

CRYSTAL CREEKMORE
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Newcomb, TN 37819

RYNE CUMMINS
1248 Indian Mountain Road
Jellico, TN 37762

LISA FIELDS
1049 Deerfield Way
LaFollette, TN 37766

RANDY HEATHERLY
145 Dogwood Lane
Jacksboro, TN 37757

BRANDON JOHNSON
110 Knoll Drive
LaFollette, TN 37766

CAMPBELL COUNTY

Board of Education

172 Valley Street
Jacksboro, Tennessee 37757
Phone: 423-562-8377, Fax: 423-566-7562

Jennifer Fields
Director of Schools

RONNIE LASLEY
1102 Bruce Gap Road
Caryville, TN 37714

BRENT LESTER
180 South Village Lane
LaFollette, TN 37766

JEFFREY MILLER, CHAIR
209 Glade Springs Road
LaFollette, TN 37766

SHARON RIDENOUR
386 Middlesboro Road
LaFollette, TN 37766

JAMIE WHEELER, VICE CHAIR
124 School Road
Jacksboro, TN 37757

AGENDA

The Campbell County Board of Education will meet in regular session on Tuesday, June 10, 2025, 5:30 p.m., at courthouse in Jacksboro, Tennessee.

Prayer.

Pledge of Allegiance.

- I. Roll Call and Call to Order.
- II. Recognition of Guest
Billie Jo Ralston
Sherry Lasley
- III. Public Comment (Agenda Items Only, Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker)
- IV. Consent Agenda
 - A. Minutes of the previous meetings. (Attachments)
 1. April 30, 2025, budget & finance committee meeting.
 2. April 30, 2025, policy committee meeting.
 3. May 12, 2025, recess session meeting.
 4. May 13, 2025, regular session meeting.
 5. May 29, 2025, emergency session meeting.
 - B. Executive Actions:
 1. Approve Elk Valley Elementary School K-8 to attend Lane Theater in Williamsburg, KY and Indian Mountain State Park on dates of May 14th, 16th, and 20th, 2025.
 - C. Dilapidated items:
LaFollette Elementary School:
Lenovo ThinkCentre ssn#MJ05ZAX5 dilapidated 05/30/24
Lenovo ThinkCentre ssn#MJ0E5376 dilapidated 05/30/24

Lenovo ThinkCentre	SSN#MJOE48YL	dilapidated 05/30/24
Lenovo ThinkCentre	SSN#MJO50SDD	dilapidated 05/30/24
Lenovo ThinkCentre	SSN#MJO50ZAXX	dilapidated 05/30/24
Lenovo ThinkCentre	SSN#MJOE48YB	dilapidated 10/31/2024
Lenovo ThinkCentre	SSN#MJOE48YG	dilapidated 10/31/24
Lenovo ThinkCentre	SSN#MJOE537A	dilapidated 5/28/25
Lenovo ThinkCentre	SSN#MJOE537C	dilapidated 5/28/25

Lenovo ThinkCentre	SSN#JO5ZAVK	dilapidated 5/28/25
Lenovo ThinkCentre	SSN#MJO5ZAXK	dilapidated 5/28/25
HP LASERJET PRO	SSN# VND3D49	dilapidated 5/28/25
HP LASERJET PRO	SSN#VND3G01982	dilapidated 5/28/25
HP LASERJET PRO	SSN#VND3B49189	dilapidated 5/28/25
HP LASERJET PRO	SSN#VND3D41063	dilapidated 5/28/25
HATCH	SSN#50207 3100031	dilapidated 5/28/25
ACER MONITOR	SSN#MMT92AA00403009AD42450	dilapidated 5/28/25
ACER MONITOR	SSN# ETLBYO817821006FA54216	dilapidated 5/28/25
ACER MONITOR	SSN#MMT92AA00403009CS2450	dilapidated 5/28/25
ACER MONITOR	SSN#ETLBYO817820914DC74216	dilapidated 5/28/25
ACER MONITOR	SSN#ETLE10D1782040F12C8586	dilapidated 5/28/25
ACER MONITOR	SSN#MMT92AA00403008ESA2450	dilapidated 5/28/25
ACER MONITOR	SSN#ET;BNPC1219370C8974089	dilapidated 5/28/25
ACER MONITOR	SSN#MMT92AA00403009C5E2450	dilapidated 5/28/25
ACER MONITOR	SSN#ETLBNOC12194415F0340B9	dilapidated 5/28/25
ACER MONITOR	SSN#ETLE10D0929370048B8502	dilapidated 5/28/25
ACER MONITOR	SSN#MMT92AA004003009C912450	dilapidated 5/28/25

Caryville Elementary

Laptop barcode #1926 Serial# R912KxK1 (broken screen)

HP Printer from cafeteria Serial #CNFC54K24L

Jacksboro Middle

MJ056T28 MJ073HQJ MJ073HPZ MJ056T60 MJ073HS5 MJ05BFPH MJ073HQR
 MJ073HTY MJ073HSA MJ073HQV MJ073HRC MJ073HRV
 MJ073HPU MJ073HTK MJ073HTS MJ073HUC MJ0dhxe0 MJ073HQE
 MJ073HU8 MJ073HRH MJ073HTC MJ073HSY MJ073HRS MJ073HR7
 MJ073HPW MJ05BFQF MJ073HTW MJ073HR9 MJ073HQ7 MJ073HRL
 MJ05BFQG

