

JOHNNY BYRGE, Chairman
1005 Rose Hill Drive
LaFollette, TN 37766

JEFFREY MILLER, Co-Chair
209 Glade Springs Road
LaFollette, TN 37766

LISA FIELDS
1049 Deerfield Way
LaFollette, TN 37766

BRENT LESTER,
180 S. Village Lane
LaFollette, TN 37766

SHARON RIDENOUR
386 Middlesboro Road
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

FAYE HEATHERLY
148 Colonial Heights
LaFollette, TN 37766

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

Agenda

The Campbell County Board of Education will meet in regular session on Tuesday, April 13, 2021, 6:00 p.m., at the courthouse in Jacksboro, Tennessee.

Prayer.

Pledge of Allegiance.

I. Roll Call and Call to Order

Consider approving Director of Schools Evaluation and 2 year contract extension.

II. Recognition of Guest

Connie Crutchfield and Cosmetology class of Campbell County High School.

III. Consent Agenda

A. Minutes of the previous meetings.

1. March 4, 2021, building committee meeting. (Attachments)
2. March 9, 2021, regular session meeting.

B. Dilapidated items.

Jacksboro Elementary School – Scag mower - 02548

LaFollette Elementary School – Computer Towers – PD2297 PC8449 PC0617
PC9002 PC8479 PC0631 PC8465 PC0621 PC0611 PC8468 PC8468 PC0630
PC0620 PD02252 PD3650 PC8445 PC8960 PC0608 PC9019 PC0600
PC9001 PC8979 PC8950 PC8925 MXL12926BJ MXL0290G0K PD02274
2UA3080YQP MXL018159M MXL006072F 2UA1021KZ1 MXL0290FZY
MXL852096P 2UA31616H4 2UA73411SR 2UA3191576 PD03658 PD02294
PD02189 PD02285 PD02270 PD02265 PC3580 PC9017 PC1669 PD02277
PD02263 PC3573 PC0362 MXL1311K55 MXL1311K7F 2UA3191597
PC0654 PD03645 PD03648 PD02302 PC8480 PD02291 PC1678 PD02298
PC8398 PC0628 PC8973 PC3576 PC8653 PC8967 PD03657 PC0621

PC3578 PC0606 PC8462 PC8444 PD02269 PD03663 PC0643 PC8457
PD06621 2UA1021N8Q 2UA2291YT3 MXL1311K0W PC8453 PD02251
PC1681 PC0641 PC0610 PC8488 PC9016 PD02253 PC3562 PC1671
20050931 PC8477 PC8464 PC8978 PD02289 PD03647 PD02186 PC9014
PC8456 PC3567 PD02308 PC0584 PC5852 PD02303 2UA316H4
MXL8310N19 2UA1021N9Q MXL0450L5Y PD02251 PC8954 PD00986
PC8467 PD02256 PC1943 PC1675 PC0614 PC8975 PD02285 PC3587
PC0649 PC1666 PC0565 PC8489 PC3566 PC9363 PD00974 PC0616
PC8491 PC8968 PD9018 PD02257 PD02301 PD02284 PD02273 PD03645
Monitors – 005MDZJ9X293 CNT003R11F 93100337286 201002809842
CNT94574K4 9700116485 005NDVWSX287 92312052140 93700134485
92312069840 92312047640 9231206840 93705378240 20406266985
20908543242 91801108139 94408990140 93700192085 93700116186
92312049140 20908545942 92312070340 93700134285 20406174685
20908549942 20908542942 92212048440 9440898740 91801108439
20406170985 94408987640 20406256884 21002860442 CNT734Q3XB
92312071040 92807451140 93705135040 93700192585 94408986046
92312071340 M9C76B654276 91801109539 91801106839 93700114785
83701653840 CNT003R12L 93700114186 20406270085 91801106438
Printers – TH7CA531J3 TH7CA543F0 TH7CA541YB

IV. Approval of Regular Agenda

V. Comments from the Chair

VI. Director's Monthly Report

VII. Legislative Report

VIII. Recognize Jeff Marlow, Director of Finance

- A. Monthly Financials. (Attachment)
- B. Approve Budget Amendments and Resolutions. (Attachments)
- C. Reviewing of Bids.
 - 1. Ice Cream Products for the 2021-2022 school year.
- D. Request permission to advertise Bids.
 - 1. Floor cleaning equipment for all schools.
 - 2. Replacement for telephone system at LaFollette Elementary School.
- E. Request permission to accept renewal of contracts. Nothing at this time.
- F. Update from Faye Comer regarding individual school activity funds.

