of this position he would be paid and the classification of this position requires a BS or MA. Mr. Bruce stated the program has brought in \$102,000 in grants or in kind and only lacks the chairman's signature. Mr. Bruce stated he has a Master's degree and 36 years of experience. Board member Orick asked Director Poston if he was satisfied with the program. Director Poston stated yes and had made that clear from the beginning. Mr. Marlow asked if the contract is approved does the director of schools take place as to who is placed in the position not withstanding whatever action is taken by the board at this juncture or not. Chairman Miller stated yes that was correct. Board member Orick asked what they were waiting on. Chairman Miller stated they were waiting to see if Chairman Miller and the Director of Schools comes to terms with the possibility of saving additional money of the taxpayers and maybe some staff changes in the Coordinated School Health Grant.

Vote:

Voting yes forces the Chairman to sign the grant and voting no gives the Chairman time to work with Mr. Poston to possible save the county additional money.

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

MINUTES
PAGE 9
MAY 13, 2014
REGULAR SESSION MEETING

- H. Discuss and take any necessary action regarding Preschool at White Oak Elementary.

Board member Creekmore stated he requested this item to be placed on the agenda due to several members of the White Oak community along with teachers for a preschool to be placed at White Oak Elementary. Director Poston stated he has been in contact with Clinch Powell program about a possible for a head start program. This program would include 3 year olds and a meeting is scheduled for tomorrow. Principal, Allison Poston stated she was losing students because a preschool does not any longer exist. There is a great need for a preschool there and board member Creekmore stated he would just like to see equality for the children at White Oak. Director Poston stated one of the preschool class would no longer be a Caryville Elementary due to space. Chairman Miller asked if there were 3 Pre-K classes at Jacksboro Elementary. Director Poston stated yes. Chairman Miller asked if the preschool classes at Jacksboro Elementary were paid from local funding. Mr. Marlow responded yes. Mrs. Allison Poston stated she felt her numbers would increase if she had a preschool class. Board member Lawson asked if the reason they were losing a class at Caryville was due to space. Director Poston responded yes. Board member Lawson stated he didn't want to trade off the 20 students out of the 4th district. Board member Wilson stated he felt all students should have the same opportunity. Board member Wilson stated he was having a difficult time with this. It was explained that the funding for the additional preschool class that was leaving Caryville would go to fund a class at White Oak Elementary instead of having a 4th preschool class at Jacksboro Elementary. Director Poston stated he felt sure they would receive the grant for the head start program for White Oak Elementary.

Motion by Creekmore, second by Parker to implement a Preschool class at White Oak Elementary for the 2014-2015 school year.

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

- I. Consider approving School Nutrition Summer Feeding Program.

Motion by Hill, second by Wilson to approve School Nutrition Feeding Program.

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

MINUTES
PAGE 10
MAY 13, 2014
REGULAR SESSION MEETING

IX. Items for Discussion:

- A. Central Office staff review of Response To Intervention (RTI) detailing of how the program will be implemented for the 2014-2015 school year.

Ms. Vickie Heatherly gave a detailed summary of the program and how students will be given researched instruction. The program is broken down into 3 tiers. Teachers spend 90 minutes with tier 1, assistants are coming into class to assist. Tier 3 requires 45 minutes to an hour. Teaching assistants have been trained. Principals walk through to make sure it is being done with fidelity. This is done 5 days per week.

- B. Discuss buyout of employee accumulated sick leave.

Board member Wilson stated he had this item placed on the agenda and feels that all employees should be treated equal and the \$75.00 per day rate should be for everyone. The cooks and other people only get \$50.00 per day if they sell them. If employees take their sick days you can't hire someone to take their place. Board member Wilson stated you would save money by purchasing their days at the rate of \$75.00 per day instead of them getting a doctor's excuse and paying their regular pay

- C. Discuss mowing and cleaning of Central Office building.

Chairman Miller asked if the contract has ever gone out for bid. Mr. Marlow stated no. The contract is over \$10,000.00. The maintenance department has a lawn mower and could mow the grounds. If the position stays at current it will go out for bid

X. Discuss Legal Matters.

Attorney Cantrell stated Director Poston's contract would need to be signed.

MINUTES
PAGE 11
MAY 13, 2014
REGULAR SESSION MEETING

XI. Recognize School Board Members

Board member Orick stated he would like the specifics on the Coordinated School Health Grant on next month's agenda. Board member Creekmore thanked the board for support for field house and Preschool at White Oak Elementary. Board member Parker congratulated the seniors for their efforts and those who had achieved perfect attendance for 13 years. Board member Wilson stated he wanted to be on record to stated he was strongly against Common Core.

Meeting adjourned.

Donnie Poston
Director of Schools

Rector Miller
Chairman of the Board