

**MINUTES OF THE REGULAR MEETING OF THE
JEFFERSON COUNTY BOARD OF SCHOOL COMMISSIONERS
AUGUST 27, 2015 – 6:30 P.M.
JCHS MEDIA CENTER**

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 in attendance were Chairman Jarnigan, Vice Chairman Jim Vines, Ralph Lowery, Anne Marie Potts, Judy Cavanah, and Randall Bradley. Board member Jonathan Rogers was absent from the meeting. Dr. Charles Edmonds, Director of Schools and Secretary to the Board, was also present.

PLEDGE OF ALLEGIANCE

Board member Bradley led the audience in the Pledge of Allegiance.

APPROVAL OF AGENDA

Upon motion by Vice Chairman Vines and second by Randall Bradley, the board voted 6-0 to approve the agenda as submitted. (see attached)

CONSENT AGENDA ITEMS

Upon motion by Randall Bradley and second by Vice Chairman Vines, the board voted 6-0 to approve the consent agenda items as submitted. (see attached)

ITEMS FOR DISCUSSION

Jessica Page, Executive Director of the Boys and Girls Clubs of Dumplin Valley, addressed the board about the possibility of a partnership with the Boys and Girls Club and the school system in regards to afterschool care particularly in the Rush Strong and Talbott area.

Board member Potts asked how many children were being served in the School Age Care Program at Rush Strong. Dr. Edmonds responded that he would have to get that number.

Board member Potts recommended that Mandy Schneitman and Ms. Page meet together and compare the two programs in order to get further information for the board's review. The item will be placed on the next work session agenda.

ITEMS FOR INFORMATION

1. Each board member received a copy of the end of the year financial reports. Langdon Potts, County Finance Director, reported that year-end figures came in significantly better than budgeted. He pointed out that \$267,000 was added to the fund balance. He stated that there was almost \$2.2M available in fund balance.

2. Building 8 Update

Tony Pettit, Representative from Rentenbach, updated the board on the progress of the renovations at JCHS and Building 8. Mr. Pettit commented that there were two issues in Building 8. One was in regards to the appearance of the reinforcement slots. He reported that the masonry contractor is continuing to grind on the surface in order to improve the appearance. Mr. Pettit stated that the second issue was the clip angles that had been identified. He pointed out that the screws were not the right size. He said the contractor had been called back in to correct that issue. Mr. Pettit reported that the work on Building 8 should be complete by January 2016.

Mike Dockery, Quality Control Manager, reported to the board on his evaluation of the progress of Building 8. He commented that at the last Quality Control Committee meeting it was agreed that the Board of Education should have the last say on the appearance of those slots. Mr. Pettit commented that final lighting would help the appearance of the reinforcement slots.

Board member Bradley commented that he appreciated Mr. Pettit and Mr. Dockery in making sure that these issues were taken care of especially in the appearance.

Board member Potts asked if there would be any additional cost to the budget to address these issues. Mr. Pettit responded that there would not be at this time.

3. Michael Phagan, Facilities Supervisor, updated the board on the Rush Strong sewer issue. He reported that at one time the ammonia levels were high at 160. He pointed out that they had been working with the State in order to get those levels down to a reasonable level and they would then consider going to an engineered drain field. He pointed out that since the end of school they had gone from 160 down to a reading of 16. He stated that with continued work the reading was now down to 0. He commented that the state wanted them to continue to test because they wanted more than one reading at that level. He said the state was very pleased with the direction they were going in.

Items for Information - continued

Mr. Phagan informed the board that the retainage check in the amount of \$312,000 on the collapsed portion of Building 8 had been received from Travelers Insurance.

4. Differentiated Pay Plan 2014-2015 and 2015-2016

Dr. Edmonds commented on the 2014-2015 Differentiated Pay Plan. He stated that the legislature had passed a law stating they would like to see school systems incorporate in the salary schedule a differentiation and not just base it on degree and years of experience. He stated that he and his staff had set out to do that. Dr. Edmonds commented that the plan was sent to the state and was accepted. He stated the plan was based upon the inclusion in the Governor's budget at the first of the year of a 2% raise for teachers. He pointed out that the salary schedule was approved in March. Dr. Edmonds went on to comment that the legislature did not approve the Governor's budget which included the 2% raise for teachers which made it zero salary increases for that year. He pointed out the school system had proposed 80% of available funds be applied to the salary schedule based on earned degree and years of experience which was the traditional way. He stated there was also a performance component included where teachers who scored a 3, 4, or 5 on their composite evaluation scores would get performance pay. He commented that teachers who received a 1 or 2 would not get performance pay. Dr. Edmonds stated that if the money had been approved in the Governor's budget in June then the school system would have had to put the projected amount it would take to pay the performance based payments in a reserve account because teachers' evaluations do not come in until the end of the following year. Dr. Edmonds referred back to the school board minutes of March 27, 2014 where the 2014-2015 Differentiated Pay Plan was approved.