D. Approve school trips for the following:

1. CCHS FBLA to attend FBLA Nationals in Anaheim, CA on June 28, 2025, through July 3, 2025.

V. Approval of Regular Agenda

VI. Comments from the Chair

VII. Director's Monthly Report

VIII. Legislative Report

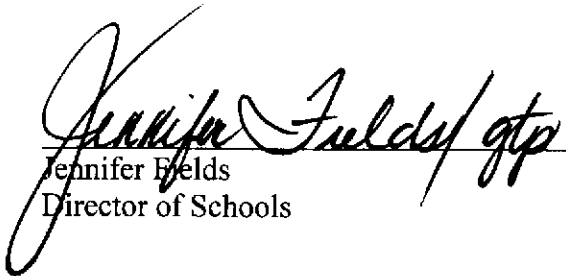
IX. Recognize Jeff Marlow, Director of Finance

- A. Monthly Financials. (Attachment)
- B. Approve Budget Amendments and Resolutions. (Attachment)
- C. Reviewing of Bids. (Attachments)
 - 1. Food/Non-food
 - 2. Janitorial Supplies
- D. Request permission to advertise Bids.
 - 1. Request permission to advertise Special Education buses as surplus to highest bidder. If no bids received declare as dilapidated and dispose of accordingly.
Sp. Ed. Bus 69 2016 Blue bird VIN# 1GB3G5BG6G1177773
Sp. Ed Bus 65 2010 Thomas VIN# 1GB6G3AG8A1158153
Sp. Ed. Bus S1234 2010 Thomas VIN# 1GDJG31KX81235217
Sp. Ed. Bus 62 I have no info on this bus VIN# 1GDJG31K791148277
Sp. Ed. Bus 63 Thomas VIN# 1GDJG31K191148047
- E. Request permission to accept renewal of contracts. Nothing at this time.

X. Items for Action:

- A. Consider approving Director of Schools Evaluation.
- B. Consider approving Junior School Board Members for the 2025-2026 school year.
- C. Consider hiring 3rd party consulting firm to help maximizing the use of finding and make recommendations as to how to balance our budget for upcoming year and further years.
- D. Consider approving the following CCBOE policies on and and Final reading: (Attachments)
 - 6.3071/Student Alcohol and Drug Testing
 - 6.206/Transfers Within the System
- E. Consider approving copier agreement for Wynn Elementary School. (Attachment)
- F. Consider gifting of Easement of LaFollette Middle School to LaFollette Utilities. (Attachment). This request is to upgrade and relocate the existing water lines in that area.

- G. Consider approving Memorandum of Agreement between Dayspring Health and the Campbell County Board of Education. (Attachment)
- H. Consider approving the Consolidated Funding Application (CFA) for the 2025-2026 school year.
- I. Consider approving Memorandum of Understanding (MOU) between the State of Tennessee and the Campbell County Board of Education. (Attachment)
- J. Consider approving Addendum for UDT Voice Service. (Attachment)
- XI. Items for Discussion: Nothing at this time.
- XII. Discuss Legal Matters:
- XIII. Recognize Junior School Board Members:
- XIV. Recognize School Board Members:


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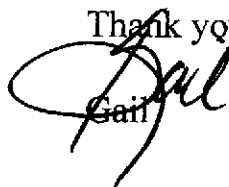
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June 5, 2025

The Campbell County Board of Education will meet in a Special Called meeting on Tuesday, June 10, 2025, at 5:00 p.m., in the upper courtroom of the courthouse in Jacksboro, Tennessee. The purpose of the meeting is to review the Director of Schools Evaluation.

Thank you,


Paul Gail

AGENDA PLACEMENT FORM

Name Dr. Billie Jo Ralston

Date June 2, 2025

Name of person to address the Board of Education Dr. Billie Jo Ralston

Purpose for addressing Board of Education

I wish to address the board concerning budget cuts and equity among all students. I wish to call attention to the plight of the teachers and classroom management. We are all in this together, and a fair, equitable solution must be reached in order to best serve all the students of Campbell County. This is a terribly trying time, and no solution will come easily. It is my wish to convey the thoughts and feelings of the teachers during this time.

This is not a blame session, or a guilt trip. It is simply a wish for my voice to be heard.

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.

MINUTES

The Campbell County Board of Education Budget and Finance Committee met on Wednesday, April 30, 2025, at 5:00 p.m., in the lower-level conference room of the Central Office. The following committee members were present: Budget Chair Crystal Creekmore, Ryne Cummins, Lisa Fields, Randy Heatherly, and Jamie Wheeler. Member Sharon Ridenour was absent from the meeting. Director of Schools Jennifer Fields was present, and Gail Parks kept the minutes.

I. Call to Order.

II. Roll Call.

III. Approve Agenda.

Motion by Cummins, second by Wheeler to approve the Agenda. Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Ridenour-absent, Wheeler-yes. Motion Passed.

IV. Discuss and make any necessary recommendations regarding the Director of Schools budget plans.

Director Fields stated the system was facing a 2.8 million deficit and presented 3 options.

Option 1:

Key Priorities to prevent disruption to current staffing and academic programs, preserve consistency for students, families, and employees, allow a time to study long-term cost-saving strategies and resource reallocation.

State Accountability Requirements: Under T.C.A. 49-1-602, any school receiving a letter grade of D or F requires the Director of Schools, Finance Director, Board Chairman, and Principal to appear before the State Board of Education to explain how funding is being used to support student learning. Utilizing fund balance does not negate the need to demonstrate fiscal strategy and alignment of resources with student outcomes.

Budget Strategy – Full Use of Fund Balance. Budget is balanced without changes to personnel or programs.

Why this Plan Works. Maintains current staffing and services with no immediate disruptions, buys time to access one-term cost-saving strategies, prevents sudden

MINUTES

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APRIL 30, 2025

BUDGET & FINANCE COMMITTEE

shifts or morale issues tied to reductions, demonstrates commitment to protecting classrooms while planning responsibilities.