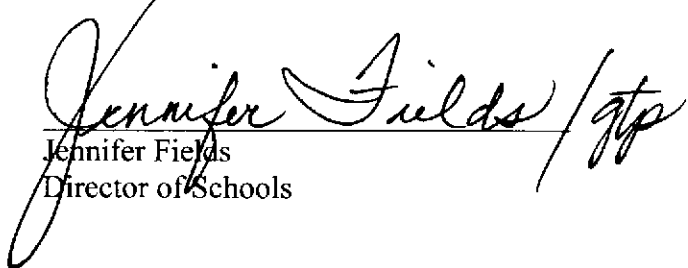
IX. Items for Action:

- A. Consider approving Campbell County High School field turf contract. (Attachments)
- B. Consider approving MOU with Ridgewood Behavior Health Services and Campbell County Schools. (Attachments)
- C. Consider approving extension of the previous Retirement Incentive Bonus Program adopted on May 13, 2019, such that the original program would be extended through May 31, 2021, thereby allowing the retroactive payment to those employees that have already retired since June 29, 2020, and also make payment to any additional retirees that retire through May 31, 2021. (Attachment)
- D. Discuss and take any necessary action regarding Sick Bank.

X. Items for Discussion: Nothing at this time.

XI. Discuss Legal Matters:

XII. Recognize School Board Members:

A handwritten signature in cursive script that reads "Jennifer Fields" followed by a vertical line and the initials "jtp".
Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education Building Committee met on Thursday, March 4, 2021, 5:00 p.m., in the upper level conference room of the Central Office. The following school board members were present: Building Committee Chairman Jeffrey Miller, Johnny Byrge, Ronnie Lasley, Josh James, Sharon Ridenour, Robbie Heatherly was present and Gail Parks kept the minutes.

I. Approve Agenda.

Motion by Lester, second by Byrge to approve the Agenda. All committee members approved agenda by showing of hands.

II. Discuss/Recommendation of Roofing Bid.

Board member Miller commented by saying it's a great day for the Campbell County School System! He informed the decision by the committee a few weeks ago not to accept the roofing bids that were submitted on December 2, 2020, and to re-word the bid specifications to allow for a level playing field among companies, and the decision to not pursue taking off and placing back on the solar panels has done the following for our great students, school system, and taxpayers. We have saved approximately \$438,000.00 by re-bidding the roofing projects at Jellico High School, Jellico Elementary, and Wynn Elementary. Every dollar saved is another dollar put towards education. Board member Miller referenced the difference in price from December 2020 and February 2021, a difference of \$465,861.00. Board member Miller read into record a statement from Mr. Jay Henderlight that stated "we recommend that Campbell county Board of Education negotiate these "Unit Prices" with Dixie Roofing as the Construction Agreement is developed". Community member Rector Miller stated he had concerns with Allowances. Board member Miller stated any change orders need to come before the board and committee before being paid out.

Motion by Byrge, second by Lasley to recommend to full board to award bid to Dixie roofing with adding working of negotiations allowances. All committee members agreed to send to full board for approval as stated.

III. Discuss Playground Equipment.

Board member Miller stated our schools were in need of new playground equipment and was discussed for Caryville Elementary to receive the Vision Set and other schools would receive the Buddy Builder set. The approximate cost for all equipment including installation is \$200,000.00.

IV. Discuss Preventative Maintenance (Roofs/AC Units/Other

Chairman Byrge asked when Dixie Roofing would be starting the project. Mr. Heatherly stated soon. Board member Morgan asked if bond money would be used for this.

MINUTES
PAGE 2
MARCH 4, 2021
BUILDING COMMITTEE MEETING

Mr. Heatherly responded yes. Mr. Stan Marlow will develop a preventive maintenance plan and report to the board at the next meeting.

V. Repaving of Parking Areas throughout system.

Discussion was held to repave, seal, and stripe all parking areas. Mr. Stan Marlow stated Campbell County High School was by far the worst. Arrangements to seal every 5 year's needs to be implemented. The approximate cost for paving Campbell County High School is \$460,000.00. Mr. Heatherly stated his opinion was to seal the best condition of parking areas first. Board member Morgan stated if they could use ESSER monies for roofing projects then they could do the parking lots.

