

CAMPBELL COUNTY

Board of Education

172 Valley Street

Jacksboro, Tennessee 37757

Phone: 423-562-8377, Fax: 423-566-7562

Jennifer Fields

Director of Schools

AGENDA

SHARON RIDENOUR, Chair
386 Middlesboro Road
LaFollette, TN 37766

LISA FIELDS, Co-Chair
1049 Deerfield Way
LaFollette, TN 37766

JEFFREY MILLER
209 Glade Springs Road
LaFollette, TN 37766

BRENT LESTER
180 S. Village Lane
LaFollette, TN 37766

JOHNNY BYRGE
1005 Rose Hill Drive
LaFollette, TN 37766

RANDY HEATHERLY
145 Dogwood Lane
Jacksboro, TN 37757

JOSH JAMES
140 Mountain View Rd.
Jacksboro, TN 37757

RONNIE LASLEY
1102 Bruce Gap Road
Caryville, TN 37714

CRYSTAL CREEKMORE
112 Old Standard Hollow Road
Newcomb, TN 37819

STEVE MORGAN
118 Whistle Creek Road
Newcomb, TN 37819

The Campbell County Board of Education will meet in regular session on Tuesday, September 12, 2023, 6:00 p.m., at the courthouse in Jacksboro, Tennessee.

Prayer.

Pledge of Allegiance.

I. Roll Call and Call to Order

Election of Chairman.

Election of Vice-Chairman

II. Recognition of Guest

Mark Weaver

Marty Jackson

III. Public Comment (Agenda Items Only, Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker)

IV. Consent Agenda

A. Minutes of the previous meetings. (Attachment)

1. August 1, 2023, budget and finance committee meeting.
2. August 1, 2023, special called meeting.
3. August 8, 2023, regular session meeting.

B. Dilapidated items:

JMS – 4 mobile carts

Wynn Elementary – Monitor PF02935 CPU- 20080567 MJ056T76

Projectors – 8602673EK R4EK3303955 KM3F94H078L KM3F94H119L

RSEF350723L VTKF5302900 X4YX8Y00538

2005 Chrysler Town and Country Van VIN# 2C4VP44R75R450123

2010 Bluebird Passenger Bus VIN#1BAKGCPA1BF275164

C. Approve Jellico High School Gear Up to visit the University of the Cumberlands, in Williamsburg, KY on October 24, 2023.

V. Approval of Regular Agenda

VI. Comments from the Chair

VII. Director's Monthly Report

VIII. Legislative Report

IX. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials. (Attachment)

B. Approve Budget Amendments and Resolutions.

C. Reviewing of Bids. (Attachment)

1. Gymnasium Painting at Wynn School.
2. Gymnasium Painting at LaFollette Middle School.
3. Rebid Roof Replacement – Lafollette Elementary School.
4. Rebid Roof Replacement – Caryville Elementary School.
5. Beverages

D. Request permission to advertise Bids.

1. CCHS dining area renovations.
2. 2005 Chrysler Town and Country Van to sell as surplus to highest bidder. VIN#2C4VP44R75R450123
3. 2010 Bluebird Passenger Bus VIN#1BAKGCPA1BF275164 to sell as surplus to highest bidder.

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

X. Items for Action:

A. Consider approving lodging overage for the following to attend ACT Workforce Summit on October 4, 2023, through October 6, 2023, in Nashville, TN. Monica Bane, Traci Chambers, Josh Parker, and Lisa Bolton.

October 4th nightly rate \$329.00 each 4/\$79.00 overage

October 5th nightly rate \$329.00 each 4/\$79.00 overage

Total overage - \$632.00

B. Consider approving ESSER 2.0 and 3.0 Public Plan for Remaining Funds. (Attachment)

C. Consider approving 2023-2024 Differentiated Pay Plan. (Attachment)

- D. Consider approving Health and Safety Plan for ESSER 3.0. (Attachment)
- E. Consider approving Memorandum of Understanding between Campbell County Sheriff's Office and Campbell County Board of Education for state-wide SRO Program.
- F. Consider approving White Oak Elementary School copier agreement.(Attachment)
- G. Consider approving 2023-2024 Volunteer Coaching List. (Attachment)
- H. Consider approving 2023 PEBT Local Level Admin Cost. (Attachment)
- I. Consider rescheduling the October 10, 2023, regular session meeting to October 17, 2023, due to fall break.

