

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, November 14, 2017, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chairman Clint Bane, Johnny Byrge, Crystal Creekmore, Lisa Fields, Wallace Goins, Faye Heatherly, Brent Lester, Steve Morgan, Mike Orick and Sharon Ridenour. Larry Nidiffer, Director of Schools was present and Gail Parks kept the minutes.

Prayer by Steve Morgan.

Pledge of Allegiance led by Faye Heatherly.

I. Roll Call and Call to Order

II. Recognition of Guests

Karen Mills, Campbell County Children's Learning Center

Ms. Mills stated they had 13 members whom made up their board and they are waiting on their (501c) (3) status. The program is currently utilizing Hillcrest Baptist Church and can offer 4 credits. A need for extra legislation for teachers to be certified for courses and curriculum ready for 2018 so they incorporate as electives.

Isaiah & Bridgett Lawson

Mr. and Mrs. Lawson stated they were recognized at the September meeting and wanted to know if something had been worked out for their daughter. Director Nidiffer stated the funds would be ready tomorrow and someone would be in place at Valley View on Monday morning.

Campbell County Sheriff's Department

Sheriff Goins addressed the board regarding our great SRO program and the great working relationship between the board and his department. Sheriff Goins stated he was asking the board for a K-9 just for our schools. Our drug problem is a big situation and this could serve as a deterrent. Chairman Bane asked if there would be a schedule for the dog. Officer Jeremy Goins commented by saying the dog would be randomly at schools. The dog in search of is a Labrador from either North Carolina or West Tennessee. To purchase the dog and equipment would be a cost to the board in the amount of \$10,000.00. Office Goins stated the department would be going to evaluate the dog and complete a 5 week handler's course. This dog would only be used for narcotics only and possibility of tracking. The dog is approximately 2 years of age and would be at White Oak Elementary during the day and would attend sporting events. The dog will be medically cleared.

Motion by Orick, second by Heatherly to suspend the rules to add to agenda.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

MINUTES
PAGE 2
NOVEMBER 14, 2017
REGULAR SESSION MEETING

Motion by Orick, second by Creekmore to add to agenda item VIII-K to purchase a K-9 out of Capital Outlay funds in the amount of \$10,000.00.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

Jacksboro Middle School and LaFollette Middle School student of the week.

Board member Fields recognized the following students for their leadership qualities and character. These students make us proud.

LaFollette Middle School – Noah Marlow, Jade Drummonds, Katlin Cole, Coltin Evans, Carter Smith and Beverly Huckaby.

Jacksboro Middle School - Cassidy Leach, Caden Morris, Ivey Bingland, Tristen Ackerman, Garrett Medley and Aubrey Lust. This is also announced on WQLA and WLAJ radio and including posting on school marquee and school websites.

III. Approval of Consent Agenda

A. Minutes of the previous meetings.

1. October 10, 2017, regular session meeting.

B. Approve Executive Actions.

1. Approve funding for IntreEd Forum/Conference which will be provided through the University of Kentucky E-Discovery program for Entrepreneurial Conference to be held in November 2017. See Attached funding resolution.
2. Approve Plasma Cutting Table with Upgrade Educational Package. Bid to be awarded to Holston Gases in the amount of \$22,437.03
3. Approve Campbell County High School FFA to travel to Indianapolis, IN for National FFA Conference on October 27, 2017 through October 28, 2017.
4. Approve Campbell County High School GEAR-UP to travel to University of the Cumberland's in Williamsburg, KY on November 3, 2017 through November 4, 2017.

C. Dilapidated equipment

Jacksboro Elementary School Nutrition Program

Point of Sale monitor – Serial #0145031009353 Model #AC 6210

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

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-ye, Orick-yes, Ridenour-yes. Motion Passed.

MINUTES

PAGE 3

NOVEMBER 14, 2017

REGULAR SESSION MEETING

IV. Approval of Regular Agenda

Motion by Ridenour, second by Heatherly to approve the Regular Agenda.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

V. Comments from the Chair

Chairman Bane congratulated Faye Heatherly on her appointment of TSBA President. Board member Heatherly stated this was an honor and she was thankful for the opportunity to serve and her goal is to help assist to be better for students and teachers. She also stated it was great to see the board there. Chairman Bane reminded everyone of Day on the Hill and to inform Gail if you plan to attend.