Dr. Edmonds apologized for getting the 2014-2015 and 2015-2016 Differentiated Pay Plan confused when he tried to explain it to the board at the June 29, 2015 meeting.

Board member Cavanah asked if the central office staff was on the Differentiated Pay Plan. Dr. Edmonds responded they were not. Ms. Cavanah asked why salaries were in the \$80,000-\$90,000 range in central office. Dr. Edmonds commented that their salaries were based on degree, years of experience, the supplement they receive for their job and the extra days they work which is 60 more days. Dr. Edmonds stated that he would be glad to get a comparison from surrounding systems on what they pay their central office staff. He pointed out that supervisors' salaries were funded through state BEP funds but most of the supervisors were paid out of federal funds.

Items for Information - continued

Sherry Finchum, Director of Secondary Education, Accountability and Federal Funds commented on the 2015-2016 Differentiated Pay Plan. Ms. Finchum commented that when they started preparing salary information for the 2015-2016 schedule, budgets 1, 2, and 3 (dated April 30, 2015) were based upon matching funds from the district in addition to the step increases which calculated approximately to \$251,000 for step increases and additional degrees. She pointed out that in May there was an estimate of \$175,000 set aside to pay salary benefits on performance pay in the budget. In budget 4 dated May 8, 2015, the differentiated pay was taken out in order to make the salary a little higher across the board.

Board member Potts asked if it was not required by the state that a school system have a Differentiated Pay Plan. Dr. Edmonds responded that it was and they do. Ms. Finchum commented that there are several different levels of the Differentiated Pay Plan that have to be included. She pointed out that one of those is a performance plan but is not mandatory. Dr. Edmonds commented that it could be added back if money became available. Board member Potts commented that the 2015-2016 Differentiated Pay Plan was technically changed from the 2014-2015 Differentiated Pay Plan that was approved by the state when they removed the performance component. She asked if the amount of \$20,000 and \$46,492 referred to on pay 5 of the 2014-2015 pay plan was actually paid to the mentors and instructional coaches in 2014-2015. Ms. Finchum responded that it was. Ms. Potts asked where the 2015-2016 Differentiated Pay Plan was that the board had not approved. Ms. Finchum pointed out that the 2015-2016 plan is identical to the 2014-2015 plan except it has a notation of deleted by performance pay. Board member Bradley commented that it had not been approved by the board but they did receive a copy of it. Board member Potts pointed out that it specifically states on the front of the Differentiated Pay Plan that local school boards approve Differentiated Pay Plans that will be submitted to the Tennessee State Department of Education. Mr. Potts stated that she was concerned over the fact that the board went through an in depth budget process, it was to be included in the budget and it was submitted to the State without the board's approval. She asked if the money that was budgeted for mentors and instructional coaches in the 2014-2015 Differentiated Pay Plan was exactly the same amount of money as in the 2015-2016 plan. Ms. Finchum responded that it was. Ms. Potts asked if there was a different Differentiated Pay Plan submitted to the state for 2015-2016 or was it left as approved for 2014-2015. Ms. Finchum responded that it was due June 15, 2015 and it was submitted to the state with the deletion of performance pay. Board member Potts questioned why the document was not submitted to the board for approval in May. Ms. Finchum responded that she could not answer that question. Dr. Edmonds commented that it had not been an easy process in building a salary schedule this year. He pointed out that they had met several times and had several versions. He stated that what they had done was what they had to do because there were no funds above the 1.4% to do anything with.

Items for Information – Differentiated Pay Plan - continued

Dr. Edmonds stated that he was thankful that the state recognized and allowed them to do what they had done to meet the Differentiated Pay requirements. Board member Cavanah commented that she was also concerned that the board had not approved the plan. Dr. Edmonds commented that he thought they had done well.