- J. Consider approving the following CCBOE policies as recommended by the policy committee on August 23, 2023. (Attachment)

1st reading

School Board Meetings/1.400	Notification of Meetings/1.402
Board Members/1.102	Code of Ethics/1.106
Risk Management/3.204	Summer Instructional Programs/4.204
Library Materials/4.403	Application and Employment/5.106
Employment of Retirees/5.119	Sick Leave/5.302
Physical Assault Leave/5.307	Attendance/6.200
Home School/6.202	Code of Conduct/6.300
Interscholastic Athletics/4.301	Textbook and Instructional Materials/4.400
Testing Programs/4.700	

2nd and final reading

Appeals to and Appearances Before the Board/1.404
 Emergency Preparedness Plan/3.202
 Threat Assessment Team/3.204
 Security/3.205
 Extracurricular Activities/4.300
 Student Surveys, Analyses, and Evaluations/6.4001
 Physical Examinations and Immunizations/6.402

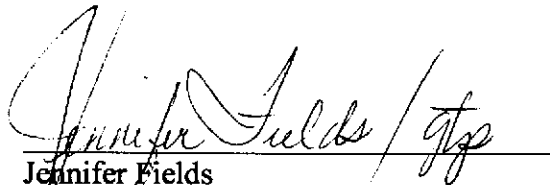
Family and Medical Leave/5.305
Staff Rights & Responsibilities/5.600
Zero Tolerance/6.309
Alternative Education/6.319
Requirements for Coaches/4.301.3

K. Consider approving MBI contract for architectural services for the multi-use of sports facility at Campbell County High School. (Attachment)

XI. Items for Discussion:

XII. Discuss Legal Matters:

XIII. Recognize School Board Members:



Jennifer Fields / jtf
Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education Budget and Finance Committee met on Tuesday, August 01, 2023, at 5:00 p.m., in the lower-level conference room of the Central Office. The following school board members were present: Budget Chairman Josh James, Lisa Fields, Jeffrey Miller, Steve Morgan, Ronnie Lasley, Randy Heatherly, and Board Chair Sharon Ridenour. Director of Schools Jennifer Fields was present, and Gail Parks kept the minutes.

I. Approve Agenda.

Motion by Fields, second by Morgan to approve the Agenda.

All present committee members approved the Agenda.

II. Discuss daily rate of pay for assistant principals and administrative staff compensation amounts. (See attached Proposed Compensation Formula)

Committee Chairman James stated the system had recently hired a new assistant principal at CCHS. The new assistant principal assumed he would be receiving the pay he was told but this was not the case. Board member James met with Richard Terry regarding a proposal for a revised scale and stated the current scale being used is outdated. This proposal is not set in stone, stated board member James, and we have 6 employees that will need to be grandfathered into the new scale. This proposal will cost approximately \$174,000 with benefits. Board member James stated the current pay scale we are using is terrible and the new proposed scale would bring us in line with Anderson and Knox counties. Board member Morgan asked where the funds would come if the proposal passed. Board member James replied saying Capital Outlay. We currently have \$656,850 in Capital Outlay and this would take it down to \$482,850.00, this is doable, and we have the funds to do this. Board member Morgan asked if the teachers and classified personnel received a raise. Teachers received a raise from the state and classified personnel received \$1.00 per hour on the raise. Board member James stated the current scale was not competitive to recruit principals and administrative staff. Pam Walden commented by saying the system has had only a few to apply for principal positions. Board member James stated he tried to be as fair as possible. Board member Heatherly stated everyone else was using this scale and felt it seemed fair, so he was in support of the new formula. Director Fields was asked her opinion. Director Fields stated she supported it, and thought it was balanced and fair. Director Fields explained it was hard to recruit leaders for our system when we don't have the compensation that other districts are providing. Board member Morgan stated he couldn't support this at this time because he needed time to digest the information, a couple of other members agreed with board member Morgan. Board member James stated the only one that is separate would be Director Fields because she has a contract, and if the board approves in August, this would be effective to pay out in September retroactive to July 1st.

Motion by Ridenour, second by Heatherly to present to full-board for approval.

James-yes, Ridenour-yes, Lasley-pass, Morgan-yes, Miller-yes, Fields-yes, Heatherly-yes.

Motion Passed. This item will be placed on the August 8, 2023, regular session agenda for approval.

MINUTES
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SPECIAL CALLED MEETING

III. Discuss 9-12 school counselors moving from 10 months to 11 months.

Board member James stated that he has spoken with Mr. Foust, and he agrees with the recommendation. The cost will be approximately \$18,000.00.

Motion by Miller, second by Fields to present to full-board for approval.

James-yes, Fields-yes, Miller-yes, Morgan-yes, Lasley-yes, Heatherly-yes, Ridenour-yes.

Motion Passed. This item will be placed on the August 8, 2023, regular session agenda for approval.

Motion by James, second by Heatherly to adjourn the meeting.

Meeting adjourned.