VI. Recognize Robbie Heatherly, Maintenance Supervisor.

Mr. Heatherly updated the committee. Architect is working on specifications for fire alarm system at Campbell County High School. Mr. Marlow recommended they look into doing wireless. Board member Miller asked about current status of the solar panels. Mr. Marlow stated they were having on this on Thursday. Mr. Heatherly stated he wanted to thank Mr. Marlow and the entire maintenance department for always be right on the spot.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education will meet in regular session on Tuesday, March 9, 2021, 6:00 p.m., via Zoom. The following school board members were present: Chairman Johnny Byrge, Crystal Creekmore, Lisa Fields, Faye Heatherly, Josh James, Jeffrey Miller, Steve Morgan, and Sharon Ridenour. Board members Ronnie Lasley and Brent Lester were absent from the meeting. Director of Schools, Jennifer Fields was present and Gail Parks kept the minutes.

Prayer by Faye Heatherly.

Pledge of Allegiance led by Jeffrey Miller.

I. Roll Call and Call to Order

II. Recognition of Guest

III. Consent Agenda

- A. Minutes of the previous meetings.
1. February 9, 2021, regular session meeting.

- B. Dilapidated items.
School Nutrition Program – Brother Fax Machine – Intella fax 2920

Motion by Ridenour, second by Heatherly to approve the Consent Agenda.
Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-absent, Lester-absent, Miller-yes, Morgan-yes, Ridenour-yes. Motion Passed.

IV. Approval of Regular Agenda and Addendum

Motion by Miller, second by Fields to approve the Regular Agenda and Addendum.
Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-absent, Lester-absent, Miller-yes, Morgan-yes, Ridenour-yes. Motion Passed.

V. Comments from the Chair

Chairman Byrge stated the results would be discussed next month. We can do a regular or special called meeting. Board member Heatherly stated a regular meeting could be held.

VI. Director's Monthly Report

Director Fields expressed appreciation to Terry's Pharmacy for dispensing the Covid Vaccine. The next round of vaccine will be on March 28th and 29th. Health Department clinic will be at Jacksboro Middle School on Saturday from 9:00 a.m. to 4:00 p.m. ESSER request to the state on March 10th. ESSER monies will be available and more flexibility.

The specifications for the fire alarm upgrades at CCHS are expected to be complete Monday and

MINUTES
PAGE 2
MARCH 9, 2021
REGULAR SESSION MEETING

Wednesday of next week, once those are received and approved, we can place the job out for bid. Dr. Horne has created and a data link with our teachers. It is framed around Fall 2020 EOC scores, but I wanted all faculty members to hear this to have a better picture of where our data is right now. You will be interested as well. Video link: <http://screencast-o-matic.com/watch/crehFDVcVP5>. Presentation link: <http://docs.google.com/presentation/d/1-FP0hx0WVwnB9dRs8FDFCZiWqZXJCLRXfVxZtY934w/edit?usp=sharing>
Director Fields also discussed and updated the following: Budget Planning, Planning for Facility Upgrades, Target Personnel Actions, Monitoring Curriculum, Instruction, and Student Testing Programs, Planning Board Retreat and Leadership Team Workshops, and Evaluations.

VII. Legislative Report

Board member Heatherly request board members to look at their emails from Ben Torres that he has highlighted bills coming up. Also, items under consideration are child abuse, out-of-state teachers, alternative schools, truancy, textbooks, competitive bids, and nursing positions.

VIII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of January 31, 2021.

Cash with Trustee - \$9,179,550.03

Total Revenues - \$25,796,442.29

Percent of Budget – 61.2%

Total Expenditures - \$23,113,063.21

Percent of Budget – 54.0%

142 School Federal Projects Fund. Balance Sheet as of January 31, 2021.

Cash with Trustee – \$814,248.74

Total Revenues - \$4,426,892.51

Percent of Budget – 51%

Total Expenditures - \$4,426,817.98

Percent of Budget – 51%

143 Central Cafeteria Fund. Balance Sheet as of January 31, 2021

Cash with Trustee - \$1,112,666.28

Total Revenues - \$2,399,542.98

Percent of Budget – 54.2%

Total Expenditures - \$2,332,912.30

Percent of Budget – 50.7%

Karen Henegar gave a detailed summary of the January 31, 2021 Monthly Financial Reports and request if there were no questions they be approved at this time.