VI. Director's Monthly Report

Director Nidiffer stated the system was good on school buses 11 out of the 21 capital projects have been started. The principals will be performing their data review on November 20 and 21. Board member Orick asked for a final list of projects. Board member Heatherly asked if the complete report on bus evaluations had been done. Director Nidiffer stated yes, and several hundred miles had been cut off. Director Nidiffer will write a report and send out to the board. Board member Heatherly asked if the early pickup and late pick up had improved. Director Nidiffer stated it was his understanding no student is on a bus more than an hour. Mr. David Jones answers all calls.

VII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of September 30, 2017

Cash with Trustee – 4,209,504.45

Total Revenues - \$7,480,914.08

Percent of Budget – 17.7%

Total Expenditures – 43,464,238.89

Percent of Budget – 21.2%

MINUTES
PAGE 4
NOVEMBER 14, 2017
REGULAR SESSION MEETING

142 School Federal Projects fund. Balance Sheet as of September 30, 2017
Cash with Trustee - \$305,629.66
Total Revenues - \$1,115,197.42
Percent of Budget – 24.7%
Total Expenditures - \$1,115,197.42
Percent of Budget – 24.7%

143 Central Cafeteria Fund. Balance Sheet as of September 30, 2017
Cash with Trustee - \$3,965.24
Total Revenues - \$742,841.27
Percent of Budget – 18.4%
Total Expenditures - \$937,758.26
Percent of Budget – 23.3%

Mrs. Karen Henegar gave a detailed summary of the September 30, 2017, Financial Report and request if there were no questions they be approved at this time.

Motion by Orick, second by Goins to approve the September 2017 Monthly Financial Reports.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

B. Approve Budget Amendments and Resolutions.

Mrs. Karen Henegar gave a detailed summary of the November 2017 Budget Amendments and Resolutions and request if there were no questions that all 4 be approved at this time.

Motion by Goins, second by Heatherly to approve all 4 budget amendments and resolutions.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

C. Reviewing of Bids. Nothing at this time.

D. Request permission to advertise Bids.

1. Playground equipment for Jacksboro Elementary School. Purchase will be made with school funds. No action taken on this item,

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

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

Mrs. Comer informed that audit findings were back. 4 schools had no findings and all and the others were on segregation of duties. There was also the White Oak School findings which were not discussed.

VIII. Items for Action:

A. Consider revising C.C.B.O.E. Policy 5.801 Director of Schools Recruitment and Selection on 1st and final reading.

Campbell County Board of Education			
Monitoring: Review: Annually, in March	Descriptor Term: Director of Schools Recruitment and Selection	Descriptor Code: 5.801	Issued Date: 11/06/14
		Rescinds: 5.801	Issued: 02/14/02

When a vacancy occurs, the appointment of a director of schools is a function of the Board.¹ The Board is responsible for finding the person it believes can most effectively translate into action the policies of the Board and the goals of the community and the professional staff.

The Board may employ a consultant to advise and assist the Board in the search and selection process. However, final selection shall rest with the Board after a thorough consideration of qualified applicants. An interim director of schools appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection procedures. A board member may not apply for or in any other way be considered for the position of director of schools.²

If the Board chooses to conduct a search to fill the position, the Board shall initially develop the following:

- a job description
- a timeline
- a process for accepting and reviewing applications
- selection procedures which shall include, but not be limited to, the following:³

1. The Board may invite the community, including board employees, to participate in the process of selecting a director of schools. Resumes of persons interviewed by the Board shall be available in the central office for public inspection.
2. The interview process for each finalist shall include meetings with various staff and community groups and an interview with the entire board.
3. Candidates shall be interviewed by the Board in an open session. Only board members will be allowed to ask questions during the interview.
4. The Board shall attempt to select a director by unanimous vote, but a simple majority (6) vote of the membership of the board shall be required for the appointment of a director of schools.

Legal References

1. TCA 49-2-203 (a)(14)
2. TCA 49-2-203 (a)(1)(D)
3. TCA 49-2-203 (a)(14)(B)

Cross References

Board member Ridenour stated the only change was line 22 where only a 6 member vote was required.

Motion by Fields, second by Goins to approve revision policy 5.801 on 1st and final reading.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,

Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

- B. Consider revising C.C.B.O.E. Policy 5.802 Qualifications and Duties of the Director of Schools on 1st and final reading.

Campbell County Board of Education			
Monitoring: Review: Annually, in March	Descriptor Term: Qualifications and Duties of the Director of Schools	Descriptor Code: 5.802	Issued Date: 11/06/14
		Rescinds: 5.802	Issued: 02/14/02

QUALIFICATIONS:

1. A professional educator's license with preference for professional administrative license.
2. Ed.S preferred
3. Certified in administration and supervision is preferred
4. A minimum of five (5) years of successful experience in school administration
5. A minimum of ten (10) years of classroom experience in K-12 education.

REPORTS TO: The Board of Education

SUPERVISES: All administrative and supervisory personnel in the district

JOB GOAL: To provide leadership in developing and maintaining the best possible educational programs and services

SCOPE OF RESPONSIBILITY: The management responsibilities of the director of schools shall extend to all activities of the district, to all phases of the educational program, to all aspects of the financial operation, to all parts of the physical plant, and to the conduct of such other duties as may be assigned by the Board. The director of schools may delegate these duties together with appropriate authority, but may not delegate nor relinquish ultimate responsibility for results or any portion of accountability.

ESSENTIAL FUNCTIONS:

General Administrative

1. Provides leadership in identification of priorities and assures that all activities reflect those board-established priorities.
2. Prepares and recommends short- and long-range plans for board approval and implements those plans when approved.
3. Prepares, in conjunction with the board chairman, agenda recommendations relative to all matters requiring board action, including all facts, information, options, and reports needed to assure informed decisions. Provides advice and counsel to the Board on matters before it.
4. Attends all regular and special meetings of the Board and keeps a complete and accurate record of the proceedings of all meetings of the Board and of its official acts.
5. Recommends drafts of new policies or changes to the Board. Anticipates potential problems. Recommends policies or courses of staff action.

6. Develops administrative procedures to implement board policy or for the items deemed necessary for the efficient operation of the schools and disseminates these procedures to appropriate staff.

7. Keeps the Board informed regarding development in other districts or at state and national levels that would be helpful to the district.

8. Ensures that all local, state/federal standards for the health and safety of the students and staff are maintained and that required reports are maintained.

9. Fulfills all statutory obligations and implements the education law of the State of Tennessee and the rules and regulations of the State Board.¹

Financial Management

1. Provides direction to and supervision of school business functions. Encourages development and implementation of sound business practices. Continually assesses business practices to achieve efficiency.

2. Prepares annually, a budget and submits it to the Board for approval. Presents approved budget to the appropriate local funding body for adoption.

3. Makes appropriate written reports for the Board detailing all receipts and expenditures of the public school funds and submits them to the local funding body.

4. Ensures that funds are spent prudently by providing adequate control and accounting of the district's financial and physical resources.

Personnel Administration

1. Establish lines of authority which shall be approved by the Board and shown on the system organization chart. Lines of authority shall not restrict the practical working relationships of all staff members at all levels.

2. Employs such personnel as may be necessary within the limits of budgetary provisions and recommends to the Board teachers who are eligible for tenure.

3. Develops recruitment procedures to assure well-qualified applicants for professional and non-professional positions.

4. Assigns and transfers employees as the interest of the district may dictate and reports such action to the Board for information and record.

5. Holds meetings of teachers and other employees as necessary for the discussion of matters concerning the welfare and improvement of the schools.

6. Communicates directly or through delegation all actions of the Board relating to personnel matters to all and receives from employees communications to be made to the Board.

7. Evaluates principals annually.

Instructional Leadership

1. Serves as the chief school executive. Ensures the development and maintenance of a positive educational program designed to meet the needs of the community and to carry out the policies of the Board. Ensures that a system of thorough and efficient education, as defined by state law, is available to all students.

2. Recommends to the Board for its adoption all courses of study, curriculum guides, and major changes in tests and time schedules to be used in the schools.

3. Oversees the timely revisions of all curriculum guides and courses of study.

4. Develops guidelines and direction for monitoring the effectiveness of existing new programs.

5. Conducts a periodic audit of the total school program and advises the Board of recommendations or the educational advancement of the schools.