Josh James, Budget & Finance Chairman

Jennifer Fields, Director of Schools

PRESENT COMPENSATION BASIS		PROPOSED COMPENSATION BASIS		"Grandfather"		Total Compensation Variance			
Months Worked	Position	Current Annualized Base Comp.	Current Supplement	Current Total Comp.	Base x 10% 11th Month Supplement	Base x 10% 12th Month Supplement	Fixed Supplement	Pay Supp.	Proposed Updated Total Comp.
12	Dir. of Schools	\$65,537.00	\$90,063.00	\$155,600.00	\$6,553.70	\$6,553.70	\$25,000.00		\$130,644.40
12	Elementary Supervisor	\$63,408.00	\$30,750.00	\$94,158.00	\$6,340.80	\$6,340.80	\$25,000.00		\$101,089.60
12	Sp Ed Supervisor	\$70,132.00	\$30,750.00	\$100,882.00	\$7,013.20	\$7,013.20	\$25,000.00		\$109,158.40
12	Secondary Supervisor	\$70,132.00	\$30,750.00	\$100,882.00	\$7,013.20	\$7,013.20	\$25,000.00		\$109,158.40
12	Fed. Projects Supervisor	\$65,537.00	\$30,750.00	\$96,287.00	\$6,553.70	\$6,553.70	\$25,000.00		\$108,644.40
12*	CTE/Trans/Maint. Super. (partial yr)	\$62,901.00	\$34,750.00	\$97,651.00	\$6,290.10	\$6,290.10	\$25,000.00		\$100,481.20
12	Materials Supervisor	\$65,537.00	\$30,750.00	\$96,287.00	\$6,553.70	\$6,553.70	\$25,000.00		\$103,644.40
12*	Attendance Supervisor (partial yr)	\$59,176.00	\$30,750.00	\$89,926.00	\$5,917.60	\$5,917.60	\$25,000.00		\$96,011.20
12	Food Service Supervisor	\$52,192.00	\$30,750.00	\$82,942.00	\$5,219.20	\$5,219.20	\$25,000.00		\$87,630.40
12	Principal CCHS	\$62,129.00	\$43,230.00	\$105,359.00	\$6,212.90	\$6,212.90	\$34,000.00		\$108,554.80
12	Asst. Prin. CCHS	\$60,492.00	\$15,250.00	\$75,742.00	\$6,049.20	\$6,049.20	\$32,000.00		\$84,590.40
12*	Asst. Prin. CCHS (partial yr)	\$63,208.00	\$15,250.00	\$78,458.00	\$6,320.80	\$6,320.80	\$32,000.00		\$87,849.60
12*	Asst. Prin. CCHS (partial yr)	\$65,537.00	\$15,250.00	\$80,787.00	\$6,553.70	\$6,553.70	\$32,000.00		\$90,644.40
12	Troy Arnold	\$56,972.00	\$15,250.00	\$72,222.00	\$5,697.20	\$5,697.20	\$32,000.00		\$80,366.40
11	Principal Caryville EL	\$65,537.00	\$20,084.00	\$85,621.00	\$6,553.70	\$6,553.70	\$15,000.00		\$87,090.70
11	Asst. Prin. Caryville EL	\$65,537.00	\$12,000.00	\$77,537.00	\$6,553.70	\$6,553.70	\$7,500.00	\$3,715.30	\$79,590.70
11	Principal-Elk Valley (M)	\$65,537.00	\$18,269.00	\$83,806.00	\$6,553.70	\$6,553.70	\$15,000.00		\$83,806.00
11	Principal Jacks. El	\$56,604.00	\$18,200.00	\$74,804.00	\$5,660.40	\$5,660.40	\$15,000.00		\$77,264.40
11	Asst. Prin. Jacks. El	\$65,537.00	\$12,000.00	\$77,537.00	\$6,553.70	\$6,553.70	\$7,500.00		\$79,590.70
11	Principal Jacksboro Middle (M)	\$65,537.00	\$20,469.00	\$86,006.00	\$6,553.70	\$6,553.70	\$15,000.00		\$87,090.70
11	Asst. Prin. Jacksboro Middle (M)	\$60,492.00	\$16,609.00	\$77,101.00	\$6,049.20	\$6,049.20	\$10,000.00	\$559.80	\$79,590.70
12*	Principal-Jellico High (partial yr)	\$59,176.00	\$23,956.00	\$83,132.00	\$5,917.60	\$5,917.60	\$22,500.00		\$93,511.20
12*	Asst. Prin. Jellico High (partial yr)	\$59,508.00	\$15,250.00	\$74,758.00	\$5,950.80	\$5,950.80	\$12,000.00		\$83,409.60
11	Principal LaFollette EL	\$65,537.00	\$20,414.00	\$85,951.00	\$6,553.70	\$6,553.70	\$15,000.00		\$87,090.70
11	Asst. Prin. LaFollette EL	\$61,932.00	\$12,000.00	\$73,932.00	\$6,193.20	\$6,193.20	\$7,500.00		\$77,625.20
11	Principal LaFollette Middle (M)	\$65,537.00	\$20,469.00	\$86,006.00	\$6,553.70	\$6,553.70	\$15,000.00		\$87,090.70
11	Asst. Prin. LaFollette Middle (M)	\$69,624.00	\$12,000.00	\$81,624.00	\$6,962.40	\$6,962.40	\$7,500.00		\$84,086.40
11	Principal Valley View	\$60,492.00	\$16,719.00	\$77,211.00	\$6,049.20	\$6,049.20	\$15,000.00		\$81,541.20
11	Asst. Prin. Valley View	\$64,113.00	\$12,000.00	\$76,113.00	\$6,411.30	\$6,411.30	\$7,500.00		\$78,024.30
11	Principal White Oak (M)	\$65,537.00	\$19,479.00	\$85,016.00	\$6,553.70	\$6,553.70	\$8,000.00	\$4,925.30	\$85,016.00
11	Prin. Wynn (M)	\$63,408.00	\$18,166.00	\$81,574.00	\$6,340.80	\$6,340.80	\$8,000.00	\$3,825.20	\$81,574.00
10	Principal Alternative School (HS)	\$60,492.00	\$9,200.00	\$69,692.00	\$0.00	\$0.00	\$8,000.00	\$1,200.00	\$69,692.00
12	Pre-K, 21st CCLC	\$42,079.70	\$14,138.40	\$56,218.10	\$4,207.97	\$4,207.97	\$4,500.00	\$1,222.46	\$56,218.10
11	Gear-Up	\$65,537.00	\$8,403.00	\$73,940.00	\$6,553.70	\$6,553.70	\$7,500.00		\$79,590.70
11	Coord. Nursing & CSH & BB Coach	\$55,312.00	\$16,593.60	\$71,905.60	\$5,531.20	\$5,531.20	\$7,500.00		\$73,874.40
12	Technology Supervisor	\$55,312.00	\$30,750.00	\$86,062.00	\$5,531.20	\$5,531.20	\$25,000.00		\$91,374.40

