

**MINUTES OF THE REGULAR MEETING OF THE  
JEFFERSON COUNTY BOARD OF SCHOOL COMMISSIONERS  
JUNE 29, 2015 – 4:00 P.M.  
CENTRAL OFFICE**

**CALL TO ORDER**

The meeting was called to order by Chairman Bill Jarnigan who then asked everyone to stand for a moment of silence. Board members present were Chairman Jarnigan, Ralph Lowery, Judy Cavanah, Anne Marie Potts, and Randall Bradley . Board members Jonathan Rogers and Vice Chairman Jim Vines were absent from the meeting. Dr. Charles Edmonds, Director of Schools and Secretary to the Board, was also present.

**PLEDGE OF ALLEGIANCE**

Chairman Jarnigan led the audience in the Pledge of Allegiance.

**APPROVAL OF AGENDA**

Board member Potts requested that the letter received from Travelers Insurance Company be added to the agenda. There was also an addition to the agenda including Student Nutrition Budget Amendment 143 #6 and the Lease Agreement with New Market Fire Department.

Upon motion by Judy Cavanah and second by Anne Marie Potts, the board voted 5-0 to approve the agenda as submitted with the additions above. (see attached)

**CONSENT AGENDA ITEMS**

Upon motion by Anne Marie Potts and second by Judy Cavanah, the board voted 5-0 to approve the consent agenda items as submitted. (see attached)

**ITEMS FOR DISCUSSION**

Mr. Mark Hussung addressed the board regarding the STEM Academy in Knox County and Jefferson County students being allowed to attend the academy if accepted.

**ITEMS FOR INFORMATION – DIRECTOR OF SCHOOLS**

1. Dr. Edmonds read a statement concerning the letter received from Travelers Insurance Company regarding whether the board wanted to join the lawsuit against Cate Roofing along with

**Items for Information – continued**

Tennessee Risk Management Trust and Travelers Insurance or pursue litigation as a separate entity. Dr. Edmonds stated that he had serious reservations about pursuing litigation against Cate Roofing. He commented that in his opinion there were several issues involved and it could be long and expensive without knowing what, if any, fault was involved.

Dr. Edmonds' recommended, "If Travelers Insurance Company files suit against Cate Roofing Company that it be in the name of Travelers Insurance Company and Tennessee Risk Management Trust as subrogee for Jefferson County Board of Education vs. Cate Roofing."

Board member Potts made the motion to accept Dr. Edmonds recommendation not to pursue litigation against Cate Roofing. Board member Bradley seconded the motion and the motion passed 5-0.

2. Each board member received a copy of the current financial reports.

3. Each board member received a copy of the progress on JCHS and Building 8. Board member Bradley asked if the work would be done on the collapsed roof portion of Building 8 prior to the deadline of July 7, 2015. Michael Phagan, Facilities Supervisor, commented that he thought they would be fine. Mr. Phagan asked the board if they would be interested in touring Building 8 during the open house scheduled for August 6<sup>th</sup>. Board member Bradley responded that he would be interested. Mr. Phagan stated that he would make arrangements for the tour to take place of Building 8. Board member Cavanah asked if everything would be ready except for Building 8 when school starts in August. Mr. Phagan responded that the school store/counselor area would not be ready but other arrangements had been made to house that part temporarily. He commented that it should be finished in a month or more.

4. Dr. Edmonds commented that the JCHS Open House had been scheduled for August 6, 2015 from 5:00 – 7:00 p.m. Board member Potts commented that she would also like to see an open house scheduled for the first home football game as well as another opportunity to tour Patriot Academy and Mt. Horeb. She recommended that the open house have good publicity for the opening.

**NEW BUSINESS**

1. Policy Changes for Review and Adoption (First Reading) – **6.4001 – Student Surveys, 6.400 Student Counselor Program**

Upon motion by Anne Marie Potts and second by Randall Bradley, the board voted 5-0 to approve the above policies on first reading.

2. Approval – Student Nutrition Increase in Adult/Staff Breakfast from \$1.75 to \$2.25

Upon motion by Randall Bradley and second by Anne Marie Potts, the board voted 5-0 to approve the request from the Student Nutrition Supervisor to increase the adult/staff breakfast from \$1.75 to \$2.25.