Next Steps. Obtain board approval to allocate 2.8 million from fund balance, notify principals and departments that no staffing reductions will occur, Develop a long-term fiscal sustainability plan to reduce future reliance on reserves, Continue monitoring enrollment, funding trends, and legislative impacts on future budgets.

Option 2: Key Priorities. Avoid disruption to students and staff by preserving current services, Honor prior commitments of funding while responsibly managing equity savings, maintain instructional integrity while stabilizing the budget.

State Accountability Requirement. According to T.C.A. 49-1-602, school earning a D or F letter grade require the Director of Schools, Finance Director, Board Chairman, and Principal to appear before the State Board of Education to justify how funding is used to support student achievement. This option provides a balanced budget while maintaining the ability to align resources with academic goals.

Budget Strategy – Use of Committed and Equity Funds. Committed Funds Designated funds previously set aside for specific needs \$1,700,000. Projected Equity Savings from the 2024-2025 budget to fall into fund balance \$1,100,000. Total Covered Toward Deficit: \$2,800,000. Result: Budget is balanced without staffing or program reductions.

Why this plan works. Preserves all current instructional positions and services, relies on already committed and projected resources, avoiding new cuts, reflects strong fiscal planning by using existing assets strategically, maintains morale and stability for staff and families.

Next steps: Confirm availability and board approval for use of committed funds and projected equity, finalize documentation of projected savings for audit and reporting, communicate to all stakeholders that no staffing reductions are needed, develop a strategy to rebuild committed funds for future needs.

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APRIL 30, 2025

BUDGET & FINANCE COMMITTEE

Option 3: Reduce 1 Full-Time Counselor utilizing existing counselor to serve multiple schools a savings of \$80,000. Reduce 1 Full-time PE teacher to travel between schools a savings of \$80,000. Abolish 80-day Dyslexia screener for responsibilities reallocated to current staff a savings of \$20,000. Restructure Academic Coaches and retain 4 system-wide positions reallocate others \$400,000. Replace 11 Interventionists with 11 Teaching Assistants to maintain support with reduced cost of \$709,000. Abolish 2 part-time Basic Skills Teaching Assistants to eliminate based to comparability a savings of \$32,000. Combine Classes/Implement Split Grades staff reductions due to low enrolment at White Oak (4), Wynn (1), and Elk Valley (2) with a savings of \$560,000. Total Savings \$1,881,500. Total covered toward deficit: Budget cuts of \$1,881,500. Equity savings of \$1,100.00. Total of \$2,981,500.

Richard Terry stated the deficit would be 2.1 million after the use of equity to the debt service. Board member Cummins stated he liked Option 2 and combining classes should be the last resort and the teachers in the small schools were a necessity and a sports complex was a luxury. Board member Miller stated any equity or committed funds used only pushes this down the road. We are going to have to back up because this says \$2.8 million deficit when it's \$2.1 million. Next year with inflationary cost, teacher raises this could easily be a \$3.5 to \$4 million deficit to face next year and in his opinion the only thing left was to go bankrupt or go to the county commission to request a tax increase. Cuts are never easy, but the system had more going out than revenue coming in. Chairman Miller recommended to recess the meeting so the finance director could change \$2.8 to \$2.1 and recalculate some of the proposals and come back to the board.

Board member Creekmore stated she agreed but wanted to express concerns regarding misinformation. Board member Creekmore stated she and board member Cummins have received calls during the day and didn't know which board member had released misinformation to the media outlet but had created concern for some of the community. Community members from Elk Valley and White Oak Elementary were present for the meeting due to being rumored of school closings. Board member Cummins stated he was not calling any one out but it was unprofessional and caused anxiety and upset people in his district. Board member Creekmore stated she felt there were other areas that could be cut and didn't feel the 5th district should be targeted. Chairman Miller stated whoever spoke on

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BUDGET & FINANCE COMMITTEE

anonymity to the media outlets should stand up and own it as an official and placed the board in a position that was uncalled for. Chairman Miller stated if he had knowledge who it was he would bring ethics charges with committee due to violation of policy. Board member Cummins thanked everyone from the 5th district for attending the meeting, but hated the circumstances and felt this was a cowardly act. Board member Wheeler made a request of a list of central office staff and their duties. Board member Heatherly stated the deficit needed to be viewed at \$2.8 million. Director Fields stated no school closures were never mentioned as an option. Discussion was held regarding the sports complex at CCHS. Board member Heatherly stated utilizing the sports complex funds were passing the buck.

Motion by Wheeler, second by Fields to recess meeting until a later date.

Meeting recessed.

Crystal Creekmore
Chair, Budget & Finance Committee

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education Policy Committee met on Wednesday, April 30, 2025, in the lower-level conference room of the Central Office. The following committee members were present: Chair Jamie Wheeler, Lisa Fields, Crystal Creekmore, Brandon Johnson, Ronnie Lasley. Committee member Sharon Ridenour was absent from the meeting. Director of Schools Jennifer Fields was present for the meeting and Gail Parks kept the minutes.

- I. Meeting called to order.
- II. Roll Call.
- III. Approve Agenda.
- IV. Discuss and make any necessary recommendations regarding the following CCBOE policies.
 - a. Dress Code.
 - b. Student Drug and Alcohol.
 - c. Student Transfers Within the System.