MINUTES
PAGE 3
MARCH 9, 2021
REGULAR SESSION MEETING

Motion by Heatherly, second by Ridenour to approve the January 31, 2021 Monthly Financial Reports.

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

B. Approve Budget Amendments and Resolutions.

Karen Henegar gave a detailed summary of the (4) March 2021 Budget Amendments and Resolutions and request if there were no questions they be approved at this time.

Motion by Miller, second by Heatherly to approve the March 2021 Budget Amendments and Resolutions.

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

C. Reviewing of Bids.

1. E-Rate – Managed Wi-Fi.

Personal Computer Systems, Inc. (PCS) - \$29,403.00

Recommendation to award only bid to PCS. This is the recommendation from Stephanie Ivey, Technology Department. PCS was the only bidder pricing for all items on the bid and included all documentation required.

Motion by Ridenour, second by Miller to approve bid to Personal Computer Systems.

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

2. Roof bid.

Dixie Roofing - \$1,161,789.00

Genesis Roofing - \$1,190,000.00

Radco Roofing - \$1,211,179.00

Board member Miller stated the building committee had met and there was a substantial savings of approximately \$438,000 due to the rebid process. The committee has recommended the bid award to Dixie Roofing. Recommendation for lowest and best bid to meet specifications to Dixie Roofing in the amount to \$1,161,789.00. This is also the recommendation of Jay Henderlight, Architect with MBI, and Jennifer Fields, Director of Schools.

Motion by Miller, second by Ridenour to award roof bid to Dixie Roofing.

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

MINUTES
PAGE 4
MARCH 9, 2021
REGULAR SESSION MEETING

- D. Request permission to advertise Bids. Nothing at this time.
- E. Request permission to accept renewal of contracts.
 - 1. Cook's Pest Control
 - 2. Campbell County Fire Equipment
 - 3. Cox Septic Service
 - 4. Mayfield Dairy (Milk)
 - 5. Humitech of Knoxville

Motion by Heatherly, second by Miller to accept renewal of contracts.
Byrge-yes, Creekmore-yes, Fields-yes, Heatherly-yes, James-yes, Lasley-absent, Lester-absent, Miller-yes, Morgan-yes, Ridenour-yes. Motion Passed.

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

Ms. Comer stated the reports were ready and if anyone had questions they could email or call her.

IX. Items for Action:

- A. Consider approving Strategic Energy Management (SEM) Schools Pilot Agreement.

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

- B. Consider approving BOSCH Grant.

Motion by James, second by Fields to approve BOSCH Grant. This grant is a science grant obtained by Gayle Stanley in the amount of \$16,000 to provide Professional Development and In-service training.

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

- C. Consider approving Non-Recurring Pay Bonus for Full & Part-Time Classified Employees and Part-Time Certified Employees.

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

MINUTES
PAGE 5
MARCH 9, 2021
REGULAR SESSION MEETING

Board member Miller thanked Director Fields for making this happen and he was in complete support. Director Fields informed everyone the payout would happen before spring break.

X. Items for Discussion: Nothing at this time.

XI. Discuss Legal Matters:

Attorney Cantrell informed a scheduled conference by the county commission attorney regarding the Potter suit would be happening soon. Everything has been done on our end stated Attorney Cantrell. Attorney Cantrell stated the Director of Schools would be participating in a sick bank deposition. The current sick bank is not in compliance and will have a settlement proposal at next month's meeting. The collaborative conferencing will meet next week after spring break.

XII. Recognize School Board Members:

Board member Miller gave a shout out to Valley View principal for being selected as Principal of the Year, several teachers of Valley View Elementary for being chosen teacher of the week. Board member Miller also expressed his concern of danger from the road construction in the valley area. Board member Ridenour congratulated and recognized Jessica Housley for being selected teacher of the week from LaFollette Elementary School. Board member Heatherly reminded everyone of the board retreat on May 1st at Cove Lake Pavilion and thanked Director Fields on a great job this past year.

Motion by Miller, second by Ridenour to adjourn.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools