

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, January 14, 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, Josh Parker, Homer Rutherford, Danny Wilson. Director of Schools Donnie Poston was present and Gail Parks kept the minutes.

Prayer by Reverend Mills.

Pledge of Allegiance led by Scott Hill.

I. Roll Call and Call to Order

Discuss Director of Schools contract renewal and/or new Director of Schools search process.

Chairman Miller stated he would set parameters and in 30 days the board would vote on the extension. Chairman Miller set a committee to meet with Director Poston to discuss his contract. Committee members appointed were Mike Orick, Johnny Byrge and Eugene Lawson. An Open Forum date was scheduled for January 25th noon, in the Jacksboro Middle School library. Chairman Miller stated he wanted it to be clear that he openly supports the extension of Director Poston's contract.

Director Poston read the following letter into record.

January 14, 2014

Campbell County Board of Education
Chairman Rector Miller
172 Valley Street
Jacksboro, TN 37757

Dear Chairman Miller and Board Members:

Since April 15, 2011, I have had the privilege of serving the children of Campbell County as Director of Schools. Once again, I want to thank each of you for that opportunity. Without a doubt, the cooperative efforts of the Board and educators of this county have provided educational dividends for our children. The challenges have been great; the resolve to meet them has been unwavering.

Earlier in the school year, I announced my intentions to retire, after much encouragement from some of you, parents, students, educators, family members, and even some state officials, I have agreed to offer my willingness to serve longer. All issues and concerns including the forward vision of progress of the schools, personal health, and family matters were prayerfully considered before committing myself to this decision.

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With a bold new initiative recently announced by Mayor Baird that may result in positive improvements in the quality of life in our county, it was the consensus of the group that it was time to capture the momentum presently under way and continue improvements and partnerships in our educational system. The opportunities presented seemed limitless but can only be realized with determined cooperation. Whether an employee of the school system or a private citizen, I want to be a part of that initiative.

Realizing you have an awesome responsibility to the citizens and especially the children of this county, I want to thank you again and will respect your decision regarding my extended employment as Director. Whether it is in the affirmative or not, I have a settled peace and look forward to the day ahead.

Sincerely,
Donnie Poston
Director of Schools

Chairman Miller thanked Director Poston and opened the floor for any discussion. Board member Collins stated Director Poston's contract wasn't up until June 30th and didn't understand why the board was in a hurry to do the process. Board member Collins stated this was an election year and didn't know if it would be right to give an extension beyond August because 5 people are running for re-election and need to see what or if new members wanted. Chairman Miller stated board member Collins remarks were noted but remembered it was precedence over the years he remembered in January that he extended Dr. Martins contract for 4 years. Director Poston's contract was extended last year in February and feels this sets the pace for the upcoming year so if Mr. Poston's contract fails next month this would give the board adequate time to get a new person in charge by May 15th so that necessary decisions could be made to start the new year off. Board member Wilson stated that as a newly elected member he was thankful that he didn't have to go through the Director of Schools search. Board member Orick stated he was in support of Director Poston. Board member Hill stated he has been in support for Donnie Poston 100% all along. We are going in forward motion now and in his opinion it would be a mistake to make a change. Board member Parker stated he was in support of the extension of Director Poston's contract and the recommended time frame for process as presented. Board member Rutherford stated he supported Donnie Poston and his leadership. Board member Collins asked if the board could have a private meeting with Director Poston before the vote. Attorney Cantrell stated the board could not do that. Board member Collins asked if they could have an executive meeting. Attorney Cantrell stated they could only hold an executive session to discuss litigation and the sunshine law prohibits these types of meetings. Attorney Cantrell stated the board could have one on one meeting. Attorney Cantrell stated a 30 day notice would be necessary and the first item on the agenda.

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II. Recognition of Guests

Recognize Gabe Keen.

Mr. Keen informed the board he was a teacher at Campbell County High School and coached the golf team and also the fishing team and was present on behalf of the teams to be given the opportunity to ask for money. Both teams are in the process of raising money and would appreciate anything that the board could do to help. Chairman Miller asked if it was for both teams and Mr. Keen stated either and or both and anything that they could get would be appreciated. Board member Collins asked if Jellico could put in the request to get the same thing that Campbell County gets and stated he felt whatever Campbell County High received Jellico High should receive also. Board member Wilson asked if the funds were kept in two separate accounts. Mr. Keen responded they were separate. Mr. Keen stated he was not the coach last year but the fishing team was in 5 tournaments last year on Norris. Board member Lawson stated he wanted to know who all had a team. Mr. Keen responded Campbell County, Jellico, Loudon, Roane and Kentucky teams. Board member Lawson stated he was a golfer and asked for a little time to talk and he had a problem with this because there was a meeting the other evening about education. It was discussed there was going to have to have a drastic change in the school system of Campbell County if we ever get any industry in here for people to have jobs. Anytime we are spending money taking away from the academic end from Jellico High School ACT scores and Campbell County ACT scores. Board member Lawson stated he wanted to look at the seniors and see what was happening. When the University of Tennessee won't let but 6 of our kids go to school over there because they can't score high enough I get concerned stated board member Lawson. Chairman Miller stated this was dually noted and this is something that the Director should talk with both high school principals and give the board a report at next month's meeting. The board thanked Mr. Keen for his attendance and Mr. Keen thanked the board for recognizing him.

III. Approval of Consent Agenda

- A. Minutes of the previous meeting
1. December 10, 2013, regular session meeting.
 2. December 10, 2013, security meeting.
- B. Approve school trip for Jellico High School boys' basketball team to participate in tournament to travel to Destin, FL December 26, 2013 through January 1, 2014.
- (2) Approve LaFollette Middle School Owls Club to Washington, D.C. on May 19, 2014 through May 21, 2014.

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- C. Dilapidated items.
School Nutrition Program Jellico High School
Meat slicer – model 1612E Serial Number 561-046-771
(2) (6) cafeteria tables – serial number T576647

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

IV. Approval of Regular Agenda

Motion by Parker, 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-yes, Rutherford-yes, Wilson-yes. Motion Passed.

V. Comments from the Chair

Chairman Miller stated he was in attendance in the meeting to enhance our school system to be better. Chairman Miller stated Virtual Schools was discuss during the meeting and wanted to say openly that he was not a fan of this. Discussion was held regarding a drop out academy and GEARUP is in the process of this now. Chairman Miller stated he would like to discuss RTI's in the near future. Chairman Miller stated good ideas were good things but we need the funding to make things happen and encouraged the board to do this in the budget process.

VI. Director's Monthly Report Director's report was given at the beginning of the meeting.

VII. Recognize Jeff Marlow, Director of Finance

- A. Monthly Financials.
- 141 General Purpose School Fund. Balance Sheet as of November 30, 2013
Cash with Trustee - \$8,366,331.35
Total Revenues - \$15,905,634.03
Percent of Budget – 41.7%
Total Expenditures - \$14,960,215.33
Percent of Budget – 37.2%
- 142 School Federal Projects Fund. Balance Sheet as of November 30, 2013
Cash with Trustee - \$407,789.83
Total Revenues - \$1,949,173.82
Percent of Budget – 33.2%
Total Expenditures - \$1,946,544.80

Percent of Budget – 33.2%

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143 Central Cafeteria Fund. Balance Sheet as of November 30, 2014

Cash with Trustee - \$482,011.60

Total Revenues - \$1,334,441.30

Percent of Budget – 39.8%

Total Expenditures - \$1,379,024.32

Percent of Budget – 40.8%

Mr. Marlow gave a detailed summary of the November 30, 2014 Monthly Financial Reports and request if there were no questions to be approved at this time.

Motion by Hill, second by Parker to approve the November 30, 2014 Monthly Financial Reports. Miller-yes, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-no, Orick-yes, Parker-yes, Rutherford-yes, Wilson-yes. Motion Passed.

B. Approve Budget Amendments and Resolutions.

Mr. Marlow gave a detailed summary of the January 2014 Budget Amendments and Resolutions and request if there were no questions they be approved at this time. There was only 1 Resolution to be approved 1-1.

Motion by Parker, second by Wilson to approve the January 2014 Budget Amendments and Resolutions.

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

C. Reviewing of Bids. Nothing at this time.

(1) Handicap lifts for Jellico Elementary School.

Vertical Solutions Inc. - \$42,000/bid disqualified due to failure to include bid bond

United Elevator Services - \$45,670.00

Recommendation to award only bid to meet specifications and requirements. This is also the recommendation of Donnie Poston, Director of Schools and Keith Julian with MBI.

Motion by Creekmore, second by Orick to award bid to United Elevator Services in the amount of \$45,670.00.

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

D. Request permission to advertise Bids. Nothing at this time.

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

Chairman Miller stated he had a question regarding signature of bank statements. Mrs. Comer stated signatures were not incorporated with the emails. Mrs. Comer addressed the board regarding the school audit. Only 1 finding was noted and this was for segregation of duties which is beyond our control. This is where is one person doing account receivables and accounts payable. Mrs. Comer will be working with the schools individually on this issue. Discussion of fundraising for the fishing and golf team was held. Mrs. Comer stated the bookkeepers of each school have made a request for the audit to be performed on the school premises. Mrs. Comer stated they were in the process of fundraising at this time. The board thanked Mrs. Comer for a great job.

VIII. Items for Action: Nothing at this time.

- A. Discuss and take any necessary action on new standard/policy for school achievement.

Board member Orick stated this was for classroom achievement and Jacksboro Elementary School had made great strides. Attorney Cantrell stated that now under state law you could have merit base pay. Attorney Cantrell stated it could be a 1 time bonus pay or a designated amount could go to the individual school.

