

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

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

**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, May 12, 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. Consider approving Director of Schools Contract, Mrs. Charlotte McCoy. (Attachment)
- III. Recognition of Guest
- IV. Public Comment ( Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker)
- V. Consent Agenda
  - A. Minutes of the previous meetings. (Attachments)
    1. April 14, 2026, regular session meeting.
    2. April 21, special called meeting.
    3. April 22, 2026, contract committee meeting.
    4. April 22, 2026, recess session meeting.
    5. April 27, 2026, recess session meeting.
    6. April 28, 2026, recess session meeting.
    7. April 30, 2026, contract committee meeting.
    8. May 5, 2026, contract committee meeting.
  - B. Approve school trips for the following:
    1. Campbell County High School FFA students to attend TN Leadership Summit at UTK on June 1, 2026, through June 5, 2026.
    2. Campbell County High School FFA students to attend Forestry Camp at Fall Creek Falls from May 31, 2026, through June 5, 2026.
    3. Jellico High School boys' basketball team to attend BCAT Hoopfest Team Camp in Franklin, TN on June 12, 2026, through June 14, 2026.

4. White Oak Elementary School grades 3-8 to travel to Corbin, Ky for Social Cinema/Tri-County Cineplex on May 19, 2026.

C. Dilapidated items: (Attachments)

VI. Approval of Regular Agenda

VII. Comments from the Chair

VIII. Director's Monthly Report

IX. Legislative Report

X. Recognize Eric Pearson, Director of Finance

A. Monthly Financials. (Attachment)

B. Approve Budget Amendments and Resolutions. (Attachment)

C. Reviewing of Bids. (Attachment)  
1. Pest Control Services.

D. Request permission to advertise Bids.

E. Request permission to accept renewal of contracts.

XI. Items for Action:

A. Consider approving CTE Textbook Adoption. (Attachment)

B. Consider approving CCBOE Online Transcript Service Contract. (Attachment)

C. Consider approving the 2025-2026 Summer Camp Program Bus Contract. (Attachment)

D. Consider approving the required "Summer Learning Camps" funded by TDOE grants for the following locations: Jacksboro Elementary, Jacksboro Middle, LaFollette Middle, Valley View, and Jellico Elementary.

XII. Items for Discussion:

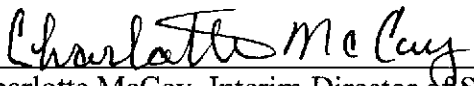
XIII. Discuss Legal Matters:

XIV. Recognize Student Representatives:

XV. Attendance Update:

XV. Attendance Update:

XVI. Recognize School Board Members:

  
Charlotte McCoy, Interim Director of Schools  
Director of Schools

## CONTRACT OF EMPLOYMENT

Comes now the Campbell County Board of Education, hereinafter referred to as the "BOARD," and Charlotte McCoy, hereinafter referred to as the "DIRECTOR," and do hereby enter into the following Contract of Employment:

### **I. TERM OF CONTRACT**

The BOARD hereby employs the DIRECTOR for a term, beginning on May 12<sup>th</sup>, 2026 and ending May 31<sup>st</sup>, 2029. At the conclusion of the term, the DIRECTOR shall serve an additional one (1) month paid transition period under the same terms and conditions to ensure continuity of leadership.

### **II. TENURE**

By signing this Contract of Employment, the DIRECTOR does not waive any tenure rights held under Tennessee law, if applicable. Nothing contained herein shall affect any rights related to retirement, insurance, or other benefits to which the DIRECTOR may otherwise be entitled under applicable law or policy.

### **III. DUTIES**

The DIRECTOR shall perform all duties required by Tennessee law, Board policy, and the responsibilities customarily associated with the position of Director of Schools. The DIRECTOR shall implement Board policies, provide leadership for the effective operation of the school system, and perform all duties as assigned by the BOARD.

### **IV. COMPENSATION**

The DIRECTOR shall be paid an annual salary of \$135,000, payable in accordance with standard payroll practices. The BOARD may increase the DIRECTOR's salary at its discretion by supermajority vote. The DIRECTOR shall also be eligible for performance-based incentives as outlined herein.

