

CRYSTAL CREEKMORE
112 Old Standard Hollow Road
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

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Jacksboro, Tennessee 37757
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Charlotte McCoy
Interim Director of Schools

RONNIE LASLEY
1102 Bruce Gap Road
Caryville, TN 37714

BRENT LESTER
180 South Village Lane
LaFollette, TN 37766

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

SHARON RIDENOUR
386 Middlesboro Road
LaFollette, TN 37766

JAMIE WHEELER, Co-Chair
124 School Road
Jacksboro, TN 37757

AGENDA

The Campbell County Board of Education will meet in regular session on Tuesday, April 14, 2026, 5:30 p.m., in the lower-courtroom at the courthouse in Jacksboro, Tennessee.

Prayer.

Pledge of Allegiance.

- I. Roll Call and Call to Order.
- II. Recognition of Guest
TSBA SCOPE Participants
- III. Public Comment (Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker)
- IV. Consent Agenda
 - A. Minutes of the previous meetings. (Attachments)
 1. March 10, 2026, regular session meeting.
 2. March 16, 2026, special called meeting.
 3. April 7, 2026, special called meeting.
 - B. Executive Actions:
 1. Approve agreement between Campbell County School district and PCS for the purchase of E-Rate Category 2 services through the State Master Contract.
 2. Approve bid for Managed Internet Broadband Services to PCS in the amount of \$48,492.00. Campbell County Board of Education will only pay fifteen (15) percent of this amount. The remaining portion will be billed by PCS to E-Rate.
 3. Approve CCHS FFA to attend FFA State Convention in Gatlinburg, TN on March 22, 2026, through March 25, 2026.

- C. Approve school trips for the following:
1. Campbell County High School JROTC to attend JCLC Camp in Camp Wendle Ford, KY in June 2026, for 4 days to be determined.
 2. CCHS Cheerleading to attend UCA Summer Camp at the University of Tennessee on July 7, 2026, through July 10, 2026.
 3. CCHS girls basketball team to travel to Pensacola Beach for team tournament in Pensacola, FL on December 28, 2026, through December 31, 2026.
 4. Jellico Elementary Kindergarten & 1st grade to attend Air Raid in London, KY on April 30, 2026.

V. Approval of Regular Agenda

VI. Comments from the Chair

VII. Director's Monthly Report

VIII. Legislative Report

IX. Recognize Eric Pearson, Director of Finance

- A. Monthly Financials. (Attachment)
- B. Approve Budget Amendments and Resolutions. (Attachment)
- C. Reviewing of Bids. (Attachment)
 1. Milk Supplies.
- D. Request permission to advertise Bids.
 1. Resurfacing of gymnasium floor at Jacksboro Middle School.
 2. Custodial Supplies for the 2026-2027 school year.
- E. Request permission to accept renewal of contracts.
 1. Fire Ext/Hood System.
 2. Cook's Pest Control.
 3. Commodity Processing.
 4. Ice Cream Products.
 5. Sysco.
 6. Produce Bid.

X. Items for Action:

- A. Consider approving **2025-2026 Tenure Recommendations: (Attachment)**

Requirements for tenure are: 1) An educator has completed 5 years in Campbell County Schools, 2) an educator has an LOE of 4 or higher for the past two years. This information has been verified in TNCompass by the principal and supervisor.

	Name of Educator	Completed 5 Years Experience	LOE of 4 or 5 past two years	Principal Recommendation	Supervisor or HR Confirmed Eligibility
1	Jennifer Rutherford	Yes	Yes	Gabe Maiden	LAC/MKS
2	Jessica Goins	Yes	Yes	April Melton	LAC/MKS
3	Mackensie Payne Smiley	Yes	Yes	April Melton	LAC/MKS
4	Nicole Miller	Yes*	Yes	April Melton	LAC/MKS
5	Robin Newport	Yes	Yes	April Melton	LAC/MKS
6	Madison Yancey	Yes	Yes	Nancy Lay	LAC/MKS
7	Lukus Alderman	Yes	Yes	Ben Foust	Enix/MKS
8	Rachael Teague	Yes*	Yes	Ben Foust	Enix/MKS
9	Kristy Bloy	Yes	Yes	Gretchen Thomas	Enix/MKS
10	Whitney Goins	Yes	Yes	Gretchen Thomas	Enix/MKS
11	Misty McNealy	Yes*	Yes	Nancy Lay	MKS
12	Susan Orr	Yes*	Yes	Kenny Chadwell	MKS
13	Sarah Gammon	Yes*	Yes	Kenny Chadwell	MKS
14	Barbara Lawson	Yes*	Yes	Charli Johnson	MKS
15	Sarah Smith	Yes	Yes	Charli Johnson	MKS
16	Courtney Owens	Yes	Yes	Ben Foust	MKS
17	Missy Lambert	Reinstate	Yes	Stefan Piercy	MKS
18	Olivia Lobertini	Reinstate	Yes	Ben Foust	MKS
19					
20					
21					
22					
	*Experience/tenure from another district				