6. Seeks out available sources for grant funding to support programs and projects.

7. Ensures that the goals of the school system are adequately reflected in its educational program and operations.

Community/Public Relations

1. Promotes community support of the schools. Interprets district programs and services, reports plans, events and activities of interest and solicits community opinions regarding school and educational issues.

2. Identifies available community resources and links to social service agencies that support education and healthy child development.

3. Develops strategies to promote parental involvement in their children's education and provides opportunities for parent-teacher interaction.

4. Maintains contact and good relations with local media. Acts as the Board's spokesperson.

5. Ensures that the district interests will be represented in meetings and activities of municipal and other governmental agencies.

6. Represents the school system and its interests in community organizations, activities, and projects.

TERMS OF EMPLOYMENT: Serves in accordance with the terms of the contract between the board and the director of schools. Salary to be determined by the Board.

EVALUATION: Performance of this job will be evaluated in accordance with provisions of state law and the board's policy on evaluation of the director of schools.

GENERAL REQUIREMENTS: The above statements are intended to describe the general nature and level of work being performed by the person assigned to this position. They are not intended to be a complete list of responsibilities, duties, and skills required of personnel so assigned.

Legal References

1. TCA 49-2-301

Cross References

Board member Ridenour stated the only change was #4 to Ed.S preferred

Motion by Morgan, second by second by Heatherly to approve revision on policy 5.802. Bane-yes, Byrge-yes, Creekmore-no, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-no, Ridenour-yes. Motion Passed.

- C. Consider approving Campbell County Director of Schools Selection Criteria.

CAMPBELL COUNTY TENNESSEE

is seeking a

Director of Schools

MISSION

In partnership with the community, the mission of Campbell County Schools is to prepare all students for meaningful citizenship in an everchanging society, by offering a quality, comprehensive education dedicated to building a foundation for lifelong learning while helping students achieve their maximum potential.

The Board

Clint Bane, Chairman

Johnny Byrge, Vice Chairman

Wallace Goins

Brent Lester

Faye Heatherly

Crystal Creekmore

Lisa Fields

Sharon Ridenour

Mike Orick

Steve Morgan

The Position

The Campbell County Board of Education is seeking an experienced, highly qualified and visionary leader as its next Director of Schools. The director of schools will serve as the chief executive office of Campbell County Schools and will be responsible for carrying out all school board policies. Candidates will be evaluated on how well their personal and professional qualities match with the needs of the school district.

Salary will be negotiated after consideration of professional background and experience. The person chosen by the Board will assume the position on March 2, 2018. **Applicant for Director of Schools must be a Campbell County resident and/or property owner and have the following:**

- A professional educator's license with preference for professional administrative license.
- Ed.S preferred
- Certified in administration and supervision preferred
- A minimum of five (5) years of successful experience in school administration.
- A minimum of ten (10) years of classroom experience in K-12 education.

The Director of Schools Selection Criteria

Candidates will be evaluated upon Individual qualities and professional accomplishments with emphasis on the following:

- **Applicant must be a Campbell County resident and/or property owner.**
- **Good listener.** A “people person” with exemplary listening skills, who listens carefully and is comfortably interacting with a wide range of persons with diverse backgrounds and education levels.
- **Effective communicator, both oral and written.** Exhibits strong interpersonal communication skills including speaking and writing. Communicates genuine concern for individuals
- **Strong analytical and problem solving skills.** A documented record of team management, solving problems, making wise decisions and bringing issues to a satisfactory resolution.
- **Effective spokesman for school district needs.** Effectively communicates the needs and successes of the schools. Is seen as a champion for children and public education and can build support, confidence and pride in the school system.
- **Goal oriented.** Experienced in working with community, staff, students and board to develop goals for the school system and in working through a plan to accomplish those goals.
- **Makes decisions based on facts and information rather than political affiliation.**
- **Able to work with and generate support from the entire board.** Has a record of working effectively with a school board, keeping the board well-informed and sharing credit for accomplishments. Ability to initiate and adapt to change. Has a record of leadership in working with the board, staff members, students and community to plan and implement change. Maintains familiarity with innovations and related research in education. Has experience in alternative learning to assist with problems.