3. Approval – Federal Projects and Special Education Permission – 2015-2016 School Year

Upon motion by Judy Cavanah and second by Anne Marie Potts, the board voted 5-0 to approve the following Federal Projects and Special Education Permission for the 2015-2016 school year: Title I – CO, Disadvantaged Students, Cons Admin., Title II – Part A-CO, Part A, Part D, Title III – CO, ESL Title IV, Carl Perkins, IDEA-CO, IDEA, Pre-School-CO (Special Education)

4. Approval – Resolutions

- (a) Resolution No. 2015-26 – Transportation Department

Upon motion by Anne Marie Potts and second by Judy Cavanah, the board voted 5-0 to approve the request from the Transportation Department to declare two school buses as surplus from their fleet and sale them for scrap metal. (see attached)

Board member Potts asked if the funds from the scrap metal would be going into this year's budget. Langdon Potts, County Finance Director, responded that it would. Board member Potts requested that Dr. Edmonds report back to the board regarding the money received from the scrap metal sale.

- (b) Resolution No. 2015-27 – Technology Department

Upon motion by Anne Marie Potts and second by Judy Cavanah, the board voted 5-0 to approve the request from the Technology Department to declare a list of technology items as surplus property. (see attached)

**New Business – Resolution - continued**

(c) Resolution No. 2015-28 – Transportation Department

There was discussion from board members regarding the request from the Transportation Department to donate a surplus school bus to the New Market Fire and Rescue Department. The request also included a donation of a surplus school bus to the Sheriff's Department.

Board member Potts commented that she remembered an issue in the past with donating a school bus to a non-profit. Dr. Edmonds responded that the Fire Department and Sheriff's Department could receive surplus. Langdon Potts, County Finance Department, responded that the school system could not donate to a non-profit entity. He commented that it was all right to donate to the Sheriff's Department. Dr. Edmonds asked that Mr. Potts research that further. Michael Phagan, Facilities Supervisor, thought that he had been told that fire departments were listed separately. Board member Potts requested that documentation be presented saying it was all right to donate surplus to a fire department and bring it back to the board at the next meeting.

Board member Bradley made the motion to postpone approval until the next board meeting when additional information could be obtained. Board member Potts seconded the motion and the motion passed 5-0.

5. Technology Reorganization

Dr. Edmonds recommended that the item be delayed for future action.

Board member Bradley made the motion to postpone the reorganization of the technology department until the next regular voting board meeting. Board member Potts seconded the motion and the motion passed 5-0.

6. Approval – 3 Year TSBA Policy Maintenance and Online Service effective June 1, 2015 (\$9,750) (1/3 due (\$3,250) on 6/1/15, 6/1/16, 6/1/17) (No increase from last 3 year Contract)

Upon motion by Anne Marie Potts and second by Randall Bradley, the board voted 5-0 to accept the three (3) year TSBA Policy Maintenance and Online Service in the amount of \$9,750 effective June 1, 2015.

**New Business - continued**

7. Approval – Tennessee School Systems for Equity (TSSE) – 2015-2016 Membership Dues (\$4,500) (No increase from last year)

Upon motion by Judy Cavanah and second by Randall Bradley, the board voted 5-0 to approve the TSSE 2015-2016 membership dues in the amount of \$4,500.

8. Enrollment of Jefferson County Students in Knox County STEM Academy for 2015-2016 School Year

Dr. Edmonds commented that he had received a list of approximately 4-5 students from Jefferson County requesting that they be allowed to attend the STEM Academy in Knox County. Dr. Edmonds stated that he had questions about the funding which was confusing as to who was responsible for the cost of other students outside of Knox County going to the STEM Academy. After corresponding with the principal of the STEM Academy, it was clear that any state BEP funding received in the name of the transferred student had to be forwarded to Knox County. He further commented that a tuition amount set by Knox County Schools was to be forwarded which would equal the difference between BEP allotment received by the sending county and the average Knox County expenditure per child in the amount of \$9,077.22 per year as well as furnishing technology devices prescribed by Knox County. He pointed out the device would remain the property of the sending school system's Board of Education throughout the student's high school years. Dr. Edmonds stated that he was concerned over having to pay the difference in what Jefferson County pays to educate students compared to what Knox County pays. Dr. Edmonds pointed out that he was not against the STEM Academy and Jefferson County students going there but he was reluctant to recommend anything where Jefferson County had to make up the difference in what Jefferson County had to pay to educate students compared to Knox County and to furnish technology devices. Dr. Edmonds commented that he would get the difference in the amounts as soon as he could. Board member Bradley commented that he would like to know the difference in the amounts before he could make a decision. Board member Potts recommended that Dr. Walker, JCHS Principal, meet with the parents and students to see what options are available before a decision was made. Dr. Edmonds commented that he would get in touch with Dr. Walker. Board member Bradley suggested that the item be placed on the next agenda.