### **V. PERFORMANCE-BASED INCENTIVES**

The DIRECTOR shall be eligible for annual performance incentives based on system-wide outcomes. Metrics and thresholds may be adjusted by mutual agreement of the BOARD and DIRECTOR. Following the release of official state data, the DIRECTOR shall be responsible for submitting written documentation to the BOARD demonstrating achievement of any performance metrics for which an incentive is sought. Such documentation shall include supporting data and clear justification for the requested incentive payment. Upon submission of such documentation, the BOARD shall have sixty (60) days to review and verify the information provided, after which any verified incentive shall be paid. Incentives shall be linked to the following:

- a. Attendance Rate
  - Level 1: 75%
  - Level 2: 80%
  - Level 3: 85%
- b. Academic Achievement
  - Level 1: +3 percentage points
  - Level 2: +5 percentage points
  - Level 3: +7 percentage points
- c. Student Growth
  - Level 1: Move to Level 4 Growth

Level 2: Maintain Level 4 Growth

Level 3: Move to Level 5 Growth

d. **Graduation Rate**

Level 1: +1 percentage point

Level 2: +2 percentage points

Level 3: +3 percentage points or 95% Graduation Rate

e. **Early Literacy**

Level 1: +3 percentage points

Level 2: +5 percentage points

Level 3: +7 percentage points

f. **College and Career Readiness**

Level 1: +3 percentage points

Level 2: +5 percentage points

Level 3: +7 percentage points

g. **Annual Bonus Amounts**

Level 1: \$500 per metric

Level 2: An additional \$1,000 per metric (total of \$1,500)

Level 3: An additional \$2,500 per metric (total of \$4,000)

**VI. SIGNING BONUS**

The DIRECTOR shall receive a signing bonus equal to one (1) month of the Director's salary, offset by the difference between that amount and compensation received while serving in an interim role.

**VII. INSURANCE BENEFITS**

The DIRECTOR shall be provided with the insurance benefits made available to administrative employees of the district, consistent with those provided to the prior Director. The BOARD shall pay all membership dues to any professional societies, associations, or civic clubs of which the prior director was afforded, including, but not limited to: AASA, TOSS, the Campbell County Rotary Club, and the Campbell County Chamber of Commerce.

**VIII. PROFESSIONAL LIABILITY**

The BOARD shall maintain liability insurance covering alleged wrongful acts and omissions of the DIRECTOR consistent with prior Director contracts.

**IX. SICK LEAVE**

The DIRECTOR shall be granted one (1) day of sick leave for each month of contractual employment. Sick leave days shall be cumulative and may be used in accordance with Tennessee law and Board policy. Unused sick leave may be applied toward retirement credit where permitted by law. It is further acknowledged and agreed that the DIRECTOR has accrued sick leave through her previous employment with the Campbell County Board of Education. The EMPLOYEE is not required to forfeit said sick days but may not use said sick days during the term of this contract without the expressed written permission of the BOARD. The EMPLOYEE will be allowed to use the sick days at the end of the terms of this contract in accordance with BOARD policy and State law.

**X. WORK YEAR**

The DIRECTOR'S work year shall consist of between two hundred fifty-seven (257) and two hundred sixty-three (263) days, as established by the Board calendar. Non-duty days shall include all holidays observed by the BOARD and fifteen (15) annual leave days.

**XI. EVALUATION AND ACCOUNTABILITY**

The BOARD shall conduct an annual evaluation following the release of state accountability data. In the first year of the contract, prior-year test score data shall not be considered. The evaluation model shall be based on TSBA standards unless modified by a supermajority of the BOARD. Each Board member shall complete and sign an individual evaluation and produce it for public review.

**XII. BOARD AUTHORITY AND EXPECTATIONS**

a. Transfer Clause

The BOARD retains the right to assign, reassign, or transfer the DIRECTOR to another administrative position within the school system in accordance with Tennessee law, provided that such reassignment does not result in a reduction in salary during the term of this contract.

b. Residency Requirement

The DIRECTOR must maintain residency within the district.

c. Outside Employment

The DIRECTOR shall not engage in outside employment during the term of this contract.