- B. Consider approving Jackson Bus Service bus #40 seating capacity from 75 seats to 72 seats. (Attachment)
- C. Consider approving purchase of (2) Special Education buses through state bid. (Attachment)
- D. Consider granting permission for Jellico High School to fundraise for batting cage.

- E. Consider approving operation of the 2026 Seamless Summer Feeding Program in June and July 2026.
- F. Consider approving contract between CCBOE and Microsoft for Windows Application. (Attachment)
- G. Consider approving Certification Extension of ELA textbook adoption. (Attachment)

XI. Items for Discussion:

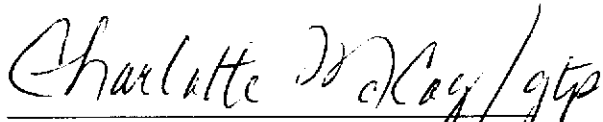
- A. Discuss CCHS baseball and soccer fields lighting.

XII. Discuss Legal Matters:

XIII. Recognize Student Representatives:

XIV. Attendance Update:

XV. Recognize School Board Members:


Charlotte McCoy, Interim Director of Schools
Director of Schools

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, March 10, 2026, 5:00 p.m., in the lower courtroom at the courthouse 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. Interim Director of Schools Nancy Lay was present, and Gail Parks kept the minutes.

Prayer by Lisa Fields.

Pledge of Allegiance led by Jamie Wheeler.

I. Roll Call and Call to Order.

II. Recognition of Guest

TSBA on Director of Schools Search via Zoom.

Dr. Tammy Ganger, TSBA president stated they had received 15 applicants to apply for the Director of School position and recommended 2 to the board. Board member Ridenour stated there were only two finalists and not three. Dr. Ganger replied it was up to 3. Dr. Ganger turned the information over to Maci Campidilli. Ms. Campidilli announced the finalist of Lori Adkins-Clemons and Charlotte McCoy.

Dayspring Dental

Danielle Higginbotham dental operations director addressed the board. Ms. Higginbotham stated she was excited about the plan to increase the dental outreach program, and it was to make sure all children have dental care, wherever they live. This service was available to the fifth district this current year. Ms. Higginbotham stated the program was at Elk Valley, Jellico Elementary, White Oak Elementary, and Wynn Elementary. 83 students received treatment. Ms. Higginbotham stated a mobile treatment unit would be located outside of the school building. Dayspring Dental is hopeful to broaden the care in the upcoming school year to grades 6-12 in the 5th district and Pre-K through 5th grade at Valley View, LaFollette Elementary, Caryville Elementary and Jacksboro elementary. The board thanked Ms. Higginbotham for her information and providing dental care for the Campbell County Students.

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. February 10, 2026, regular session meeting.

B. Executive Actions:

1. Approve CCHS and JHS representatives to attend TSBA SCOPE Conference in Nashville, TN on March 2, 2026, through March 3, 2026.