Board member Potts stated for the record that the school board was circumvented by the director of schools to submit a 2015-2016 plan without the board's approval. She stated the board had accommodated the school system by meeting every time they needed to approve a budget and if there was a deadline to submit the Differentiated Pay Plan that she had no doubt that the board would have met in order to get it done.

5. Dr. Edmonds presented a proposed Sports Medicine Record Release Form to be used by Jefferson County High School for the board's approval. Dr. Edmonds commented that the form had been approved by Scott Bennett, the board's legal counsel. He proposed that the form be used in order to protect confidentiality of athletes and parents as well as satisfying HIPAA in terms of who is authorized to see records. Board member Potts asked if the form could also be used by all schools. Dr. Edmonds responded that it could with a few minor changes.

Upon motion by Anne Marie Potts and second by Vice Chariman Vines, the board voted 6-0 to approve the form as submitted. (see attached)

6. Dr. Edmonds proposed that the goals for the school system and the director's evaluation for the 2015-2016 school year be added to the next work session agenda in order for the board assist him in develop goals for the school system that go along with the director's evaluation. The item will be added to the next work session agenda.

7. Dr. Edmonds reported that the sale of two school buses for scrap metal brought in a total of \$1,244.10 for bus #38 and \$1,105.23 for bus #60.

8. Dr. Edmonds reported that \$95,705.59 remained in the 2014-2015 capital projects fund of the county commission. Each board member received a copy of the list.

Board member Potts made the motion to use the \$95,705.59 left in the capital projects fund for gym windows at Maury Middle and carpet in the Dandridge Elementary library with the work to be completed by Thanksgiving 2015. Board member Bradley seconded the motion and the motion passed 6-0.

Items for Information - continued

9. Michael Phagan reported that the cost to replace the gym windows at Maury Middle would be between \$30,000-\$40,000 to replace windows on one side and \$70,000-\$80,000 to replace both sides. He pointed out those were the worst windows in the system. He stated that he hoped to replace those in the fall.

10. Michael Phagan reported that it would cost \$10,000 to replace the carpet in the Dandridge Elementary library.

11. Michael Phagan reported that the cost to replace the gym windows at Piedmont Elementary would be approximately \$54,000. Board member Bradley wanted to know the cost to replace the three classroom windows in the front of the school. Mr. Phagan said he would have to get the cost and report back at the next work session.

12. Debbie Berry, Director of Special Needs, gave an overview of Tennessee School Based Medicaid Services where school systems can seek reimbursement by state Medicaid agencies. She pointed out that students must be Medicaid eligible with a billable service on the IEP, parents must give consent to participate in the Medicaid program, districts and individual providers must be enrolled with student's chose managed care organization and speech services require managed care organization approval including a signed physician authorization form. She pointed out that this could bring in as much as \$200,000-\$250,000 to the school district.

13. Dominique Davis, Director of Secondary Education, read a Resolution recognizing Jefferson County High School as a REWARD SCHOOL by the Tennessee Department of Education. The resolution was presented to Dr. Scott Walker, JCHS Principal.

14. Dr. Scott Walker, JCHS Principal, reminded everyone of the open house scheduled at Jefferson County High School on September 18, 2015 from 5:00 – 7:00 p.m.

15. Board member Potts requested the cost to replace the gym windows at Jefferson Elementary and Talbott Elementary. She requested the information for the next work session.

NEW BUSINESS

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

Upon motion by Anne Marie Potts and second by Randall Bradley, the board voted 6-0 to approve the above policies on second and final reading. (see attached)

2. Approval Budget Amendments

- (a) General Budget 141 Amendment #1 and #2
- (b) Federal Budget 142 Amendment #1

Dr. Edmonds went over a breakdown of the final BEP allocation from the state which was \$139,000 for the instructional component, \$26,000 for the classroom component and \$46,000 for the non-classroom component for a total of \$211,000. He pointed out that he had received information from the County Commission Budget Committee during the budget preparation process that funds coming to the Board of Education from the state late would be added to the budget and not go to fund balance. He pointed out that these funds would be determined by the board.

Dr. Edmonds went over two proposed options for utilization of funds by category. He pointed out that Option 1 was to add \$139,000 from the instructional component to the salary schedule. He stated that if this option is used the salary schedule would change from a 1.4% increase overall for teachers to a 1.9% overall increase for teachers. This would approximate what TEA has estimated the raise to be statewide.