**XIII. CONTRACT TERMINATION**

a. This employment contract may be terminated for the following reasons:

i. Mutual Agreement

The contract may be terminated by mutual agreement of the parties, or upon retirement, disability, or death of the DIRECTOR.

ii. For Cause

The employment contract may be terminated for cause upon sufficient proof of willful misconduct, gross negligence, or failure by the DIRECTOR to adhere to any of the contract requirements or failure to follow BOARD policies and directives, and any and all enumerated reasons for termination for cause as set forth by the Tennessee Code Annotated. If the BOARD terminates this contract for cause, the DIRECTOR shall not be entitled to any further benefits or compensation pursuant to this contract.

iii. Without Cause

The BOARD may terminate this contract without cause under the following terms:

1. First 24 months: \$200,000 buyout
2. After 24 months: \$50,000 buyout
3. Notice: 30 days

**XIV. RESIGNATION**

If the DIRECTOR resigns within the first twenty-four months of the contract term, the DIRECTOR shall reimburse the BOARD for the cost of a new TSBA Director search or \$15,000, whichever is greater. This provision may be waived by majority vote of the BOARD in the event of resignation for documented health reasons.

**XV. AMENDMENTS**

Any modification to this contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representations.

**XVI. ENTIRE AGREEMENT**

This contract constitutes the entire agreement between the parties and supersedes all prior agreements. No modification shall be valid unless executed in writing by both parties.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2026

\_\_\_\_\_  
Jeffery Miller  
BOARD CHAIRMAN

\_\_\_\_\_  
Charlotte McCoy  
DIRECTOR OF SCHOOLS

\_\_\_\_\_  
Brandon Johnson  
CONTRACT COMMITTEE CHAIRMAN

TENNESSEE NOTARY ACKNOWLEDGMENT

State of Tennessee  
County of \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, before me personally appeared \_\_\_\_\_,  
\_\_\_\_\_, and \_\_\_\_\_, to me known to be the  
person(s) described in and who executed the foregoing instrument, and acknowledged that such person(s)  
executed the same as such person's free act and deed.

WITNESS my hand and seal, at office in \_\_\_\_\_, Tennessee this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

(Seal)

Notary Public: \_\_\_\_\_

My Commission Expires: \_\_\_\_\_

## MINUTES

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. The following school board members were present: Crystal Creekmore, Lisa Fields, Randy Heatherly, Brandon Johnson, Brent Lester, Sharon Ridenour, and Jamie Wheeler. Board member Ryne Cummins, Ronnie Lasley, and Chairman Jeffrey Miller were absent from the meeting. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

Vice chair Wheeler conducted the meeting.

A moment of silence was observed for Joyce Long, life long retired employee and Mason Marlow a student at CCHS.

Prayer by Lisa Fields.

Pledge of Allegiance led by Brent Lester.

I. Roll Call and Call to Order.

II. Recognition of Guest  
TSBA SCOPE Participants

Mr. Josh Parker recognized 2 participants from each high school. Jonah Smith and Mekhi Gibson from CCHS. Chloe Creekmore and Jodee Snyder from JHS. Mr. Parker thanked the board for the opportunity to attend the conference with the students. Chloe Creekmore addressed the board by saying she had respect for the board for the work they do for the system, and she learned about all the responsibilities they have. The board thanked the students who attended the conference for coming to the meeting. Some of the attendees have been to SCOPE for two consecutive years

III. Public Comment (Max 2 speakers/Viewpoint & Max 3 Minutes/Speaker)

IV. Consent Agenda

A. Minutes of the previous meetings.

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.

MINUTES  
PAGE 2  
APRIL 10, 2026  
REGULAR SESSION MEETING

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 & 1<sup>st</sup> grade to attend Air Raid in London, KY on April 30, 2026.

Motion by Johnson, second by Lester to approve the Consent Agenda.  
Creekmore-yes, Cummins-absent, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-absent, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-absent. Motion Passed.