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- C. Approve school trips for the following:
1. CCHS Band to attend TMEA All-State Band at Opryland Resort in Nashville, TN on April 9, 2026, through April 12, 2026.
 2. CCHS Soccer team to attend Smokey Mountain Cup Tournament in Gatlinburg, TN on March 13, 2026, through March 15, 2026.
 3. CCHS Girls Soccer team to attend Smokey Mountain Tournament in Sevierville, TN on August 28, 2026, through August 30, 2026.
 4. CCHS FCCLA to attend State Leadership Conference in Chattanooga, TN on April 9, 2026, through April 11, 2026.
 5. CCHS FBLA grades 9th – 12th to attend convention at the Chattanooga Convention Center in Chattanooga, TN on April 6, 2026, through April 9, 2026.
 6. Elk Valley Elementary School Athletes to attend Gerry's Roller Rink in Corbin, KY on April 11, 2026.
 7. Elk Valley STEM 3rd & 4th graders to attend The Palace and Mill Street Park in London, KY on May 11, 2026.

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 Creekmore, second by Wheeler 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 stated he and Interim Lay had been working on the school budget and there is a 2.9-million-dollar deficit with hard days and decisions to come with a proposal the first part of April to be presented to the board.

VII. Director's Monthly Report

Director's Monthly Report

March 10, 2026

Nancy Lay, Interim DOS

- Most elementary and middle schools began their tutoring grant programs the week before last with the exception of Wynn. Currently we have 27 teachers across our county working beyond their contract hours to tutor approximately 91 students in reading or math! The tutoring will continue until the end of May, and we are hopeful their hard work and dedication will have a positive impact on student learning and outcomes.
- PreK and Kindergarten registration are set for May 21st-28th across all elementary schools.
- We are excited to share that the Campbell County Special Education Department has received its Annual Performance Report Indicator determination under the Individuals with Disabilities Education Act (IDEA) — and we have officially been designated as: Meets Requirement. This means our LEA earned at least 70% of the possible determination points based on FFY 2024 data from the 2024–25 school year. The Tennessee Department of Education evaluates compliance, results indicators, correction of prior noncompliance, and other monitoring information as part of this annual determination. What makes this especially meaningful is that we have not met requirements since the 2020–21 school year. This designation represents tremendous growth, dedication, and focused effort across our district.
- Most impressive is the academic progress of our **special education students**. The report data shows real, measurable growth: Grades 4 and 8 proficiency increased by **+5.69** in

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- **ELA and +6.16 in Math.** High school End-of-Course proficiency increased by an outstanding **+18.13 in English** and **+0.45 overall.**
- Since ESSR is no longer, the Homeless vans have become property of General Purpose. I have asked all supervisors to put them to use for local travel, along with CTE vans when possible, to help cut costs in our local travel fund. We will revisit the cost in May to see if there have been great savings. Currently, we are paying out anywhere from \$1800-\$2000 per month in local travel alone.
- In the month of May, Dayspring Health is offering free sports physicals for all of the students in the 5th district. We will inform all the administrators as time draws near.
- Retirement requests have gone out via email and should be back to us by April.
- CCHS soccer field dugouts and press box are in the process of being remodeled by the Construction classes.
- Two new pumps were installed in the sewer system at Wynn Elementary.
- Jellico High School now has a new portable sound system.
- The trash compactor at Jellico Elementary has been repositioned away from the kitchen.
- New school lettering has been installed on the outside of the building at Elk Valley Elementary.

VIII. Legislative Report Nothing at this time.

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REGULAR SESSION MEETING

IX. Recognize Eric Pearson, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of January 31, 2026.

Cash with Trustee - \$19,235,981.09

Total Revenues - \$32,980,455.44

Percent of Budget – 60.13%

Total Expenditures - \$29,871,548.08

Percent of Budget – 51.9%

142 School Federal Projects Fund. Balance Sheet as of January 31, 2026.

Cash with Trustee - \$1,839,111.87

Total Revenues - \$2,761,826.70

Percent of Budget – 45.8%

Total Expenditures - \$2,761,826.70

Percent of budget – 45.8%

143 Central Cafeteria Fund. Balance Sheet as of December 31, 2026.

Cash with Trustee - \$4,863,908.30

Total Revenues - \$2,562,383.04

Percent of Budget – 48.1%

Total Expenditures - \$2,458,083.03

Percent of Budget – 46.0%

Motion by Johnson, second by Fields to approve December 31, 2026, Monthly Financial Report.

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

B. Approve Budget Amendments and Resolutions.

Motion by Miller, second by Creekmore to approve the six (6) March 2026 Budget Amendments and Resolutions.

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. CCHS Indoor Practice Facility.