CCHS & JHS junior board representatives were present and gave a presentation to the board regarding the dress code policy. Students present were Madison McCullah and Raylee Loudin. Board member Wheeler stated the students have been doing a really good job. Board member Johnson stated he had presented the Knox County Dress Code policy, and this was the same exact policy and appreciated the student input. Raylee Loudin stated they had gone through their handbook and did a survey. From the survey 24 responses were received including teaching staff. The issue at JHS is wearing of hats and currently hats are not permissible. It is proposed that an agreement to allow hats, beanies, or head coverings be allowed in communal areas such as hallways, cafeteria, outside, and gym at teacher discretion in their classrooms. Other issue discussed was pajama pants. The student representative felt this was very unprofessional and was identified through the teacher survey. Madison McCullah addressed the board with the CCHS surveys. Teacher survey addressed hoodies, hats in communal areas. Face covering, ski mask, blankets, adult and vulgar obscene shirts request to ban. Other problem areas at CCHS are crop tops, belly shirts and spaghetti straps as was

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APRIL 30, 2025

POLICY COMMITTEE MEETING

recommended to have more regulation in this area. Saggy pants were addressed and felt to be also banned. How to regulate policies were discussed and enforcement must happen and have consistency. It was stated that some teachers feel uncomfortable enforcing. The dress code committee will meet again with board member Wheeler soon.

Student Drug and Alcohol.

Ernie Clawson addressed the board regarding Student Drug and Alcohol testing. Mr. Clawson stated there were discrepancies on student drug testing. Mr. Clawson introduced iSCREEN urine test. Board member Wheeler stated she had reviewed Knox and Roane Counties policies and liked the Roane County in-house testing at school. Mr. Clawson had conversations with school nurse Sharon Shepherd and principal Ben Foust that a student under suspicion is sent for a testing will tell the school nurse and reply I am going to fail this and the test will return negative. The price of the test kits will be \$112.58 for 100 test and come in a box of 25. Mr. Clawson expressed this was inexpensive and would improve the overall drug testing for the middle and high schools. This test consists of a 12-panel test kit which the school nurse or SRO can administer the test. An administrative restroom would be used to administer the test and at any time a student is going to be tested their parent is contacted first and it can be denied.

Motion by Fields, second by Johnson to send Student Drug and Alcohol policy to the full board for approval on 1st reading.

Fields-yes, Creekmore-yes, Johnson-yes, Lasley-yes, Ridenour-absent, Wheeler-yes. Motion Passed for board approval.

Student Transfers Within the System.

Board member Wheeler stated she feels this is a fair policy with application. All applications must be submitted in writing by a parent or guardian with the proper registration. The students must have at least a C average in coursework, as a 95% attendance on the previous year. This process will help the beginning of the year if you have an overcrowding issue. If an overcrowding issue is present the principal can tell the parent, they don't have room. Exception would allow if a student's mother or sibling is at that school.

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APRIL 30, 2025

POLICY COMMITTEE MEETING

Motion by Johnson, second by Lasley to send Student Transfers Within the System to the full board for approval on 1st reading.

Fields-yes, Creekmore-yes, Johnson-yes, Lasley-yes, Ridenour-absent, Wheeler-yes. Motion Passed for board approval.

Motion by Wheeler, second by Fields to adjourn the meeting.

Meeting adjourned.

Jamie Wheeler
Chair, Policy Committee

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in a recess session meeting of the Budget & finance committee on Monday May 12, 2025, in the lower-level conference room of the Central Office. The following committee members were present: Chair Crystal Creekmore, Ryne Cummins, Lisa Fields, Randy Heatherly, Sharon Ridenour, and Jamie Wheeler. Director of Schools Jennifer Fields was present, and Gail Parks kept the minutes

Meeting reconvened.

Called to Order.

Roll Call.

Director Fields distributed and review 3 options that were discussed at the April 30th meeting. Director Fields explained once again that ESSER funding was not a surprise, and we know at some time that some positions would have to be eliminated. Director Fields again reviewed the options. In Option #3 Director Fields stated this had been done in the past and had contacted TSBA and had copies of the policy for split classes. Interventionist would return back to the classroom and replaced by teaching assistants for an approximate savings of \$709,000. Chairman Miller stated everyone needed to be aware of what their fund balance had to be according to law. Board member Heatherly stated he felt as last meeting that he did not think funds committed for other projects should be used and didn't feel it was the responsible thing to do. The 2.8 million from this year will be far more money next year even if the problem is fixed this year. CCHS generates the most money for the system and funded most of projects and positions. Chairman Miler again stated the voucher program would affect the system. Director Fields gave a breakdown of transfers over the past several years and stated if the school district started on online school, it could generate funding from other parts of the stated. Board member Johnson requests a breakdown of what it cost to operate CCHS. Board member Johnson stated we may not like these conversations but when you look at these schools based on personnel cost alone, we can't long term afford these schools. Board member Cummins stated he wanted to state again that he was not against the sports complex but felt it was luxury and that education was priority.

Motion by Creekmore, second by Wheeler to instruct Director of Schools Jennifer Fields, to prepare a budget for the upcoming 2025-2026 year where the total proposed use of Undesignated Fund Balance does not exceed \$1.1 million dollars which is identified as permissible use of Fund Balance to provide a portion of the annual debt service requirements which have a defining ending term. It is understood that preparation of such a budget will require the director of schools to determine recurring cost reduction of approximately \$2.1 million dollars. Once the Director of Schools determines the recommended recurring cost reductions; such information is to be transmitted to the finance department to allow the proposed budget to be compiled in proper form for the Board of Education Budget & Finance committee. The Director of Schools is to complete this process by noon on Friday, May 16, 2025.

Vote on motion: Creekmore-yes, Cummins, Fields-yes, Heatherly-no, Ridenour-no, Wheeler-yes. Motion Passed.