V. Approval of Regular Agenda and Addendum

Motion by Johnson, second by Heatherly to approve the Regular Agenda and Addendum.  
Creekmore-yes, Cummins-absent, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-absent, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-absent. Motion Passed

VI. Comments from the Chair

Vice chair Wheeler announced that Chairman Miller has asked board member Johnson to chair the contract committee to discuss the new director of school's contract for Charlotte McCoy. Chairman Miller recommended 3 or 4 to serve on the committee and to have a recommendation for the May meeting such as contract length, compensation, and buyout are the main points to discuss. Board member Johnson recommended a member of each district to serve on the committee and request if interested to see him following the meeting. In working with the Finance Department, there will be a Special Called meeting to discuss the 2026-2027 school budget beginning the week of April 21<sup>st</sup> through 23<sup>rd</sup> and 27<sup>th</sup> and 28<sup>th</sup>, beginning at 5:30 p.m., at the courthouse. The meetings will be in recess daily and will meet, if necessary, throughout the scheduled dates to reach an agreement on the 2026-2027 school year budget.

VII. Director's Monthly Report

**Director of School's Report to the Board of Education**

**Charlotte McCoy, Interim Director of Schools**

MINUTES  
PAGE 3  
APRIL 10, 2026  
REGULAR SESSION MEETING

**Secondary Schools Updates**

**April 14, 2026**

1. Jacksboro Middle School
  - a. JMS has released their first video production episode called, "Eagle Eye Productions."
    - i. This is a student-led production using audio/video equipment to give students real world experiences in broadcasting and journalism.
2. LaFollette Middle School
  - a. LMS has been recognizing students for perfect attendance by celebrating their successes and buying them a special lunch from McDonald's.
    - i. This is an effort to encourage students to be at school and maintain positive relationships.
3. Campbell County High School
  - a. Two students (Jace and Noah) performed in the All-State Band. We are proud of the continued showcase of their talents and the teachers that support them.
  - b. *Mrs. Chambers will provide additional updates around CTE.*
4. Jellico High School
  - a. Jellico recently hosted their career fair in which dozens of community businesses and organizations partnered with the school to share opportunities available for students and support them on their career and postsecondary paths.
5. TESTING! Prepping for and beginning TCAP Testing, spring benchmark testing, Aimsweb 3<sup>rd</sup> grade testing, and additional literacy assessments required by TDOE since 2021 special legislation.
6. All schools are planning end-of-year field trips, May Day events, etc. Check out the school Facebook pages for the latest updates on school events!
7. We have 43 students preregistered for summer school.
8. Tutoring has been extended until May 22. This will allow us to get all make up days in from the inclement weather days.

## MINUTES

PAGE 4

APRIL 10, 2026

### REGULAR SESSION MEETING

9. Pre-K has been awarded the Preschool Development Grant of \$15,000 for Professional Development and supplies. We are waiting for it to drop into EPLAN.
10. Safety Meetings are scheduled and taking place at schools with help from Homeland Security, THP, and CCSD.
11. ACH testing began this week and will continue throughout schools through the end of April and EOCs begin next week and will also continue through the end of April.
12. **Maintenance Updates:**
  - The Elk Valley gym floor project has been completed.
  - Mulch and pea gravel have been installed at LaFollette Elementary.
  - Gates and fencing at Jacksboro Middle School have been repaired.
  - The extra row of bleachers was installed at Jacksboro Middle School during Spring Break.
  - The new Career Exploration Lab at Wynn has been painted, and new flooring has been installed.
13. **CTE Updates:**
  - The New Career Exploration Labs have been installed at Elk Valley Elementary and Wynn Elementary. Jellico Elementary and White Oak Career Exploration Labs are works in progress.
  - Jacksboro Middle School has established its inaugural chapter of FFA. Mr. Cody Byrge is leading the program and teaching Introduction to Agriculture Education to one class period.

### VIII. Legislative Report

Board member Fields announced the TSBA Summer Law Institute in Gatlinburg on July 16<sup>th</sup> through July 18<sup>th</sup>. Board member Fields thanked Mr. Parker and students for attending the SCOPE Conference.