MINUTES
PAGE 13
NOVEMBER 12, 2017
REGULAR SESSION MEETING

- **Committed to long-range planning.** Keeps focus on the “big picture”. One who can work with the school board, county commission, community and staff to develop a vision of success and long-range plans with timeline to make the vision become reality.
- **Demonstrated knowledge of budget and fiscal affairs.** Someone with the skills necessary to manage successfully a multi-million dollar budget and the facilities of the school system.
- **Knowledgeable about local community.** Ability to understand and relate to local customs and issues. Someone who already is vested in or who has the ability or desire to invest in the community.

The Application Process

Qualified candidates wishing to be considered for this position must submit the following items to the Campbell County Board of Education office by December 15, 2017. The packet, in an unbound format, must contain:

- A formal letter of interest
- A current resume and curriculum vitae sheet, including accomplishments by position
- A copy of the candidate’s Tennessee or other state’s license and certifications
- Official University transcripts
- Names, addresses and telephone numbers of five (5) professional references
- Copies of Campbell County Board policies- 5.800 (Director of Schools) and 5.802 (Qualifications and Duties of the Director of Schools) initialed as acknowledgment of being read by applicant. Copies available at Board of Education central office
- Candidates will be subject to a background check and credential validation
- Provide a list(s) of any Bankruptcies/Foreclosures and/or open/closed litigation that you are/were involved that has occurred in the last 10 (ten) years.

A screening committee will review candidates’ qualifications, match those qualifications against the Board’s stated criteria, and make recommendations to the Board. After receiving the report of the screening committee, the Board will select candidates to interview. Tennessee’s Open Meetings Law requires interviews to be conducted in meetings open to the public.

MINUTES
PAGE 14
NOVEMBER 14, 2017
REGULAR SESSION MEETING

Send applications to:

**CAMPBELL COUNTY BOARD OF EDUCATION
ATTN: CLINT BANE, CHAIRMAN
172 VALLEY STREET
JACKSBORO, TN 37757**

Motion by Goins, second by Fields to approve Director of Schools Search Criteria.
Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

- D. Consider approving Campbell County Director of Schools Search Timeline.

CAMPBELL COUNTY DIRECTOR OF SCHOOLS SEARCH TIMELINE

- **October 26, 2017 (Workshop)**
 - Continued the discussions of DOS Search Process, Qualifications and Timelines
 - Developed DOS Qualifications
 - Discussed Board Members to present proposed list of Community Members
 - Discussed reaching out to entire community to allow them to submit a question for DOS candidates during interview process.
 - Appointment of Screening Committee (To Ensure/Verify Qualifications of Applicants)
 - Appointment of Contract Committee (Develop Contract Instrument)

- **November 14, 2017 (Board Meeting)**
 - Approve DOS process & Appoint Community Members. (Proposal of 1 (one) from each district.
 - Approve DOS Qualifications
 - Approve and direct staff to place advertisements on November 15, 2017.
 - Direct staff to place advertisement in LaFollette Press for community to submit interview questions.

MINUTES
PAGE 15
NOVEMBER 14, 2017
REGULAR SESSION MEETING

- **November 15, 2017 thru December 15, 2017 (Special Called Meeting TBD)**
 - BOE accepts applications
 - December 15, 2017 final deadline on accepting applications
 - BOE reviews interview questions submitted by community. All questions must be submitted by November 30, 2017.
 - BOE/Community Members develops and approves interview Questions
- **January 8, 2018 thru January 12, 2018 (Special Called Meeting TBD)**
 - Screening Committee conducts screening of the incoming applications
 - Discussion begins on interview dates and locations

Note: The remaining meetings require BOE members only: per state guidelines only those BOE members can participate in the interview process. All community members are welcomed and urged to attend the meetings, but are not required. However, Community Members are urged to provide any additional questions to their representing BOE members for consideration. Also, Screening Committee members will continue their screen duties.