Option 1: Use Fund Balance to Cover Entire Budget Deficit

Context

Campbell County Schools is currently facing a \$2.8 million budget deficit for the 2025—2026 fiscal year. One proposed approach is to cover the full shortfall by utilizing the school system's fund balance, avoiding cuts to staffing or programs for the upcoming year. This option prioritizes short-term stability while delaying structural adjustments.

Key Priorities

- Prevent disruption to current staffing and academic programs
 - Preserve consistency for students, families, and employees
 - Allow time to study long-term cost-saving strategies and resource reallocation
-

State Accountability Requirement

Under T.C.A. 49-1-602, any school receiving a letter grade of D or F requires the Director of Schools, Finance Director, Board Chairman, and Principal to appear before the State Board of Education to explain how funding is being used to support student learning. Utilizing fund balance does not negate the need to demonstrate fiscal strategy and alignment of resources with student outcomes.

Budget Strategy — Full Use of Fund Balance

Adjustment	Description	Estimated
		Contribution

MINUTES

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MAY 12, 2025

BUDGET & FINANCE COMMITTEE

Use of Fund Allocate reserve funds to fully cover the \$2.8M Balance \$2,800,000
deficit

Total Covered Toward Deficit:\$2,800,0

Source: Fund Balance

Result: Budget is balanced without changes to personnel or programs

Why This Plan Works

- Maintains current staffing and services with no immediate disruption
- Buys time to assess long-term cost-saving strategies
- Prevents sudden shifts or morale issues tied to reductions
- Demonstrates commitment to protecting classrooms while planning responsibly

Next Steps

1. Obtain board approval to allocate \$2.8M from fund balance
2. Notify principals and departments that no staffing reductions will occur
3. Develop a long-term fiscal sustainability plan to reduce future reliance on reserves
4. Continue monitoring enrollment, funding trends, and legislative impacts on future budgets

Use all the same information

Option 2: Use Committed Funds and Projected Equity Savings to Balance the Budget

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MAY 12, 2025
BUDGET & FINANCE COMMITTEE
Context

Campbell County Schools is facing a \$2.8 million budget deficit for the 2025—2026 fiscal year. Option 2 proposes to fully resolve the deficit by using \$1.7 million in already committed funds and \$1.1 million in projected savings from the 2024—2025 budget, which will fall to equity. This strategy avoids cuts to staffing or programs while still maintaining financial accountability.

Key Priorities

- Avoid disruption to students and staff by preserving current services
 - Honor prior commitments of funding while responsibly managing equity savings
 - Maintain instructional integrity while stabilizing the budget
-

State Accountability Requirement

According to T.C.A. 49-1-6(2), schools earning a D or F letter grade require the Director of Schools, Finance Director, Board Chairman, and Principal to appear before the State Board of Education to justify how funding is used to support student achievement. This option provides a balanced budget while maintaining the ability to align resources with academic goals.

Budget — Use of Committed and Equity Funds

Funding Source	Description	Amount
Committed Funds	Designated funds previously set aside for specific needs	\$1,700,000
Projected Equity Savings from 2024—2025 budget to fall into fund balance		\$1,100,0

Total Covered Toward Deficit: \$2,800,000

Result: Budget is balanced without staffing or program reductions

Why This Plan Works

- Preserves all current instructional positions and services
 - Relies on already committed and projected resources, avoiding new cuts
 - Reflects strong fiscal planning by using existing assets strategically
 - Maintains morale and stability for staff and families
-

Next Steps

1. Confirm availability and board approval for use of committed funds and projected equity

2. Finalize documentation of projected savings for audit and reporting
3. Communicate to all stakeholders that no staffing reductions are needed
4. Develop a strategy to rebuild committed funds for future needs

Option 3: Campbell County Schools — Budget Adjustments for 2025—2026

Context

Campbell County Schools is currently facing a \$2.8 million budget deficit. As responsible stewards of public funding, our goal is to balance the budget in a way that minimizes the impact on students while maintaining our obligation to provide equitable instruction across all schools.

Key Priorities

- Protect instructional equity and student-centered services
- Align staffing with actual enrollment and instructional needs
- Preserve the integrity of core academic and support programs

State Accountability Requirement

According to T.C.A. 49-1-602, any school that receives a letter grade of D or F requires the Director of Schools, Finance Director, Board Chairman, and Principal to appear before the State Board of Education to explain how funding is being used to support student learning. This further reinforces the importance of allocating resources strategically in alignment with student achievement outcomes.

Proposed Budget Cuts and Adjustments

Adjustment	Description	Estimated Savings
Reduce 1 Full-Time Counselor	Utilize existing counselor to serve multiple schools	\$80,000
Reduce 1 Full-Time PE Teacher	Utilize existing PE teacher to travel between schools	\$80,000
Abolish 80-Day Dyslexia Screener	Responsibilities reallocated to current staff	\$20,000
Restructure Academic Coaches	Retain 4 system-wide positions; reallocate others	\$400,000
Replace 11 Interventionists with 11 Teaching Assistants	Maintains support with reduced cost	\$709,500
Adjustment	Description	Estimated Savings
Abolish 2 Part-Time Basic Skills Teaching Assistants	Eliminated based on comparability	\$32,000
Combine Classes / Implement Split Grades	Staff reductions due to low enrollment: White Oak (4), Wynn (1), Elk Valley (2)	\$560,000
Total Projected Savings: \$1,881,500		

Additional Budget Strategy

- **Projected Equity Savings (chart of accounts): \$1,100,000**
-

Total Covered Toward Deficit

- Budget Cuts: \$1,881,500
- Equity Savings: \$1,100,000
- **Total: \$2,981,500**

Result: Budget is balanced with a small buffer for unanticipated costs.