MINUTES  
PAGE 5  
APRIL 10, 2026  
REGULAR SESSION MEETING

IX. Recognize Eric Pearson, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of February 2026.

Cash with Trustee - \$20,971,280.81

Total Revenues - \$38,332,893.19

Percent of Budget – 69.86%

Total Expenditures - \$33,966,103.08

Percent of Budget – 58.97%

142 School Federal Projects Fund. Balance Sheet as of February 2026.

Cash with Trustee - \$2,012,172.98

Total Revenues - \$3,222,573.42

Percent of Budget – 53.46%

Total Expenditures - \$3,222,573.42

Percent of Budget – 53.46%

143 School Cafeteria Fund. Balance sheet as of February 2026.

Cash with Trustee – \$4,871,671.18

Total Revenues - \$2,884,841.10

Percent of Budget – 54.13%

Total Expenditures - \$3,025,872.32

Percent of Budget – 56.61%

Karen Henegar gave a detailed summary of the February 2026, Monthly Financial Reports and request if there were no questions they be approved at this time.

Motion by Creekmore, second by Johnson to approve the February 2026, Monthly Financial Reports.

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

B. Approve Budget Amendments and Resolutions.

Karen Henegar gave a detailed summary of the three (3) April 2026 Budget Amendments and Resolutions and requested if there were no questions they be approved at this time.

MINUTES  
PAGE 6  
APRIL 10, 2026  
REGULAR SESSION MEETING

Motion by Creekmore, second by Lester to approve the April 2026 Budget Amendments and Resolutions.

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

C. Reviewing of Bids.

1. Milk Supplies.

Borden Dairy - \$471,975.45

Mayfield - \$438,121.85

Prarie Farms – No Bid

Recommendation to award lowest responsive bid to Mayfield with the amount of \$438,121.85. This is also the recommendation of Jamie Gillum, School Nutrition Supervisor.

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

D. Request permission to advertise Bids.

1. Resurfacing of gymnasium floor at Jacksboro Middle School.

2. Custodial Supplies for the 2026-2027 school year.

Motion by Ridenour, second by Heatherly to approve permission to advertise bids.

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

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.

Motion by Ridenour, second by Creekmore to accept renewal of contracts.

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

X. Items for Action:

A. Consider approving **2025-2026 Tenure Recommendations.**

MINUTES  
PAGE 7  
APRIL 10, 2026  
REGULAR SESSION MEETING

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.

	<b>Name of Educator</b>	<b>Completed 5 Years Experience</b>	<b>LOE of 4 or 5 past two years</b>	<b>Principal Recommendation</b>	<b>Supervisor or HR Confirmed Eligibility</b>
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
E	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					
	<b>*Experience/tenure from another district</b>				

Each recommended teacher which was present was introduced. The board congratulated each teacher.

MINUTES  
PAGE 8  
APRIL 10, 2026  
REGULAR SESSION MEETING

Motion by Fields, second by Heatherly to approve the 2025-2026 Tenure Recommendation List. Creekmore-yes, Cummins-absent, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-absent, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-absent. Motion Passed

Motion by Johnson, second by Lester to approve X-B through I collectively. Creekmore-yes, Cummins-absent, Fields-yes, Heatherly-yes, Johnson-yes, Lasley-absent, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-absent. Motion Passed

- B. Consider approving Jackson Bus Service bus #40 seating capacity from 75 seats to 72 seats.
- C. Consider approving purchase of (2) Special Education buses through state bid.
- 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.
- G. Consider approving Certification Extension of ELA textbook adoption.

XI. Items for Discussion:

- A. Discuss CCHS baseball and soccer fields lighting.

Board member Johnson stated the board was entering budget season, but we have to figure out a solution. Mr. Foust stated new baseball lights were needed, and this was a safety issue. This is not a viable issue for the maintenance department. Soccer field lighting was also discussed as a safety issue. Mr. Foust stated we are asking our students to compete in unrealistic conditions. The soccer coach stated they don't have a lot of options. Board member Johnson stated he felt they needed to put this out on bid to determine the cost. This also includes the middle schools not having the same at their facility and are having to have games during the day. Maintenance Foreman Stan Marlow stated the cost of the lights would estimate between \$700,000 to \$750,000. Board member Wheeler asked if the soccer team could utilize the football field at CCHS and stated she knew of several high schools for soccer. Mr. Foust stated it was discussed a couple of years ago and there were scheduling issues. Assistant soccer coach Nathaniel Morton stated playing on the football field would create replacing the turf field sooner.

