

# MINUTES

The Campbell County Board of Education met in regular session on Tuesday, June 13, 2017, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chairman Mike Orick, Clint Bane, Johnny Byrge, Crystal Creekmore, Lisa Fields, Wallace Goins, Faye Heatherly, Brent Lester, Steve Morgan, and Sharon Ridenour.

Prayer by Steve Morgan.

Pledge of Allegiance led by Faye Heatherly.

Attorney Cantrell introduced a guest attending the meeting. Ms. Jo Williams, school board member with Anderson County was present to do an evaluation of the board.

I. Roll Call and Call to Order

II. Recognition of Guests

Brian Horton

Chairman Orick recognized Steve Ward in the absence of Brian Horton. Mr. Ward made a request of the board to approve a \$7500.00 donation to finish up with the restroom facilities at the new soccer field. This Item will be discussed and action taken under item VIII-D on the Agenda.

Attorney Cantrell informed the board of a request that was made by Dan Turner for an Independent Hearing Process to appeal the hearing. A copy of the transcript was given to all board members and at the end of the presentation he requests the board vote to uphold the decision of the hearing. Item VIII-A was moved to the first of the Agenda. Ms. Virginia McCoy, attorney for Dan Turner spoke and did presentation to the board. Attorney McCoy explained Mr. Turner was a non-tenured teacher during the 2015-16 school year and was very popular with students and peers. Mr. Turner was initially placed on suspension without pay and on July 15, 2016, he received a letter that he was being terminated due to violation of board policy. The hearing officer was to have stated he was due to receive notice. Allegations were made early in the 2015-2016 school year of inappropriate conduct and inappropriate use of school internet and was referred to DCS where no merit and unfounded was decided. Mr. Turner received a reprimand on October 16, 2015, from principal, Meredith Arnold. Mr. Turner signed the reprimand after that and became conscience of redirecting students and after October 17<sup>th</sup> he did not have any other report form any one until May of 2016. Principal Arnold collected statements of his behavior based on specifics. Mr. Billingsley could not make a determination due to no dates on the statements or names. There was no follow up and nothing for months. The only credible evidence was the October reprimand and attorney McCoy feels the administration didn't carry the burden of proof of his behavior and no evidence of violation of board policy. Discussion was held in regards to use of school internet. Board policy was not entered into evidence no offer of evidence was entered into record. Attorney McCoy stated it was unfair for the administration to dismiss because

MINUTES  
PAGE 2  
JUNE 13, 2017  
REGULAR SESSION MEETING

Mr. Turner didn't realize he was doing wrong and the administration has not met the burden of proof and asked the board to rescind this action and reinstate Mr. Turner to his position. Mr. Turner thanked the board for allowing him to speak. He stated it's always been about the kids and he has done his job. Mr. Turner stated he had exemplary observation scores and only did his job.

Board member Heatherly stated after reading the transcript she would stand by Mr. Nidiffer's decision.

Motion by Heatherly, second by Goins to stand by Mr. Nidiffer's decision to terminate Mr. Turner.

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

III. Approval of Consent Agenda

A. Minutes of the previous meetings.

1. May 9, 2017, regular session meeting. (Attachment)

B. Approve Executive Actions.

1. LaFollette Middle School Track Team to travel to State Track meet in Clarksville, TN on May 19, 2017 through May 21, 2017.

2. Advertise bids for Janitorial supplies for the 2017-2018 school year.

C. Approve school trip for CCHS Boys Basketball team to travel to Pensacola Beach Tournament on December 27, 2017 through December 31, 2017.

Motion by Heatherly, second by Byrge to approve the Consent Agenda.

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

IV. Approval of Regular Agenda & Addendum

Motion by Byrge, second by Lester to approve the Agenda and Addendum.

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

MINUTES  
PAGE 3  
JUNE 13, 2017  
REGULARS SESSION MEETING

V. Comments from the Chair

Chairman Orick thanked the Finance Department and Jeff for working on all the budget issues.

VI. Director's Monthly Report

Director Nidiffer stated the transportation committee needed to bring a recommendation back to the board next month. Committee members are: Steve Morgan, Brent Lester, Faye Heatherly and Chairman Orick. Policy committee should meet before the next meeting. Board member Heatherly stated there was only one policy to review 6.411.

VII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

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

Cash with Trustee - \$10,676,464.11

Total Revenues - \$36,624,370.68

Percent of Budget – 87.3%

Total Expenditures - \$30,956,525.64

Percent of Budget 73.0%

142 School Federal Projects Fund. Balance Sheet as of April 30, 2017

Cash with Trustee - \$393,472.72

Total Revenues - \$3,737,592.84

Percent of Budget – 73.0%

Total Expenditures - \$3,737,592.84

Percent of Budget – 73.0%

143 Central Cafeteria Fund. Balance Sheet as of April 30, 2017

Cash with Trustee - \$249,971.53

Total Revenues – 3,183,423.69

Percent of Budget – 79.8%

Total Expenditures - \$3,151,546.16

Percent of Budget – 77.0%

Mr. Marlow gave a detailed summary of the April 30, 2017 Monthly financial Reports and request if there were no questions they be approved at this time.

Motion by Bane, second by Fields to approve the April 30, 2017 Monthly Financial Reports. Orick-yes, Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Fields-yes. Motion Passed.

MINUTES  
PAGE 4  
JUNE 13, 2017  
REGULARS SESSION MEETING

B. Approve Budget Amendments and Resolutions.

Mr. Marlow gave a detailed summary of the 8 June 2017 Budget Amendments and Resolutions. Mr. Marlow request if there were no questions, they be approved at this time.

Motion by Creekmore, second by Goins to approve all 8 of the June 2017 Budget Amendments and Resolutions.

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

C. Reviewing of Bids.

1. Elk Valley Elementary Roof.

Dixie Roofing - \$167,670.00  
Eskola Roofing – No Bid  
Morristown Roofing – No Bid  
Ridge Roofing – No Bid

Recommendation to award only bid to Dixie Roofing. This is also the recommendation of Chuck Grant with MBI and Larry Nidiffer, Director of Schools.

Motion by Morgan, second by Heatherly to award bid to Dixie Roofing.

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

2. Copy Paper.

Contract Paper Group, Inc. - \$25.42 per case

Recommendation to award only bid to Contract Group Inc. This is also the recommendation of Rita Goins, Materials supervisor.

Motion by Lester, second by Fields to award only bid to Contract Group, Inc.

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

MINUTES  
PAGE 5  
JUNE 13, 2017  
REGULAR SESSION MEETING

3. Custodial Supply.  
Norvex Supply - \$26,448.45  
AVM Enterprise, Inc. - \$239,076.70  
Ellison Sanitary Supply - \$21,740.85  
All Pro Supply - \$26,549.35

Recommendation to award lowest and best bid to Ellison Sanitary Supply to meet specifications. This is also the recommendation of Larry Nidiffer, Director of Schools.

Motion by Fields, second by Ridenour to award Custodial Supply bid to Ellison Sanitary Supply. Orick-yes, Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Ridenour-yes. Motion Passed.

- D. Request permission to advertise Bids.
  1. Provision of Kitchen Equipment Preventative Maintenance and Repair.
  2. Roof for baseball field house at CCHS.

Motion by Lester, second by Fields to advertise bids for Kitchen Equipment Maintenance and Repair and Roof for baseball fieldhouse at CCHS. Orick-yes, Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Ridenour-yes. Motion Passed.

- E. Request permission to accept renewal of contracts.
  1. Odysseyware
  2. Accelerated Reading and Math
  3. STAR
  4. Easy CBM
  5. Discovery Education
  6. Study Island
  7. Classworks

Motion by Creekmore, second by Fields to accept renewal of contracts. Orick-yes, Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes, Lester-yes, Morgan-yes, Ridenour-yes. Motion Passed.

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

Mrs. Comer is on a mini vacation and monthly reports will upload into drop box.

MINUTES  
PAGE 6  
JUNE 13, 2017  
REGULAR SESSION MEETING

VIII. Items for Action:

- A. Discuss and take any necessary action regarding Dan Turner hearing. **This item was approved at the beginning of the meeting.**
- B. Consider approving Memorandum of Understanding between the Campbell County Board of Education and The Education Professionals of Campbell County for 2017-2020.

Motion by Heatherly, second by Fields to terminate current MOU on June 29, 2017 and begin new MOU on June 30, 2017.

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

Discussion Continued regarding the MOU. As discussed at the workshop the language to use regarding number of teacher meeting continued. Attorney Cantrell again suggested the Wednesday Out option for professional development. Elementary schools have a tremendous amount of requirements. Mr. Marlow asked how these days would affect inclement weather days. If you do for all non-teaching employees are you going to require them to work or not. If not, it's a problem. Board member Bane commented by saying he felt the sick leave policy and the MOU contradict each other. Attorney Cantrell stated they should take a look at the military leave policy parts don't live up with board policy and the MOU. All policies should coincide with the MOU.

Motion by Heatherly, second by Fields to approve only changes in MOU to read:

Sick day buyout upon retirement from \$100.00 to \$150.00.

Language regarding teacher meetings to read "involving a group of teachers"

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

- C. **ADDENDUM TO AGENDA**
  - June 13, 2017, BOE meeting to be recessed at conclusion of meeting
  - June 20, 2017, BOE meeting for 5:30 for Budget Material Handout/Review with meeting to be RECESSED
  - June 22, 2017, BOE meeting at 5:30 for Budget Review and Approval with meeting to be RECESSED
  - June 26, 2017, If Needed BOE meeting at 5:30 for Budget Review and Approval with meeting to be RECESSED

MINUTES  
PAGE 7  
JUNE 13, 2017  
REGULAR SESSION MEETING

June 27, 2017, If Needed BOE meeting at 5:30 for Budget Review and Approval  
with meeting to be RECESSED  
June 29, 2017, End OF Year BOE meeting at 5:30

Motion by Heatherly, second by Goins to approve Addendum for Recess Meeting.  
Orick-yes, Bane-yes, Byrge-yes, Creekmore-yes, Fields-yes, Goins-yes, Heatherly-yes,  
Lester-yes, Morgan-yes, Ridenour-yes. Motion Passed.

IX. Items for Discussion: Nothing at this time.

X. Discuss Legal Matters

Attorney Cantrell reminded the board regarding Title 9, payment of coaches. There is a discrepancy in football and volleyball. Some board members were unaware of the difference in pay. Attorney Cantrell recommended to Director Nidiffer to please correct the issue.

XI. Recognize School Board Members

Board member Heatherly thanked Jo Williams for attending our meeting got the Board Evaluation. Board member Heatherly also commended the board for getting on the ball and their improvements for Boardsmanship.

Chairman Orick also thanked Ms. Williams for attending the meeting.

Board member Ridenour has scheduled a policy committee meeting for Thursday, July 6<sup>th</sup> at 5:00 at the Central Office.

Board member Fields stated it was terrible sad that we had lost another student. State Farm Insurance is getting a grant for suicide prevention at no charge to the board and it will be mandatory for every counselor.

Meeting adjourned.

---

Mike Orick  
Chairman of the Board

---

Larry Nidiffer  
Director of Schools