Why This Plan Works

- Protects student learning and essential services
 - Eliminates inefficiencies and aligns staffing with enrollment • Demonstrates fiscal responsibility to the state
 - Establishes a sustainable structure for future years
-

Next Steps

1. Approve proposed personnel adjustments
2. Communicate with affected staff and principals
3. Prepare documentation for potential state board review
4. Monitor enrollment and resource trends for continued savings

Budget Cuts – 2025-2026

Adjustments for option # 3:

ed text

11 Intervention teachers (replace with ed. asst.)	\$709,500
5 Instructional Coaches=	\$400,000
1 School Counselor =	\$80,000
1 PE Teacher =	\$80,000
2 Part time Basic Skills Asst.	\$32,000
1 80 day Contract for Dyslexia Screening	\$20,000
7 Split Classes (Small Schools)	\$560,000
Total Savings	\$1,881,500

Adjustments for Option #4: Combine with Option #3, Savings of \$1,881,500

1 Asst. Principal (CCHS)	\$110,000
1 Nurse	\$53,000
1 Maintenance Foreman	\$83,000
1 Band Teacher =	\$80,000
1 Contract -Truancy /Mediation	\$59,000
Special Ed. Coordinator	\$100,000
Contract Sports	\$40,000
Total Savings	\$2,408,500

UDT Savings	\$30,000
Total Savings	\$2,436,500

Budget Proposal for FY 2025-2026

Location	Job Title	Total Wages and Benefits	Add/Change Comments
County Wide	Dyslexia Screener	\$20,000	Abolish
County Wide	Mediation Coordinator	\$59,295	Abolish
EVES/Wynn	School Counselor	\$80,000	Abolish
White Oak Elementary	PE Teacher	\$80,000	Abolish
LaFollette Middle	Academic Coach	\$80,000	Abolish, return to classroom
Caryville Elementary	Academic Coach	\$80,000	Abolish, return to classroom
Jacksboro Middle	Academic Coach	\$80,000	Abolish, return to classroom
Jacksboro Elementary	Academic Coach	\$80,000	Abolish, return to classroom
LaFollette Elementary	Academic Coach	\$80,000	Abolish, return to classroom
Jellico Elementary	Educational Assistant	\$16,000	Abolish
Jellico Elementary	Educational Assistant	\$16,000	Abolish
Caryville Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
Caryville Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
Jacksboro Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
Jacksboro Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
LaFollette Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
LaFollette Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
Jacksboro Middle	Intervention Teacher	\$80,000	Abolish, return to classroom
Valley View Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
Jellico Elementary	Intervention Teacher	\$80,000	Abolish, return to classroom
LaFollette Elementary	Intervention Teacher	\$80,000	Moved to Steven Samplieri
LaFollette Middle	Intervention Teacher	\$80,000	Abolish, return to classroom
Caryville Elementary	Nurse	\$53,000	Resign. Abolish, transfer Vickie Reynolds
CCHS	Assistant Principal	\$110,000	Abolish, replace Harold Sanders. Reduce to 11-months
County Wide	SPED Teacher	\$80,000	Abolish, reduce to 120 day contract
County Wide	Assistant Band Dir.	\$80,000	Abolish
County Wide	Contracted Sports Serv.	\$44,500	Reduce to \$40,000
County Wide	UDT	\$30,000	Proposed transition from ENA
County Wide	Maintenance Foreman	\$83,000	Abolish or Reduce
LaFollette Elementary	5th Grade Teacher	\$80,000	Transfer to CES
White Oak Elementary	4 Split Classes	\$320,000	Reduce by 4 teachers
Elk Valley Elementary	2 Split Classes	\$160,000	Reduce by 2 teachers
Wynn Elementary	1 Split Class	\$80,000	Reduce by 1 teacher

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, May 13, 2025, 5:30 p.m., at Jacksboro Middle School in Jacksboro, Tennessee. The following school board members were present: Crystal Creekmore, Ryne Cummins, Lisa Fields, Randy Heatherly, Brandon Johnson, Ronnie Lasley, Brent Lester, Sharon Ridenour, Jamie Wheeler, and Chairman Jeffrey Miller.

Prayer by Lisa Fields.

Pledge of Allegiance led by Ronnie Lasley.

I. Roll Call and Call to Order.

Chairman Miller thanked Ms. Thomas for the set-up of the meeting.

II. Recognition of Guest

Jacksboro Middle School cheerleaders and girls' basketball team Area II District Champions.

Director Fields recognized each cheerleader and basketball player with a certificate and expressed appreciation for their dedication and hard work.

Cheerleaders – Harley Pierce, Blakelyn Lawson, Tyleigh Amburgey, Kailyn Wilson, Addy Stanfill, Gracie Hensley, Katie Forsyth, Jeni Ferrell, Jae Ferrell, Kenley Meade, Breelyn Summers, Makenzie Brown, Teagan Gaylor, Scarlett Silcox, Amelia Longmire, Tinley Hammac – mascot, Sarah Johnson – Mascot, Cheer coaches Olivia Goins and Skylar Zupancic.

Girls basketball team Area II District Champions

Everly Albright 6th, Kaylee Albright 8th, Reagan Bedwell 7th, Caroline Bostic 6th, Olivia Boucher 8th, Ellie Chapman 7th, Addy Coleman 8th, Lacie Hatmaker 7th, Ali Hinch 8th, Khloe Johnson 8th, Kendal Kitts 6th, Julie Lawson 8th, Kinley Leach 7th, Emma Muse 7th, Kylie Perkins 7th, Laska Prater, Emma Price 7th, Brooklyn Rutherford 8th, Kirra Smith 6th, Alexa York 8th, Adalee Young 6th.