Dr. Edmonds stated that under Option 2 the \$139,000 additional salary funds would be paid out based on performance as reflected by a teacher's final effectiveness score. The proposal would be that Level 3, 4, and 5 teachers would receive additional salary based on their observations, achievement and value added scores. Levels 1 and 2 teachers would not be eligible for pay under this option. Dr. Edmonds pointed out that if Option 2 is used for performance pay the funds would have to be placed in a reserve account until the data comes in late next summer.

He went over the use of new BEP funds in the classroom component and the proposed use of BEP funds for the non-classroom component with proposed recommendations.

New Business – Budget Amendments – continued

Board member Bradley made the motion to approve Option 2 and place the \$139,000 under the instructional component into a reserve account until the appropriate scores are available next summer in order to distribute the money. Vice Chairman Vines seconded the motion and the motion passed 6-0.

Board member Potts made the motion that the \$26,000 from the classroom component be used for the media centers at Patriot Academy, Mt. Horeb and Jefferson County High School and the \$46,000 from the non-classroom component be used for gym windows at Piedmont Elementary. Board member Bradley seconded the motion and the motion passed 6-0.

Langdon Potts, County Finance Director, went over General Purpose Fund 141 Budget Amendment #1, General Purpose Fund 141 Budget Amendment #2 and Federal Purpose Fund 142 Budget Amendment #1.

Upon motion by Anne Marie Potts and second by Vice Chairman Vines, the board voted 6-0 to approve General Budget Amendment #1 as submitted. (see attached)

Upon motion by Vice Chairman Vines and second by Anne Marie Potts, the board voted 6-0 to approve Federal Budget Amendment #1 as submitted. (see attached)

4. Approval – Use of Jefferson County Fairgrounds

- (a) Carson-Newman University – “Boot Scoot” – Friday, September 25, 2015 – 6:00-11:00 p.m.
- (b) Carson-Newman University – Float Building for Homecoming Parade – October 12-16, 2015
- (c) Jefferson County Farm Bureau – Farm Day for all Kindergarten Students – September 28-29, 2015

Upon motion by Vice Chairman Vines and second by Anne Marie Potts, the board voted 6-0 to approve the above request to use the Jefferson County Fairgrounds. (see attached)

5 Approval – Student Wellness Assessment Form

Dr. Edmonds requested that the item be delayed until the next meeting.

New Business - continued

6. TOSS 2015-2016 Dues (\$2,826) and AASA Dues (\$447) (Total Amount \$3,273) (TOSS dues remained the same – AASA dues increased \$6)

Upon motion by Vice Chairman Vines and second by Ralph Lowery, the board voted 6-0 to approve the 2015-2016 TOSS dues in the amount of \$2,826 and AASA dues in the amount of \$447.

UNFINISHED BUSINESS

1. Approval – Resolutions

- (a) Resolution No. 2015-30 – Transportation Department

Upon motion by Randall Bradley and second by Anne Marie Potts, the board voted 6-0 to approve Resolution No. 2015-30 where the Board of Education wishes to transfer title to the County Government of Jefferson County a surplus 2004 22P Thomas Bus (Vin #1GDHG31U831131656) which is no longer approved for the transportation of school children with the desire and request of the school board that ultimate recipient of the school bus be the New Market Fire and Rescue Department.

- (b) Resolution No. 2015-31 – Transportation Department

Upon motion by Randall Bradley and second by Vice Chairman Vines, the board voted 6-0 to approve Resolution No. 2015-31 removing a 2004 22P Thomas Bus (Vin #1GDHG31UX31132663) from the transportation department's fleet and donate it to the Jefferson County Sheriff's Department.

2. Technology Reorganization

Dr. Edmonds stated that he had not received all information requested from the board's attorney regarding the reorganization of the technology department. He asked that the item be deferred until the next meeting.

Unfinished Business - continued

3. Knox County L & N STEM Academy

Mark Hussung, Jennifer Heath, Elizabeth Finchum and Shannon Brown addressed the board requesting that they allow Jefferson County students to attend the Knox County L & N STEM Academy.

There was brief discussion from board member Bradley and Vines expressing their feelings about the students attending the academy. Both board members were in agreement that Jefferson County had an excellent school system and were against approving the request.

There was no motion made from the board to approve the request to allow Jefferson County students to attend the Knox County L & N STEM Academy.

ADJOURN

With no further business, the meeting was adjourned at 8:15 p.m..

Bill Jarnigan, Chairman

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

Date

Date