

MINUTES

The Campbell County Board of Education held a Director of Schools Contract Committee meeting on Tuesday, January 30, 2018, 6:00 p.m., at the Central Office lower level conference room. The following school board members were present: Chairman Clint Bane, Johnny Byrge, Lisa Fields, Wallace Goins, Faye Heatherly, Brent Lester, Steve Morgan, Mike Orick and Sharon Ridenour. Board member Crystal Creekmore was absent from the meeting. Gail Parks was present and kept the minutes. Community member present were: Joann Overton, Carolyn Cox and Eugene Justice. Newly selected candidate Jennifer Fields was also present for the meeting.

Sharon Ridenour was serving as Chair of the committee and welcomed everyone to the meeting.

The start date of the contract will March 2, 2018. Discussion was held on the length of the contract. Board member Orick stated he felt a 3 year contract was enough. Board members Bane and Ridenour stated they would like to enter into a 4 year contract. Board member Morgan commented by saying Mrs. Fields needed a chance to implement her policies. Board member Orick asked about the 5 year plan. Board member Heatherly stated she called and spoke with Director Nidiffer today and perhaps the new director could be a part of it. Mrs. Fields stated the 5 year plan is a living and breathing document and the urgency for one was great. Our ACT scores are at 17%, only 21.9% are eligible for HOPE Scholarship and countywide Numeracy is low. Board Heatherly stated they could do a 3 and do an evaluation. Board member Bane asked why not do a 4 year contract and board member Byrge stated he wouldn't do it unless it was a 4 year. Mrs. Fields stated children were her concern and politics are not and we need a change.

By a consensus of showing of the hands the following was determined. Board member Ridenour stated the board could not vote on or take any action during this meeting.

In favor of a 4 year contract: Heatherly, Bane, Ridenour, Fields, Morgan, Byrge, Lester, Creekmore (was absent but wanted to acknowledge 4 years by telling community member Justice), Goins. Community members Eugene Justice, Joann Overton and Carolyn Cox were in support of a 4 year contract.

Compensation was discussed. The current Director Larry Nidiffer has a salary of \$110,800.00. Anderson County salary is \$126,000.00. Board member Heatherly stated Scott and Claiborne counties should be our comparison for salaries also. Board member Ridenour stated Mrs. Field's degree is higher than our last 2 directors. Board member Morgan stated he was not in favor of a higher salary at present. Board member Orick agreed with board member Morgan. Board member Morgan asked what the principal at Campbell County High School make. Board member Orick stated \$93,000.00. Mrs. Field's was asked what she thought would be a fair salary? Mrs. Field's stated she felt \$115,000.00 would be fair. Board member Orick stated he felt they would be criticized for paying 2 Director of Schools. Board member Heatherly stated she didn't feel good about paying Mrs. Field's less than Director Nidiffer.

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Board member Ridenour discussed doing a base salary and to include threshold's. Mrs. Field's stated some are not realistic and commented that attendance could be manipulated. Mrs. Field's felt a fair process would be CBM universal screener, test 3 times per year which determines grade level and Tenn Ready Test.

Board member Orick suggested to start salary out at \$105,000.00 plus benchmarks. Mrs. Field's stated benchmarks such as Tenn Ready, Growth and Achievement, Graduation and Promotion Rate, Attendance, ACT, K-8 Promotion.

Consensus by showing of hands for salary:

Recommendation of \$115,000.00 without incentives: Bane, Ridenour, Fields, Goins, Morgan, Byrge, Lester, Heatherly. \$105,000 to show progress in a year: Orick

Mrs. Field's stated we are rock bottom and 3 of our schools could be taken over by the state.

Board member Ridenour discussed the life insurance policy which was removed from the current director's contract. Mrs. Fields stated to leave it out and she has no problem with it. The board will pay all membership dues.

It was discussed and recommended that Mrs. Field's contract commence on March 2, 2018 and expire on March 1, 2022. Mrs. Field's will add items to the Performance Evaluation.

Contract Termination was discussed. Termination without cause. A consensus showed the following: Recommendation for Termination without cause the board will pay the remainder of Mrs. Field's contract. Ridenour, Fields, Goins, Morgan, Byrge, Lester, Heatherly, Bane. Orick abstained.

Mrs. Fields will be required to conduct 5 forums, one in each district. Chairman Bane stated he has met with Director Nidiffer for plans to submit a letter of resignation effective March 2, 2018. An amendment will be necessary to create a position for Larry Nidiffer during the transition period between March 2, 2018 through June 30, 2018. Board member Orick asked where the money would be coming from and how much it would be. Chairman Bane stated it would be \$37,000.00.

Meeting adjourned.

Clint Bane
Chairman of the Board

Larry Nidiffer
Director of Schools