JMS Girls Basketball Coaches – Head Coach Patrick Davis, Assistant Jeremy Cook, and Alisha Wright.

Dr. Geogy Thomas, Daysprings Health

Dr. Thomas introduced himself and stated he wanted to talk about a project and partner Elgin Foundation Dental Program, a dental program offered for school in Jellico. This is a program that their clinic would offer to grades K-5th grade in Jellico. This program offers screenings in elementary schools. This is a non-profit organization and provide preventative care at the school and if a different level of care is needed a plan is worked out to get them the care that is needed. Day Springs is offering this program in Kentucky and wishes to have dental screenings to the Tennessee side of the mountain.

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Dr. Thomas explained they wanted to take care of the Tennessee kids. This is a 3-part program initial screening, teeth cleaning and x-rays. The board was informed this program would be of no cost to the school or the county. Parental signed consent form is required. Director Fields commented she was hopeful to participate in the program.

Valley View Elementary Governors Early Literacy Foundation Tenn under 10 Literacy Ambassador 2024 Madelion Tsukas 2025 Avacyn Clark

Students were no present for the meeting. Director Fields stated she would make sure the students received their plaques and that they have celebrated them for 2 months and could understand why they were not present tonight. Director Fields stated it was always an honor to recognize an accomplishment.

- III. Public Comment (Agenda Items Only, Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker) Nothing at this time.

IV. Consent Agenda

A. Minutes of the previous meetings.

1. March 31, 2025, workshop session meeting.
2. April 8, 2025, regular session meeting.
3. April 10, 2025, recess session meeting.

B. Executive Actions:

1. Approve White Oak Elementary 4th, 5th, and 6th grade Clover Bowl students to attend Cinema Social/Tri-County complex in Williamsburg, KY on May 12, MI

C. Dilapidated items:

Caryville Elementary – desktop, monitors, and 3 copiers.

Jellico High School – Drill Press C013007543 Delta Industrial 03F39673

Powermatic 24500 Dewalt 84470027 Sander 11248 Spinning Wheel X2 W6-79 22-44 PRCE 15760 Gold Standard PowerMatic 14122094467 PowerMatic MP18 Drill Saw 1771018 Delta 03K55593

School Nutrition Program - Approve Hoshizaki Ice Machine Model # C-101BAH Serial # E0327M

Jellico Elementary School – Pre-K Playset & Swings

Special Education - Monitor 4041 dated 12-5-2016 Monitor 4040 dated 12-5-2016
Monitor 2618 ARRA dated 4-21-2010 Monitor 2617 ARRA dated 4-21-10
Monitor 2394 ARRA dated 9-10 Monitor 4073 dated 11-16-16

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D. Approve school trips for the following:

1. Jellico High School Spanish Class to travel to El Dorito Restaurant in Williamsburg, KY on May 27, 2025.
2. CCHS FCCLA to attend National Leadership Conference in Orlando, FL on July 4, 2025, through July 9, 2025.
3. CCHS cheerleaders to attend UCA Camo at Tennessee Tech University on June 3, 2025, through June 6, 2025.
4. Jellico High School boys' basketball team to attend BCAT Hoopfest in Franklin, TN on June 19, 2025, through June 21, 2025.

Motion by Johnson, second by Cummins to approve the Consent Agenda.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

V. Approval of Regular Agenda and Addendum

Motion by Johnson, second by Cummins to approve the Regular Agenda and Addendum.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

VI. Comments from the Chair

Chairman Miller reminded the board to turn in the Director's Evaluation.

VII. Director's Monthly Report

Director's Monthly Report

- All testing has concluded.
- Jacksboro Elementary gym and cafeteria expansion project is moving slowly due to rain and steel manufacturer delay but expected to be completed on schedule.
- CCHS weight room/fieldhouse is on track for completion and some of the painting has been completed.
- Several end-of-year programs and field trips are taking place.
- Jellico High School graduation is Friday, May 23rd at 7:00 pm in the gym.
- Campbell County High School graduation is Saturday, May 24th at 10:00 am at Lincoln Memorial University, Tex Turner Arena.

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There is no school on Monday, May 26th in honor of Memorial Day.

The last day of school is Thursday, May 29th – Pick up grade cards –
Teachers report for 3.5 hours

VIII. Legislative Report Nothing at this time.

IX. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of March 31, 2025.

Cash with Trustee - \$21,764,130.00

Total Revenues - \$42,934,167.40

Percent of Budget – 79.59%

Total Expenditures - \$36,950,430.62

Percent of Budget – 65.4%

142 School Federal Project Fund. Balance Sheet as of March 31, 2025.

Cash with Trustee - \$1,943,580.66

Total Revenues - \$6,277,909.42

Percent of Budget – 72.2%

Total Expenditures - \$6,277,909.42

Percent of Budget – 72.2%

143 Central Cafeteria Fund. Balance Sheet as of March 31, 2025.

Cash with Trustee - \$4,420,075.00

Total Revenues - \$3,330,343.06

Percent of Budget – 67.0%

Total Expenditures - \$3,056,552.55

Percent of Budget – 58.4%

Karen Henegar gave a detailed summary of the March 31, 2025, Monthly Financial Reports and request if there were no questions they be approved at this time.

Motion by Lester, second by Creekmore to approve the March 31, 2025, Monthly Financial Reports.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

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B. Approve Budget Amendments and Resolutions.

Karen Henegar gave a detailed report of the (7) May 2025, Budget Amendments and Resolutions and request approval at this time if no questions from the board.

