

MINUTES

The Campbell County Board of Education met in a budget workshop on Monday, June 18, 2018, 6:00 p.m., in the lower level conference room of the Central Office. The following board members were present: Johnny Byrge, Wallace Goins, Brent Lester, Steve Morgan, and Sharon Ridenour. Board members Crystal Creekmore, Faye Heatherly and Chairman Clint Bane were absent from the workshop. Director of Schools, Jennifer Fields was present and Gail Parks kept the minutes.

Richard Terry, Budget Analyst began to review the Budget Note Documents in all 3 categories being General Purpose School Fund, Federal Projects Fund and Central Cafeteria Funds.

Board member Morgan asked how many RTI Instructors we currently have. Mr. Terry responded by saying 2. RTI is Response to Intervention. The system has picked up an additional ESL Instructor as well. Board member Morgan asked if all schools would now have a School Resource Officer present. Director Fields stated yes but Jacksboro Middle School's officer has resigned and using comp time. It was unknown when a replacement would be available for work but an officer would probably rotate. Board member Byrge asked what pay scale the Coordinated School Health position be on. Director Fields stated Coordinator's pay. Board member Ridenour asked who would be overseeing the nurses this year. Director Field's stated she wasn't sure at this time. Mr. Marlow stated a savings of \$50,000 on bus rerouting had occurred but more had been anticipated. Mr. Marlow discussed the proposed contract he had received. He felt the contract had been sent in error because items had been redacted. Things such as miles and seat capacity, no place for signatures, no breakdown days included. Director Fields stated it was a huge headache when buses don't make their run and a backup is needed. Mr. Marlow recommended more specific information and contract to be more tight. Board member Heatherly stated \$15,000 had been spent to do the survey. Mr. Marlow will get with Mr. Heatherly on the contract. Board member Ridenour asked if they were currently paid on 180 day contract with 3 breakdown days. Mr. Marlow stated yes.

Snow days were discussed. Mr. Marlow stated paying people not to work is very difficult. 13 days are built in and will be used. Board member Morgan asked why Central Office doesn't work when school is out. Mr. Marlow stated the county general calendar for 12 month employees are 260 days worked, 1 annual day and 1 sick day per month and 13 built in holidays. If you are a county employee and miss more than 2 sick days, you must provide a doctor's excuse. Mr. Marlow pointed out the Board of Education works 260 days, off 5 days spring break, off 5 days fall break, off 10 days at Christmas, 1 day per month sick day, 1 day per month vacation day, and 2 state days. Actual work time is 200 days. Mr. Marlow stated 2 days maximum for sick leave and annual leave must be requested to supervisor. Board of Education teachers earn days in advance. Mr. Marlow stated if the board wishes to do something different they would need to control it by policy. Board member Ridenour stated Principals are not at school and Janitors do not work on snow days. Board member Morgan stated he was for paying people when they work.

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Director Field's stated they need to make a plan. Mr. Marlow stated if they change any of this they would need to make it effective July 1, 2019. Board member Morgan asked how many employees were on 120 day contracts. Director Field's responded and stated she had abolished 2. Mr. Marlow stated he felt 120 day contracts save money. Board member Ridenour stated it also knocked some of full time employment.

Mr. Marlow addressed the problem of every year certified personnel receives a raise and the support staff does not and recommended the possibility of a policy for support staff to get equivalent or share to put in place as part of the funding routine. Board member Byrge stated the cooks, assistants, and custodians are so far behind. Mr. Marlow suggested an increase for non-certified personnel. Discussion to trim utilities and do a split out of debt service.

Mr. Terry and Mr. Marlow will do calculations tomorrow and present to the board at the June 19th recess session. Cooks, Custodians, and Assistants to receive \$.050 per hour and Maintenance, Secretaries, Clerical, and Security Guards to receive \$.025 per hour increase. Mr. Marlow recommended to make this an automated process every year.

Clint Bane
Chairman of the Board

Jennifer Fields
Director of Schools