Motion by Orick, second by Hill to set aside \$15,000 for Jacksboro Elementary School. Mrs. Crutchfield has several items which she would like to do. Attorney Cantrell recommended for future issues to come to a consensus of how they would allow the money to be spent. Mr. Marlow stated they would have to do a budget amendment. Board member Collins stated he had no objection to the school getting the money but the board didn't know how they were going to spend the funds. Board member Orick stated the principal wanted to have the parking area with striping and felt this was important to do for the school. Board member Collins asked where the money would be coming from now. Mr. Marlow stated regardless of what action the board takes tonight they would need a budget amendment next month in order to provide the appropriated funds if you are giving to school directly. Capital Outlay projects could use capital outlay funds. Board member Collins stated Jellico was in need of bleachers at Jellico Elementary and the board voted to approve it and it still has not been done. It was discussed that no formal action was taken to approve the funding for bleachers at Jellico Elementary. Board member Collins stated it was hard for him to vote on giving \$15,000 for this and we don't have anything.

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Mr. Marlow asked if the intend to expend funds from capital outlay. It would be easier to spend out of your funds for individual purchases as opposed to transfer the funds into the schools account. Board member Lawson made a request for a breakdown of capital outlay funds. Mr. Marlow gave a brief summary of capital outlay expenditures and will give a breakdown of funds to board member Lawson.

A motion to amend the motion by Creekmore, second by Collins to allocate \$15,000 of Capital Outlay funds to Jellico Elementary School for bleachers. Board member Byrge stated if this money is already in the budget the board did not need to vote on it and the director of schools could take care of this. Discussion on the amendment continued. Board member Orick stated the reason to set this up on his motion was to reward Jacksboro Elementary and they needed to be rewarded for what they accomplished. Board member Creekmore stated he did not have any problem with Jacksboro getting the money but would like to see Jellico get their bleachers. Board member Lawson stated they had already approved for Jellico to have this and asked why it had not been done. Chairman Miller made a request for the minutes to be researched to see if funds were approved for the Jellico Elementary bleachers and as far as he remembered they were to get estimates for the project and brought back to the board. Mr. Creekmore withdrew his amendment to the motion and Director Poston and Mr. Bruce will get estimates and bring to the board for review at next month's meeting.

Vote on original motion to designate \$15,000 for Jacksboro Elementary. Chairman Miller stated he would be abstaining from the vote due to his sister being the principal. Miller-abstain, Byrge-yes, Collins-yes, Creekmore-yes, Hill-yes, Lawson-yes, Orick-yes, Parker-yes, Rutherford-yes, Wilson-yes. Motion Passed.

IX. Items for Discussion:

- A. Discuss plan for attendance and instruction up to graduation date for Campbell County High School and Jellico High School.

Mr. Nidiffer stated he has worked with both high school principals. A flow chart will be given to the board at the next regular session meeting with a proposal of 3 options. Board member Parker made a request to have a calendar of the guest speakers.

- B. Discuss outlook of 2014-2015 school year budget and Undesignated Fund Balance.

Mr. Marlow stated it would be similar to last year's budget. If nothing changes \$800,000 of recurring expenditures will come from non-recurring fund balance. Mr. Marlow stated the board could not continue on this train for long.

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The board must keep 3 million to 2.5 million of cash flow and there is no easy solution. Mrs. Tammie Lay stated the system is up at least 80 students from last year. Several members of the board expressed they did not want to lose any teachers. Mr. Marlow stated the coal severance tax has not been received as of yet.

C. Discuss additional funding for school nurses.

Board member Creekmore asked if there were any additional funds for school nurses. Director Poston stated there were 6 fulltime and 1 part-time nurse. Additional funds have been identified for additional hours.

X. Discuss Legal Matters.

Attorney Cantrell stated the EEOC suit had been exonerated. The board has until January 31st to submit their financial status and submit to the state. They can prepare this on line. Attorney Cantrell stated that in the initial announcement of advertisement for the extension of the director contract he stated it was a 30 day notice but stated he misspoke and it is only a 15 day notice for an extension.

XI. Recognize School Board Members

Board member Collins asked if there was a drug program to do drug testing. Director Poston stated one is being worked on to be presented at the February meeting. Chairman Miller informed the board all that was needed was a participating laboratory. Chairman Miller updated the board on the safety vestibules and MR. Dave Hemilright will be in the schools in the near future. Board member Creekmore requested someone go to Jellico Elementary and check on the heat in the hallways. Board member Creekmore has had complaints that the hallways are extremely cold. Board member Wilson thanked Mr. Keen for coming before the board and making his request for financial assistance be known.

Meeting Adjourned.

Donnie Poston
Director of Schools

Rector Miller
Chairman of the Board