9. Approval – Budget Amendments
  - (a) General Purpose Budget 141 Amendment #17
  - (b) Federal Budget 142 Amendment #17
  - (c) Student Nutrition 143 #6

**New Business – Budget Amendments - continued**

Upon motion by Anne Marie Potts and second by Randall Bradley, the board voted 5-0 to approve the above budget amendments as submitted. (see attached)

10. Approval – Differentiated Pay Plan

Dr. Edmonds referred back to the Proposed Differentiated Pay Plan for Teachers dated March 5, 2014. He pointed out that at the time the governor had proposed and promoted at a strong move based on performance as opposed to degrees and years of experience. He pointed out at that time the system was doing what was qualified in order to meet that requirement. He stated that a plan was developed where 80% of available funds went to the old way of calculating salaries for teachers and 20% was set aside and deferred to be paid once it was known the performance level of teachers based on their total effectiveness scores for the year. He pointed out that it was never paid out because scores were not known until late summer and the way the money came in as compensation for teachers and not raises. He stated that it was a 4% compensation and not a 4% raise so it became very difficult to figure out with the application of those funds how to set up a system that would not pull any kind of raise under 1% if all the compensation issues were paid off and how much would be left for performance. Dr. Edmonds pointed out that the pay plan presented in March 2014 no longer existed.

Dr. Edmonds stated that he was proposing to continue to use the same system they had previously used and which had been approved by the state for the 2015-2016 school year until they see how things settled out in the future for raises and compensation for certified teachers.

Dr. Edmonds stated there was never any money set aside for the differentiated pay plan. Board member Potts stated that the 2014-2015 pay plan was approved by the board last year based on the teacher's score which they never received. Dr. Edmonds commented that they were never able to implement the plan of taking 20% and giving it to the teachers with high scores because it would have to come out of this year's money and then paid after the end of the fiscal year. Board member Cavanah was concerned about not giving the money since the board had voted to do that. Dr. Edmonds pointed out that they did not have the money to do it.

There was much discussion taking it out of fund balance. Board member Potts commented that the state shouldn't have approved a plan before the school board approved it. Dr. Edmonds pointed out that the 2015-2016 pay plan was funded.

**New Business – Differentiated Pay Plan – continued**

Board member Bradley made the motion to accept Dr. Edmonds recommendation to continue with the plan. The motion died for lack of a second.

Board member Cavanah commented that the board still had an obligation to pay teachers who scored a 3, 4, or 5 which had not been paid. Dr. Edmonds commented that the teachers got the same amount based on years of experience. Board member Potts pointed out that it was not what the board had approved. Ms. Potts questioned Dr. Edmonds if the board had not approved the Differentiated Pay Plan for the 2015-2016 school year, even though it was a line item in the budget, does that mean it will get paid. She stated that it should not get paid.

After much discussion, board member Potts requested for the next board meeting the amount of money that should have been paid according to the Differentiated Pay Plan that was approved by the board for the 2014-2015 school year.

11. Each board member received a copy of the Lease Agreement between the Board of Education and New Market Fire Department for property owned by the board of education located at 475 Old Dandridge Pike in Strawberry Plains. The property is to be used by the fire department to build a substation for fire protection of the Strawberry Plains area.

12. Board member Potts requested a copy of the Sports Medicine Release Form for the schools and requested that the form be reviewed for possible HIPPA concerns. She asked that this be done prior to starting extra-curricular activities. Ms. Potts also requested a copy of the board minutes where the board approved the Differentiated Pay Plan for the 2014-2015 school year at the next board meeting.

13. Board member Cavanah requested that an update on the Rush Strong sewer problem be added to the next work session agenda.

**ADJOURN**

With no further business, the meeting was adjourned at 5:35 p.m.

---

Bill Jarnigan, Chairman

---

Dr. Charles Edmonds, Director of Schools &  
Secretary to the Board

---

Date

---

Date