PRESENT COMPENSATION BASIS		PROPOSED COMPENSATION BASIS		"Grandfather"		Total Compensation Variance			
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11	Asst. Prin. Valley View	\$64,113.00	\$12,000.00	\$76,113.00	\$6,411.30	\$6,411.30	\$7,500.00		\$78,024.30
11	Principal White Oak (M)	\$65,537.00	\$19,479.00	\$85,016.00	\$6,553.70	\$6,553.70	\$8,000.00	\$4,925.30	\$85,016.00
11	Prin. Wynn (M)	\$63,408.00	\$18,166.00	\$81,574.00	\$6,340.80	\$6,340.80	\$8,000.00	\$3,825.20	\$81,574.00
10	Principal Alternative School (HS)	\$60,492.00	\$9,200.00	\$69,692.00	\$0.00	\$0.00	\$8,000.00	\$1,200.00	\$69,692.00
12	Pre-K, 21st CCLC	\$42,079.70	\$14,138.40	\$56,218.10	\$4,207.97	\$4,207.97	\$4,500.00	\$1,222.46	\$56,218.10
11	Gear-Up	\$65,537.00	\$8,403.00	\$73,940.00	\$6,553.70	\$6,553.70	\$7,500.00		\$79,590.70
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12	Technology Supervisor	\$55,312.00	\$30,750.00	\$86,062.00	\$5,531.20	\$5,531.20	\$25,000.00		\$91,374.40

\$152,045.10
\$152,045.10
1.1446
\$174,030.82

\$3,252,311.80
\$3,252,311.80

\$3,100,266.70
\$3,100,266.70

* indicates position filled for partial year
M indicates classification as a Middle School
"Grandfather" Supplement put in place until position compensation becomes equal to or greater than proposed compensation level under new calculation methodology

MINUTES

The Campbell County Board of Education met in a Special Called Meeting on Tuesday, August 1, 2023, at 6:00 p.m., in the lower-level conference room of the Central Office. The following school board members were present: Chair Sharon Ridenour, Lisa Fields, Randy Heatherly, Josh James, Ronnie Lasley, Jeffrey Miller, and Steve Morgan. Board members Johnny Byrge, Crystal Creekmore, and Brent Lester were absent from the meeting. Director of Schools Jennifer Fields was present, and Gail Parks kept the minutes.

I. Roll Call.

II. Approve Agenda.

Motion by Morgan, second by James to approve the Agenda.

Ridenour-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Miller-yes, Morgan-yes.

Motion Passed.

III. Discuss and review the Director of Schools Evaluation. (Attachment)

Chair Ridenour stated six members returned the evaluation, four did not so this evaluation was based on six and not ten. Chair Ridenour did a review of the complete evaluation. Director Fields stated there is an ongoing shortage of teachers nationwide. Dr. Jason Horne asked if he could speak as a private citizen. Dr. Horne stated only six evaluations being returned was ridiculous. Chair Ridenour stated overall Director Fields evaluation was 79% of 2's & 3's and 19% gave her 1's. Board member Morgan stated this was the hardest job in the county and was proud to have her. Director Fields stated she was honored to have this position and in regard to section #2 Personnel, she includes this in her report every month and requests a comment section on this. Board member James stated scores would change if everyone signed their name. Director Fields added to the discussion about leading by example she felt that she does not receive input from everyone, and everyone should turn in the evaluation. Chair Ridenour stated all board members need all the training they can get. Board member James stated Director Fields is doing a fantastic job and the numbers have increased every year. Board member Morgan stated Director Fields has been through much since she has been here.

Motion by James, second by Heatherly to accept the Director of Schools Evaluation review and send to full board for approval.

Ridenour-yes, Byrge-yes, Creekmore-absent, Fields-yes, Heatherly-yes, James-yes, Miller-yes, Morgan-yes. Motion Passed.

Motion by Fields, second by James to adjourn.

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AUGUST 1, 2023
SPECIAL CALLED MEETING

Meeting adjourned.

Sharon Ridenour
Chair, CCBOE

Jennifer Fields
Director of Schools

Campbell County Schools

2023 School Board Evaluation

RELATIONSHIP WITH THE BOARD	Evaluator 1	Evaluator 2	Evaluator 3	Evaluator 4	Evaluator 5	Evaluator 6	Total
1 Keeps the board informed on issues, needs, and operation of the school system.	2	2	2	1	2	3	2.00
2 Offers professional advice to the board on items requiring board action, with appropriate recommendations based on study and analysis.	2	3	2	1	3	3	2.33
3 Advises on the need for new/or revised policies and interprets and executes the intent of board policy.	2	3	2	1	2	3	2.17
Creates a working relationship with the Board that results in a shared vision; both short-term and long-term goals for the district based on input from the leadership team.	3	2	2	1	3	3	2.33
5 Meets deadlines and follows up on commitments and assignments.	3	3	2	1	3	3	2.50
5 Maintains a positive working relationship with the board.	2	2	2	1	2	3	2.00

PERSONNEL

Works with administrators and principals to employ the most qualified staff for the school district.	1	2	2	1	2	3	1.83
Reports to the Board employment, and/or dismissal of personnel.	2	3	1	1	3	3	2.17
Treats all personnel fairly, without favoritism or discrimination while insisting on performance duties.	3	2	2	1	2	3	2.00
Reports unsatisfactory service and takes appropriate action.	1	2	1	1	3	3	1.83
Holds all district staff accountable for achieving district learning and teaching goals.	2	2	2	1	2	3	2.00
Holds staff accountable for attendance.	2	2	2	1	3	3	2.17

COMMUNITY RELATIONSHIPS

Gains respect and support of the community on the conduct of the school system operation.	1	2	2	1	2	3	2.00
Represents the school system before the public – maintains a high profile of publicity and public relations.	2	3	2	1	3	3	2.33
Develops good relationships with the news media to disseminate information about school activities and school achievement.	2	3	2	1	3	3	2.33

1	Practices two-way communication with parents and community.	2	2	2	1	3	3	2.17
5	Understands the importance of acknowledging concerns and celebrating accomplishments.	2	2	2	1	3	3	2.17
5	Effectively communicates with stakeholder groups the successes and shortcomings of the district.	2	3	2	1	2	3	2.17
7	Establishes an environment of trust among staff, students, parents and the community at large.	2	2	2	1	2	3	2.00

PERSONAL QUALITIES

1	Has a sense of professional effectiveness and belief in her capability to affect positive leadership in the district.	3	3	3	1	2	3	2.50
2	Understands diversity and culture of the school district.	2	3	2	1	3	3	2.33
3	Maintains high standards of ethics, honesty and integrity; models the behavioral and philosophical values of the district.	2	2	2	1	2	3	2.00
1	Devotes her time and energy effectively to her job.	3	3	3	1	3	3	2.67
5	Works well with individuals and groups.	3	3	2	1	3	3	2.50
5	Demonstrates professionalism in dress, speech and written communication.	3	3	3	1	3	3	2.67

Overall Total
2.21

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, August 8, 2023, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chair Sharon Ridenour, Johnny Byrge, Crystal Creekmore, Lisa Fields, Randy Heatherly, Josh James, Jeffrey Miller, and Steve Morgan. Director of Schools Jennifer Fields was present, and Gail Parks kept the minutes.

Prayer by Lisa Fields.

Pledge of Allegiance led by Randy Heatherly.

- I. Roll Call and Call to Order
- II. Recognition of Guest
- III. Public Comment (Agenda Items Only, Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker)

Karen Hendricks was recognized for discussion of item X-B.

Mrs. Hendricks expressed a thank you for the opportunity to speak regarding item X-B. Mrs. Hendricks stated she has served in the same capacity for 36 years, and wanted all educators to have compensation that was fair. The proposal being presented does not reflect fairness to all. We are not trying to keep anyone from getting a raise but to see all our educators be granted fair compensation. Mrs. Hendricks made a request to the board to delay the action tonight and thanked them for their time.

IV. Consent Agenda

- A. Minutes of the previous meetings.
 1. July 11, 2023, regular session meeting.

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

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

V. Approval of Regular Agenda & Addendum

Chair Ridenour informed we have an Addendum items X-G and XIII-B. Item XIII-A will be deleted from the agenda. Board member Morgan called for Point of Order to delete item IX-B Budget Amendment 8-4, due to committee not approving. Item XIII-A was also deleted from the agenda.

Motion by Byrge, second by Morgan to approve Agenda and Addendum as amended.

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Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.
Board member Miller asked if Special Education was fully staffed. Director Fields replied yes.

VI. Comments from the Chair

Chair Ridenour stated she appreciated the audience in attendance and reminded the board of the Fall District meeting.

VII. Director's Monthly Report

Director Fields welcomed teachers to the meeting and gave the following information:
Yesterday we welcomed back our school staff. Several meetings and professional development opportunities were offered across the county, and we had 40 teachers in attendance at our new teacher orientation. We are excited to welcome our students tomorrow for registration day and we are looking forward to an exciting year ahead. Thursday will be our first full day of classes. We have filled all but 5 teaching positions for this school year. We will continue to advertise the available positions. We do have a couple of interim custodian positions.

Positive Information – In the months of June and July, School Nutrition served 71,932 breakfasts and 78,036 lunches. Our school nutrition staff worked hard this summer to make sure children ages 2-18 and special needs in our district were fed. Campbell County High School's 2022 college going rate, 55.7%, is 1.4% higher than the state average and 9.1% higher than the average of the other GEAR UP schools in the state. Jellico's information has not yet been released yet. It should be announced on Thursday.

Maintenance – Painting bids and Roofing bids were sent out last week to advertise in the first available paper, the Knoxville News Sentinel, and it will be in the local paper this week. It will be running on WLAf website for the next five consecutive days. Roof work will begin Wednesday on the baseball fieldhouse roof and bathroom at CCHS and should take 2-3 weeks for completion. An emergency exit road at CCHS has been built and a fence will be installed in that area by Friday and the road will be paved in late August or September. The fence at Wynn Elementary has been moved away from the creek bank and reinstalled closer to the gym and playground area. Trees have been trimmed away from the cafeteria area at Wynn and they will be trimming the trees around the building at LaFollette Middle School.

Technology – The Technology Department closed 1522 tickets last year and that did not include any of the network upgrades being implemented. Elk Valley is wrapping up the cabling project and will soon have phones and intercoms installed. This will complete the entire district upgrade and all schools now have access to the latest Wi-Fi capabilities.

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Board member Morgan asked where the status of progress was on the fence between the football field at Jellico High School. Director Fields informed that she would check on the progress and let him know.

VIII. Legislative Report

Board member Fields reminded the board of the Fall District meeting at Anderson County High School on August 29th. Registration begins at 4:30 p.m.

IX. Recognize Jeff Marlow, Director of Finance

- A. Monthly Financials. Nothing at this time.
- B. Approve Budget Amendments and Resolutions.

Karen Henegar gave an individual detailed summary of the August 8, 2023 Budget Amendments and Resolutions. Each budget Amendment was read into record.

BA 8-1 the State Pre-K program grant funding increased slightly and program revisions have been submitted within ePlan to appropriate these funds for use and to realign appropriations to meet program needs and once formally approved by the State then this amendment can be posted to the accounting records to appropriate the funds accordingly and if the State approves a further revised plan then an additional amendment will be prepared to address any variances at that time, and; personnel reclassifications have been made between grant funding and non-grant funds to meet program needs and realignment is being made accordingly with further realignment being made to provide for state required curriculum materials classified as textbooks, and;

Motion by Morgan, second by Heatherly to approve BA 8-1 as read.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

BA 8-2 the Special Education Program had identified the need to provide for two part-time educational assistants at Campbell County High School and appropriations for contract services have been identified for reduction to meet these needs, and

Motion by Lester, second by Byrge to approve BA 8-2 as read.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

BA 8-3 the need exists to realign funds between accounts to classify expenditures for Reading Egg modules from the Edmentum vendor as software rather than as a tool for evaluation and testing, and;

Motion by Morgan, second by Miller to approve BA 8-3 as read.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

BA 8-4 This item was deleted from agenda.

BA 8-5 at the August 1, 2023 Budget and Finance Committee meeting action was taken to forward consideration of increasing Guidance Counselor positions at CCHS to 11 month positions in order to facilitate management of student records at the beginning and end of the school year, rather than having an optional 2 or 3 week program, and funds are being realigned accordingly, and; the optional 2 week program was available for the beginning of the 2023-2024 school year resulting in the change to 11 month positions to be effective thereafter, and;

Motion by Fields, second by Heatherly to approve BA 8-5 as read.
Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

BA 8-6 the allocation for the CTE Perkins program is greater than anticipated and these funds are being appropriated for use to update equipment for new and emerging technologies, and;

Motion by Ridenour, second by Fields to approve BA 8-6 as read.
Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed

BA 8-7 funds have been awarded under the Access for All Learning Network (AALN K-8) program to supplement efforts to increase the proficiency in reading with materials submitted to the State in ePlan and once formally approved by the State then this amendment can be posted to the accounting records to appropriate the funds accordingly and if the State approves a further revised plan then an additional amendment will be prepared to address any variances at that time, and;

Motion by Byrge, second by Lester to approve BA 8-7 as read.
Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed

BA 8-8 the amount of carryover funds for the ESSER 2.0 program are greater than estimated with materials submitted to the State within ePlan to budget the funds for instructional supplies, medical supplies, equipment and other operational needs with realignment between accounts based on present cost estimates for I-Stream software needs and once formally approved by the State then this amendment can be posted to the accounting records to appropriate the funds accordingly and if the State approves a further revised plan then an additional amendment will be prepared to address any variances at that time, and; ESSER 2.0 funds are non-recurring and should be used for non-recurring expenditures to avoid issues with sustainability when the funds expire in the summer/fall of 2024, and;

Motion by Byrge, second by Morgan to approve BA 8-8 as read.
Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed

BA 8-9 the Fresh Fruits and Vegetable Program funding is greater than anticipated and these funds are being reconciled and appropriated for program needs with subfund 970 for the period of July-September and subfund 971 for October-June, and;

Motion by Fields, second by Lester to approve BA 8-9 as read.
Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed

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- C. Reviewing of Bids. Nothing at this time.
- D. Request permission to advertise Bids. Nothing at this time.
- E. Request permission to accept renewal of contracts. Nothing at this time.

X. Items for Action:

- A. Consider approving lodging overage for the following to attend Tennessee School Counselor and Administrator Leadership Institute on September 17, 2023, through September 19, 2023, in Murfreesboro, TN.
Pam Walden
September 17th nightly rate \$261.42/11.42 overage
September 18th nightly rate \$311.21/61.21 overage
Total overage - \$72.63

Motion by Morgan, second by Lasley to approve lodging overage.
Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

- B. Consider approving revised school board procedure establishing Administrators/Supervisors/Principals/Assistant Principals and/or Instructional Data Manager Positions for the High Schools, Middle Schools and Elementary Schools, and Coordinators and to establish calculation procedures for the 10, 11 and/or 12-month annual salaries of such positions, as presented at the Budget and Finance Committee meeting on August 1, 2023.

This item was discussed at the Budget and Finance Committee meeting on August 1, 2023. Board member James stated he requested this to be brought before the full board and if the proposed pay was approved it would cost approximately \$174,000.00, and funds would come from Capital Outlay. Board member Morgan stated he would not vote to approve due to cutbacks, no funds for various things such as assistants, interventionist, this is not a wise way to spend money. Board member Byrge stated the timing of this wasn't right and we just passed a balanced budget. Board member James commented that he was for everyone making more money and even had an addendum item to also include teacher raise. Board member James pointed out that Anderson County pays administrative personnel \$91,709, and Campbell County pays \$75,788. We are off \$16,000.00. If we are trying to get the best, we have to pay more, and we are trying to get the best stated board member James. Board member Byrge once again stated he admired board member James for his time and effort put into this but felt the timing was wrong. Board member Byrge pointed out that we don't have the tax base as Anderson County, but it is the timing that I have against this. Board member Byrge stated our county.

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commission won't raise taxes, and this would have to be taken out of debt service and he could not support this at this time. Board member James stated it was not his intention to give anyone a raise but to fix a pay scale from 1996. Board member Morgan stated everyone has the best interest of kids at heart and we need to come together with a solution. Board member James asked if this should be sent back to the committee and welcomes any solution anyone has to make. Board member James stated we have 8 million in Undesignated Fund Balance. We have plenty of money. Board member Byrge stated we can't use Undesignated Fund Balance for re-occurring for pay increases, we need to spend money on academics.

Motion by James, second by Heatherly to send this item back to committee.

Motion by James, and second by Heatherly to send back to committee was withdrawn.

Motion by James, second by Heatherly to Consider approving revised school board procedure establishing Administrators/Supervisors/Principals/Assistant Principals and/or Instructional Data Manager Positions for the High Schools, Middle Schools and Elementary Schools, and Coordinators and to establish calculation procedures for the 10, 11 and/or 12-month annual salaries of such positions, as presented at the Budget and Finance Committee meeting on August 1, 2023.