Creative Structures - \$2,536,000

Eaton Construction - \$2,795,000

Evans-Aley Construction - \$2,547,000

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Jenkins & Stiles - \$2,425,000
Skilled Services - \$2,203,800

No bid award recommended. Board member Lester stated we have promised to fund this for the children. 1.1 million dollars were set aside, and monies were used last year out of fund balance. Board member Lester also stated the balance of Undesignated Fund Balance was 10 million dollars. It was asked to Finance Director Pearson how much should need to be in Fund Balance. Director Pearson stated it needs to be 16%. Board member Johnson asked Finance Director Pearson for his opinion of Fund Balance. He replied 16 to 17% because you want to be fiscally responsible. Board member Johnson stated academics come first and recommends no Fund Balance be used to balance the budget and recommended to table until the budget is determined. Board member Heatherly commented he made this commitment 3 years ago and at one time there was 1.7 million dollars for the project. He stated it was not a good process to take from fund Balance. A commitment has been made, and, in the end, we will do it, and he never backs out on the commitment and hopes the board will see this project through. We need tennis courts and this facility to be built. Board member Ridenour asked Attorney Cantrell what Anderson County used for budgeting. He replied that Anderson County has 3 systems to fund and the board is not a funding source. Board member Johnson stated our system continues to lose students and every student needs to succeed. Our high school lacks facilities and it's possible to have alternate options for a building. Chairman Miller stated there could be other options. Board member Fields stated she had tried for years to get tennis courts. Board member Wheeler stated several repairs were needed at CCHS. Lighting at softball field, gymnasium bleachers don't function, track needs maintenance. These facilities need to be maintained before construction of something new. Board member Fields stated we need to follow through with upgrades and the tennis team has no place to practice. Board member Heatherly agreed that issues need to be taken care of and the gym bleachers at CCHS were 26 years old and stated it was possible that maintenance could help. Mr. Marlow stated it would cost approximately \$500,000. Board member Johnson stated the bleachers at CCHS are of necessity and lights are needed at the soccer field. Board member Johnson also stated if CCHS has 1000 students that perhaps a committee could consider looking at so many dollars per student be designated to help keep up the facilities. Attorney Cantrell stated he didn't think it was possible to do discretionary spending. Chairman Miller informed that air conditioning and roofing issues were coming up.

Motion by Fields, second by Wheeler to take the recommendation of the Interim Director of Schools and not award bid.

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

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2. Surplus Solar Panels.
Jacksboro Metals - \$10.00

Recommendation to award bid to Jacksboro Metals in the amount of \$10.00.

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 advertise Bids.
 1. Pest Control for the 2026-2027 school year.

Motion by Creekmore, second by Cummins to advertise bids for Pest Control 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.

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

X. Items for Action:

Motion by Miller, second by Cummins to approve items X- A through E.

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

- A. Consider approving Memorandum of Understanding (MOU) between the Campbell County Board of Education and Campbell County Emergency Communications District.
- B. Consider approving Memorandum of Agreement (MOA) between Dayspring Health and Campbell County Board of Education.
- C. Consider approving the Comprehensive Literacy Grant.
- D. Consider adding the creation of two temporary positions for the remainder of the year and a revision to the Special Education 141 budget and the IDEA 142 budget. These positions are only for the remainder of the year and will not be renewed for next year. One position is for a special education instructional assistant for 29 hours per week for Jacksboro Elementary because of the increased special education students. The instructional assistant will be paid out of the federal IDEA budget. The second position is for a part-time certified person for 50 days to assist with special education reevaluations and achievement tests. This position will be paid from the Special Education 141 General Purpose Budget.

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- E. Consider amending the 2025-2026 school year calendar to use 1 day of stockpiled days waived due to county Primary Election on May 5, 2026.
- F. Consider amending seating capacity of bus #47 from a 66-seating capacity to 78 seating capacity as recommended by Transportation Supervisor, Traci Chambers.

Transportation Supervisor Traci Chambers stated she got on the bus and there have been students attending LaFollette Elementary and LaFollette Middle. The bus was totally full of 3 students to each seat. Board member Ridenour mentioned our system has lost students and asked how this was affecting bus riding. Board member Johnson replied that students who ride a bus are not proportionate, and bus riders have no other way of transportation. Mrs. Chambers recommended an increase in seating capacity.