Motion by Johnson, second by Heatherly to approve the (7) May 2025, Budget Amendments and Resolutions and request approval at this time if no questions from the board.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed

C. Reviewing of Bids.

1. Produce Products for 2025-2026 School Term.

T&T Produce - \$103,613.99

US Foods Cookeville - \$141,857.43

Sysco - \$153,836.50

Recommendation to award lowest and best bid to meet specifications to T&T Produce

2. Surplus 2009 F150 truck.

Dustin Inman - \$1,000.00

Bryan Harness - \$500.00

Recommendation to highest bidder Dustin Inman, and the recommendation of Jennifer Fields, Director of Schools.

Motion by Heatherly, second by Fields to approve items 9-C, 1&2.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed

1. Custodial Supplies for the 2025-2026 school year.

Motion by Creekmore, second by Fields to advertise bids for Custodial Supplies for the 2025-2026 school year.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed

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

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X. Items for Action:

Motion by Wheeler, second by Lester to approve items 10-A through I.
Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed

- A. Consider amending CCBOE policies:
6.3071/Student Alcohol and Drug Testing
6.206/Transfers Within the System
- B. Consider approving Dual Enrollment Agreement for Tennessee Colleges of Applied Technology between Tennessee College of Applied Technology – Oneida/Huntsville and Campbell County School System.
- C. Consider approving Memorandum of Understanding 2025-2028 Campbell County Board of Education and The Education Professionals of Campbell County.
- D. Consider approving 2024-2025 Summer School Bus Contract.
- E. Consider approving FINALSITE contracts for district website and robodialer service.
- F. Consider approving contract for Opt-in phone and internet services with UDT. We will piggyback off the Anderson County Contract.
- G. Consider approving a Resolution of the BOE affirming participation in Section IV of the Education Freedom Act of 2025.
- H. Consider approving School Nutrition Seamless Summer Feeding Program in June and July 2025.
- I. Consider approving Summer School Programming. Schools to host summer camps in the month of June will be Caryville Elementary, LaFollette Elementary, Jacksboro Middle, LaFollette Middle, and Jellico Elementary. Any current Campbell County student may enroll at the school of their choice.

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- J. Recognize Budget & Finance Chair Crystal Creekmore, to give a report to the full board of any recommendation made by the Budget and Finance Committee on May 12, 2025, that was in recess from April 30, 2025.

Board member Creekmore stated this item was discussed and recommended in committee on May 12, 2025.

Motion by Creekmore, second by Wheeler to have the Director to cut 2.1 million of budget and send to finance so they can prepare a budget to compile a proper presentation to the board by Friday at noon.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-no, Johnson-no, Lasley-yes, Lester-no, Ridenour-no, Wheeler-yes, Miller-yes. Motion Passed.

XI. Items for Discussion: Nothing at this time.

XII. Discuss Legal Matters: Nothing at this time.

XIII. Recognize School Board Members:

Board member Fields congratulated all the students and parents. Board member Johnson stated he received a text message during the meeting asking why he wanted to close Elk Valley STEM School. Board member Johnson commented this was in no way accurate and has zero interest in closing Elk Valley.

Jenny Bridges was recognized and expressed her support for Elk Valley School. Ms. Bridges expressed that at a larger school children get left behind and her 2 children were 2 that were left behind. She moved her children to Elk Valley School and they are now meeting their goals and the school has helped her children. The teachers are great and nobody is left behind and is in hopes that the board would give consideration to this. Teachers let you know what is going on with your children and they teach morals. Ms. Bridges stated she loved that school and each student is taken care of. The board thanked Ms. Bridges for her Board member Heatherly thanked all who were recognized. Board member Wheeler met with the dress code committee yesterday and they have done a great job and hopeful to have a policy ready for the next meeting. Attorney Cantrell stated he wished he could take back his dress code vote for Anderson County.

Motion by Johnson, second by Lasley to adjourn.

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Meeting adjourned.

Jeffrey Miller
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in an emergency session on Thursday, May 29, 2025, in the lower-level conference room of the Central Office. The following school board members were present: Crystal Creekmore, Ryne Cummins, Lisa Fields, Randy Heatherly, Brandon Johnson, Ronnie Lasley, Brent Lester, Sharon Ridenour, Jamie Wheeler, and Chairman Jeffrey Miller.

- I. Meeting Called to Order.
- II. Roll Call.
- III. Approve Agenda.
- IV. Discuss and take any necessary action to appoint the Director of Schools as Fiscal Officer for the Campbell County Board of Education effective immediately.

Chairman Miller stated he was hopeful this would suffice the Benefits Administration's criteria to get this signed. Board member Johnson had asked if Attorney Cantrell had thought this was accessible, and attorney Cantrell stated yes. Board member Johnson also asked if the board should contact the comptroller and confirm it was acceptable. Richard Terry was asked in his opinion. Mr. Terry replied if the board appoints her as the fiscal officer, hopefully this will be acceptable by the Benefits Administration. Director Fields stated she has no access to any finance programs and is willing and comfortable to do on a temporary basis. Director Fields stated she is more comfortable fulfilling this because it is acting as a liaison between the LEA and Finance Department because she has no fiscal capabilities for access to accounting software or programs. This will ensure our employees have peace of mind that their health insurance is not in jeopardy or taken away. Board member Cummins asked if Attorney Cantrell is okay with this recommendation and response was yes.

Motion by Miller, second by Johnson to appoint the Director of Schools as Fiscal Officer for the Campbell County Board of Education effective immediately.

Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

Motion by Wheeler, second by Cummins to adjourn.

Meeting adjourned.

Jeffrey Miller
Chairman of the Board

Jennifer Fields
Director of Schools