Ridenour-yes, Byrge-no, Creekmore-no, Fields-no, Heatherly-yes, James-yes, Lasley-no, Lester-no, Miller-no, Morgan-no. Motion Failed.

- C. Consider approving 9-12 school counselors moving from 10 months to 11 months as presented at the Budget and Finance Committee meeting on August 1, 2023.

Motion by Fields, seconded by Heatherly to approve 9-12 school counselors moving from 10 months to 11 months as presented at the Budget and Finance Committee meeting on August 1, 2023.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

- D. Consider approving Contractual Agreement between Campbell County School District and Dara Kline, Ph.D.

Motion by Byrge, second by Morgan to Contractual Agreement between Campbell County School District and Dara Kline, Ph.D.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

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- E. Consider approving Fresh Fruit and Vegetable Program monies (FFVP) for the 2023-2024.

Motion by Morgan, second by Fields to approve Fresh Fruit and Vegetable Program monies (FFVP) for the 2023-2024.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

- F. Consider approving Services Agreement between Campbell County Schools and Ridgeview Behavioral Health Services for the 2023-2024 school year.

Motion by Byrge, second by Lester to approve Services Agreement between Campbell County Schools and Ridgeview Behavioral Health Services for the 2023-2024 school year.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

- G. Consider approving Services Agreement between Campbell County Schools and Ridgeview Behavioral Health Services for the 2023-2024 school year. It was noted that item G was unrelated to item X-F.

Motion by Byrge, second by Lester approve Services Agreement between Campbell County Schools and Ridgeview Behavioral Health Services for the 2023-2024 school year.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

- XI. Consider approving Navigate 360 SEL (social, emotional, and learning) Programs for K-5 counselors.

Motion by Fields, second by Morgan to approve Navigate 360 SEL (social, emotional, and learning) Programs for K-5 counselors.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

- XII. Consider approving Director of Schools Evaluation as presented at the August 1, 2023, special called meeting.

This item was reviewed and discussed at the special called meeting on August 1, 2023.

Motion by Morgan, second by Ridenour to approve the Director of Schools Evaluation as presented at the August 1, 2023, special called meeting.

Ridenour-yes, Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes. Motion Passed.

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XIII Items for Discussion:

- A. Discuss Memorandum of Understanding of Board and Teacher Relations to advertise all vacant teaching and administrative positions on the Campbell County Schools website at least 5 working days before interviews and hiring. (This item was deleted from the agenda).
- B. Discuss \$1425 (including benefits) raise for all teachers. This item was agreed upon to go back to the committee for discussion.

XIV. Discuss Legal Matters:

Attorney Cantrell informed the board they have full access to any federal project expenditure. There will be an Administrative Law Judge in regard to the termination of an employee at the end of august. Attorney Cantrell will have a conference call tomorrow. There will not be an update until the conclusion with the ALJ. A court reporter will transcribe, and a full report will be given to the board at this time the board will vote. Attorney Cantrell stated something to concern all was someone is giving information such as emails to the press and they are giving it to an employee for their attorney. Attorney Cantrell cautioned the board as they are subject to subpoena. In the event a board member is served with subpoena, please contact attorney Cantrell. Attorney Cantrell stated the employee attorney, ALJ, and the state has copies of the emails and once again cautioned the board to be careful.

XV. Recognize School Board Members:

Board member Creekmore stated she liked board member Byrge's recommendation regarding putting money into education. Board member Fields wished everyone a great school year.

Motion by Byrge, second by James to adjourn the meeting.

Meeting adjourned.

Sharon Ridenour
Chair, CCBOE

Jennifer Fields
Director of Schools

AGENDA PLACEMENT FORM

Name MARK WEAVER

Date 9/6/2023

Name of person to address the Board of Education MARK WEAVER

Purpose for addressing Board of Education

PROPOSAL TO START A WRESTLING PROGRAM FOR CAMPBELL CO.
TO FURTHER THE ATHLETICS OF OUR COMMUNITY AND SCHOOL
SYSTEM, AND IN TURN IMPROVE THE ATHLETICISM WITHIN OTHER
SPORTS.

Have you addressed this issue to any school administrator with the Campbell County Board of Education? YES

If so, please list the name/names of individuals.

MATT PRICE

LOSH JAMES

AGENDA PLACEMENT FORM

Name Marty Jackson

Date 8-24-2023

Name of person to address the Board of Education Marty Jackson
423-967-7075

Purpose for addressing Board of Education

Pay raise for drivers

Have you addressed this issue to any school administrator with the Campbell County Board of Education? yes

If so, please list the name/names of individuals.

Jeffery Miller

Jennifer Fields

Traci Chambers