- **January 8, 2018 thru January 12, 2018 (Special Called Meeting TBD)**
 - Contract Committee begins development of DOS contract
 - Direct Staff to set-up initial interviews
 - Discuss and conduct a vote to approve the finalists (Minimum of 3(three), if possible.
 - Direct staff to conduct background and credential checks on finalists.
- **January 15, 2018 thru January 19, 2018 (Special called meeting TBD)**
 - Begin the interviews
 - Approved and present the proposed DOS contract to the finalists
 - Discuss DOS contract concerns with the finalists, if any
 - Post the 30 day state required notice on **December 21, 2017** – “Notice: The CCBOE intends to vote and take the necessary actions to fill the Campbell County Director of Schools position.” Vote to be held at a special called meeting on January 22, 2018 at 6:00 p.m., at the Campbell County Courthouse. A list of the finalists will be included in the advertisement. In conclusion, the approved employment contract will be executed by the Chairman of the BOE and the new appointed Director of Schools.

The New Director of Schools begins employment on (March 2, 2018)

Motion by Orick, second by Lester to approve Director of Schools Search Timeline.
Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

MINUTES
PAGE 16
NOVEMBER 14, 2017
REGULAR SESSION MEETING

- E. Consider approving Director of Schools Search Community Members.
1ST district – Jack Lynch, 2nd district – Joanne Overton, 3rd district – Jim Freeman,
4th district – Jerry Chadwell, Carolyn Cox, 5th district – Tom Chadwell, Eugene
Justice.

Motion by Orick, second by Fields to approve Community Members for the Director of
Schools Search.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

- F. Discuss and approve Advertisement Instrument. This is the Selection Criteria.

Motion by Orick, second by Fields to approve the Advertisement Instrument.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

- G. Discuss and take any necessary action regarding coaching supplements.

Board member Morgan stated during the budget process it was noted there was a
difference in pay between the football coaches at CCHS and JHS. Board member
Morgan stated he felt this would have already been addressed and should be equal in pay.

Motion by Morgan, second by Creekmore to pay the Jellico High School football
coaching supplement and add \$1,000.00 to make it \$5,000.00 the same as Campbell
County High School.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

- H. Consider adopting Campbell County Wellness Policy.

Mrs. Woodard stated this policy has been in place since 2004. This has now been
amended to comply with the latest state and federal regulations.

Motion by Heatherly, second by Goins to approve Campbell County Wellness Policy.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

MINUTES

PAGE 17

NOVEMBER 14, 2017

REGULAR SESSION MEETING

- I. Approve School Nutrition Program substitute pay and probationary pay to be paid from minimum wage to \$8.00 per hour effective July 1, 2017.

Motion by Fields, second by Orick to approve substitute and probationary pay effective July 1, 2017.

Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

- J. Consider approving Tenure Stature as recommended by the Director of Schools.
Campbell County Comprehensive High School

Debra Lynn Massengill
April Taylor

Caryville Elementary

April Campbell
Ashley Cox
Amanda Hardwick
Jason James
Stacy Ray

Jacksboro Elementary

Amy Inman

Jacksboro Middle

Judy Parker
Joye Smith

LaFollette Elementary

Ashley Bowlin
Jessica Chapman
Lisa Long
Megan N. Russell
Andrea Wilson

Wynn Elementary

Savanna Kidwell
Tracy Welch

LaFollette Middle

Michael Cain
Brandon Evans
Amanda James
Shanielle Nelson Johnson
Vickie Mayfield

Valley View Elementary

Tiffany Boshears
April Paul
Bridget Wallace

White Oak Elementary

Gabriel Maiden

Homer Rutherford Learning Academy

Lisa Lester

MINUTES
PAGE 18
NOVEMBER 14, 2017
REGULAR SESSION MEETING

Motion by Morgan, second by Fields to approve Tenure Status.
Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

K. Purchase K-9 dog out of Capital Outlay funds in the amount of \$10,000.00

Motion by Orick, second by Morgan to purchase K-9 dog out of Capital Outlay funds in the
amount of \$10,000.00
Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes,
Morgan-yes, Orick-yes, Ridenour-yes. Motion Passed.

IX. Items for Discussion: Nothing at this time

X. Discuss Legal Matters Nothing at this time.

XI. Recognize School Board Members

All members expressed congratulations to Faye Heatherly on the election of TSBA President.
Board member Heathelry stated she was very thankful to serve.

Meeting adjourned.

Clint Bane
Chairman of the Board

Larry Nidiffer
Director of Schools

Larry Nidiffer
Director of Schools