Motion by Miller, second by Cummins to amend seating capacity of bus #47 from a 66-seating capacity to 78 seating capacity as recommended by Transportation Supervisor, Traci Chambers
Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes, Motion Passed

- G. Discuss and take any necessary action regarding the Director of Schools Search.

Chairman Miller stated the interviews would need to be moved after spring break and opened the floor for discussion. Board member Creekmore stated when the search was done for the Interim she said I think we made a grave mistake by not allowing Mrs. Lay to apply and we don't have 3 candidate now. Board member Creekmore stated she felt that Mrs. Lay should be allowed to join in with the interview process because of her leadership and wanted to extend the opportunity to Mrs. Lay if she wished. Board member Johnson stated Mrs. Creekmore you are saying that it is your opinion of her that has been influenced by her performance, and this isn't a fair process to the other people who applied for the Interim. There was discussion back and forth and board member Johnson stated he had the floor and board member Creekmore stated she had the floor. Chairman Miller said board member Creekmore had the floor. Board member Creekmore added that if she wanted to be unfair to Interim Lay she would make a motion right now to forego the interview process and name her the Director of Schools. Board member Creekmore asked Attorney Cantrell if she had the right to do this. Attorney Cantrell stated legally yes. Board member again stated she felt it was a mistake by not permitting the Interim to apply and wanted to correct the mistake by extending the opportunity to interview. Chairman Miller asked Mrs. Lay if she wanted to interview. A reply of yes was given. Board member Johnson stated Mrs. Lay has done a phenomenal job and wouldn't have the position for any amount of money. Everyone has had a chance to see what a performance Mrs. Lay has done but this isn't fair to the other 15 candidates, and we would be going against everything we initially said. Board member Cummins stated he felt this would be unfair to exclude Mrs. Lay.

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Board member Johnson stated Mrs. Lay was aware when she accepted the Interim position she could not apply for the Director position and asked Attorney Cantrell if they open themselves to the possibility of a lawsuit. Attorney Cantrell stated short answer yes but his legal opinion would be no. Board member Ridenour at the beginning of the meeting questioned why TSBA only recommended 2. Attorney Cantrell stated TSBA always brings 3 and he has never seen TSBA recommend 2. Board member Johnson stated if the board wished to add another candidate to go back to TSBA and request a 3rd candidate. Board member Johnson again stated this was nothing against Mrs. Lay as he felt she had done an outstanding job and friend. Board member Ridenour pointed out that it was upon the recommendation of Attorney Cantrell for the Interim Director to not have the opportunity to apply for the permanent position and Mrs. Lay was aware of this. Board member Johnson stated that he loved everyone on the board and was disappointed in the board but reminded Mrs. Lay that there wasn't anything against her job performance but only making certain it was doing what was said in the beginning the board would do and disappointing people. Board member Fields interjected with saying I don't like being accused of disappointing people and don't appreciate the comment, I love you but don't appreciate this. Board member Fields thanked Mrs. Lay for what she does every day for the students and made the comment if TSBA didn't recommend why we should be scolded. Board member Ridenour stated she felt like the board would be untruthful to the public by adding Mrs. Lay as the 3rd finalist. Board member Heatherly stated he felt Mrs. Lay had done a great job but when 2 candidates were presented, he was good to select from those two.

Motion by Creekmore, second by Cummins to allow Nancy Lay to interview on March 23rd as one of the 2 applicants from TSBA.

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

Motion by Cummins, second by Creekmore to allow Nancy Lay to be the 3rd candidate to interview for the Director of Schools position.

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

Motion by Miller, second by Wheeler to resend the restriction for the Interim to not be allowed to apply for the Director of Schools.

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

H. Discuss and take any necessary action regarding Campbell County High School video board.

Chairman Miller stated Ben Foust had talked to him about the video board for the football field. Chairman Miller stated he would follow policy to allow the school to do fundraising.

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Once approved Campbell County High School to do a private fundraiser to receive donations for the project and the Board of Education will not fund any portion. If the fundraising occurs they will come back to the board for solicitation of bids.

Motion by Miller, second by Cummins to approve CCHS to provide a private fundraiser to receive donations for the project and the Board of Education will not fund any portion. If the fundraising occurs, they will come back to the board for solicitation of bids.

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

XI. Items for Discussion: Nothing at this time.

XII. Discuss Legal Matters:

Attorney Cantrell recommended to the board to act upon sending a letter to the architect to request a check on March 11th for \$35,000 to put in a line item to complete the project for Jacksboro Elementary.

Motion by Miller, second by Cummins for Interim Director Lay to send letter to architect and direct a check in the amount of \$35,000 to be placed in a line item.

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

XIII. Recognize Student Representatives:

Both Student Representatives were present at the meeting. Mikhi Gibson stated the winter sports at CCHS were great.

XIV. Attendance Update: Nothing at this time.

XV. Recognize School Board Members:

Board member Johnson stated he was disappointed this evening, and the board didn't do what they said regarding the search process and that he loved everyone. Mrs. Lay has done an excellent job and looks forward to the interviews. Board member Fields again stated when TSBA makes the recommendations shame on the others if they were not qualified and why be scolded for it. Board member Ridenour stated she feels this was untruthful to the public. Board member Cummins stated he felt they had 3 excellent candidates and congratulated Mrs. Lay. Board member Creekmore echoed board member Cummins comments. Board member Wheeler stated she agreed with board member Fields comments. Board member Heatherly

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stated kudo's to CCHS fall athletes and that he believed in CCHS and Campbell County Schools. Also, Mrs. Lay has done an excellent job and thanked everyone who applied. Chairman Miller stated he appreciated board member Johnson on Special Olympics along with Lori Clemons, Charlotte McCoy and Mrs. Lay and was ready for the interviews. Board member Johnson again stated he loved everyone, and some came by and supported Special Olympics and Mrs. Lay came out and supported her sister.

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

Meeting adjourned.

Jeffrey Miller
Chairman of the Board

Nancy Lay
Interim Director of Schools

Nancy Lay, Interim Director of Schools
Director of Schools

MINUTES

The Campbell County Board of Education met in a special Called meeting on Monday, March 16, 2026, at 5:00 p.m., in the lower level of the Central Office. The following school board members were present: Crystal Creekmore, Ryne Cummins, Lisa Fields, Brandon Johnson, Brent Lester, Sharon Ridenour, Jamie Wheeler, and Chairman Jeffrey Miller. School Board members Randy Heatherly and Ronnie Lasley were absent from the meeting and Gail Parks kept the minute.

- I. Roll Call.
- II. Approve Agenda.

Motin by Creekmore, second by Wheeler to approve the Agenda.

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

- III. Discuss and take any necessary action regarding the Director of Schools applicants interview process.

Chairman Miller provided options for the board to determine on items such as questions to be used, length of interviews, location of interviews, starting time of interviews, lunch to be provided, and the order of which applicants will be interviewed.

Option I

Utilize TSBA sample questions. Each member will ask the same question of all 3 being interviewed. The length of time of interview 2 hours per each candidate. Location to hold interviews to be determined. Timeline Example: Interview process to start on Saturday, April 3, 2026, beginning at 10:00 a.m., Finalist A will begin at 10:00 a.m. Lunch at 12:00 noon. Finalist B interview starts at 12:30 p.m. Break from 2:30 p.m. to 2:45 p.m. Finalist C to interview at 2:45 p.m. until 4:45 p.m. The Order of Interview will be by draw, alphabetical order, or Motion to be determined.

Option 2

Utilize TSBA sample questions. Each member will ask the same question of all 3 being interviewed. The length of time of interview 2 hours per each candidate. Location to hold interviews to be determined. Timeline Example: Interview process to start on Monday, March 23, 2026, beginning at 5:00 p.m. Finalist A will begin at 5:00 p.m. 2-hour time frame and meal provided afterwards. Finalist B interview starts on March 24, 2026, at 5:00 p.m. with 2 hour timeframe and meal provided afterwards. Finalist C to interview on March 26, 2026, at 5:00 p.m. with 2-hour timeframe and meal provided afterwards. The Order of Interview will be by draw, alphabetical order, or Motion to be determined.

Chaiman Miller asked the board what the pleasure was for Options 1 or 2 or to build on to one. Board member Wheeler stated she would like to see more questions on test scores. Board member Johnson stated the previous action has been controversial and wanted to restore community trust.

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MARCH 16, 2026
SPECIAL CALLED MEETING

Board member Johnson recommended sending Mrs. Lay's application to TSBA to vet and compete and make the 16th application from the Interim Director and send to Gail Parks to look at all 16 again and do a final up to 3. Board member Johnson stated this would unite the community. Board member Ridenour agreed to see if Mrs. Lay's application meets the criteria of others and to find a compromise. Chairman Miller stated they would need to change the action from the regular session meeting. Chairman Miller stated TSBA had sent all members a sample interview guide and there are 3 sections of 10 questions each for a total of 30 questions.

No action was taken on rescinding the motion of action at the previous meeting. Board member Ridenour stated when she interviewed for the Directors position the same questions were the same as she was asked. Board member Johnson stated why do we care what TSBA's interview guide is. We paid them \$15,000 and wasted taxpayers' money. Chairman Miller stated he didn't think it was a waste and that he has not made a decision and has not voted. Board member Johnson felt that all members of the board to have equal time to ask whatever questions they see fit. Chairman Miller request to keep everything in the dos and don'ts of the guidelines provided.

Motion by Johnson for each board member to ask any question they wanted in the approved amount of time. The motion died for lack of second. Board member Fields stated she liked the TSBA questions. Board member Lester recommended using the TSBA sample questions and to add each member could ask 1 or 2 additional questions.

Motion by Lester, second by Miller to use TSBA sample questions and to include each member to be permitted to ask an additional 1 to 2 questions.

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

Motion by Creekmore, second by Johnson to approve Interview Option I. Interviews will begin on Saturday, April 3rd, 2026, beginning at 10:00 a.m. in the CCHS Auditorium with a 2 hour limit per candidate. Lunch will break at noon on your own and the 2 candidates follow with finalist B beginning at 12:30 p.m., a break from 2:30-2:45, Finalist C to interview from 2:45 until 4:45. The interviews for applicants will be done in alphabetical order.

Motion by Miller, second by Johnson to adjourn the meeting.

Meeting adjourned.

Jeffrey Miller
Chairman of the Board

Nancy Lay
Interim Director of Schools

MINUTES

The Campbell County Board of Education met in a Special Called meeting on Tuesday, April 7, 2026, at 6:00 p.m., in the upper courtroom of the Jacksboro courthouse. The following school board members were present: Crystal Creekmore, Ryne Cummins, Lisa Fields, Randy Heatherly, Brandon Johnson, Ronnie Lasley, Brent Lester, Jamie Wheeler, and Chairman Jeffrey Miller. Board member Sharon Ridenour was absent from the meeting but called via phone but did not participate in the meeting. Gail Parks kept the minutes.

I. Meeting called to order.

II. Roll Call.

III. Approve Agenda.

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

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

Chairman Miller thanked both candidates for applying and interviewing. Board member Heatherly made a request to perform the vote by alphabetical order.

Motion by Heatherly, second by Cummins to perform the vote for Director of School by method of alphabetical order.

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

Vote for Lori Clemons.

Creekmore-no, Cummins-abstain, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-no, Lester-yes, Ridenour-absent, Wheeler-no, Miller-abstain.

Vote for Charlotte McCoy.

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

Mrs. Charlotte McCoy was voted as the new Campbell County Director of Schools.

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

Attorney Cantrell spoke and stated the board needed to appoint an Interim Director due to state requirements regarding items such as E-plan and grants. If you do not have one in place tomorrow the stated will not approve.

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

MINUTES
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APRIL 7, 2026
SPECIAL CALLED MEETING

Motion by Miller, second by Cummins for the meeting to reconvene.
Creekmore-yes, Cummins-yes, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-absent, Wheeler-yes, Miller-yes. Motion Passed.

Motion by Johnson, second by Cummins to appoint Charlotte Mccoy as Interim Director of Schools effective April 8, 2026. This action was approved by unanimous vote.

Attorney Cantrell stated the contract would be ratified and made official at the May meeting.

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

Meeting adjourned.

Jeffrey Miller, Chairman of the Board

Nancy Lay, Interim Director of Schools