MINUTES  
PAGE 9  
APRIL 10, 2026  
REGULAR SESSION MEETING

Motion by Johnson, second by Lester to modify the agenda to add advertising bids for new lights for CCHS baseball and soccer fields.

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

Motion by Johnson, second by Lester to advertise bids for new lights for CCHS baseball and soccer fields.

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

XII. Discuss Legal Matters:

Attorney Cantrell stated a Special Called meeting for an Executive Session regarding the Jacksboro Elementary gym will be required.

XIII. Recognize Student Representatives: Nothing at this time.

XIV. Recognize School Board Members:

Board member Heatherly extended congratulations to all tenured teachers and to Charlotte McCoy as well as members Fields, Lester, and Wheeler. Board member Johnson stated there was noise during the testing at Jacksboro Elementary School, but this issue has been addressed. Board member Johnson also congratulated Mrs. McCoy and thanked everyone for the condolences in the loss of his grandmother, and announced the production of Shrek at CCHS on May 7<sup>th</sup>, at 7:00 p.m.

Motion by Heathery, second by Lester to adjourn the meeting.

Meeting adjourned.

---

Jeffrey Miller  
Chairman of the Board

Charlotte McCoy  
Interim Director of Schools

## MINUTES

The Campbell County Board of Education met in a Special Called meeting on Tuesday, April 21, 2026, at 5:30 p.m., in the Jacksboro courthouse. 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 Charlotte McCoy was present, and Gail Parks kept the minutes.

I. Meeting called to order.

II. Roll Call.

III. Approval of 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-yes, Wheeler-yes, Miller-yes. Motion Passed.

IV. Discuss and take any necessary action regarding the 2026-2027 school budget.

**BOE Potential Budget Cuts as of 2026-04-22 (Without AP Reductions-Option 1) # Item**  
Est. Amount 1 Reduce Capital Outlay by \$225,000 \$ 225,000.00 2 Central Office-Abolish Promotion/Retention Coordinator \$ 78,239.00 3 Pay for CCHS Doors out of Fund Balance \$ 100,000.00 4 Abolish CPA Funding \$ 50,000.00 5 Abolish Unknown Teacher 1---ELA -- RETIREMENT \$ 99,000.00 6 Abolish Unknown Teacher 2---LaFollette Elem PE \$ 85,000.00 7 Abolish Unknown Teacher 3---DRIVERS ED \$ 68,500.00 8 Abolish Unknown Teacher 4---DRIVERS ED \$ 68,500.00 9 Abolish Unknown Teacher 5---ELK VALLEY ABOLISH 1 \$ Abolish Unknown Teacher 7--WHITE OAK 1 POSTION VAC \$ 92,000.00 12 Abolish Unknown Teacher 8--Abolish Computer Science \$ 74,000.00 13 Abolish Unknown Teacher 9--Abolish Pre-K Valley View \$ 68,500.00 14 Abolish Unknown Teacher 10-Abolish 1 Valley View \$ 68,500.00 15 Abolish Unknown Teacher 11-Caryville Ele \$ 68,500.00 16 Abolish Unknown Teacher 12--Caryville Ele \$ 68,500.00 17 Abolish FT Pre-K Assistant--Valley View \$ 21,000.00 18 Pre-K/Safety Supervisor from 2/3 to 20% \$ 53,000.00 19 Add Retention Supplement to Other Admin Role \$ (6,954.00) 20 Abolish \$4,000 Maintenance Supplement \$ 4,636.00 21 Abolish Unknown 13- White Oak-Abolish Pre-K \$ 68,500.00 22 Move White Oak VPK aid to 141-71100-163-000019 (New)\* \$ - Total Cut \$ 1,520,921.00 Total Certified Positions Abolished 16 Total Non-Certified Positions Abolished 1 Note 1: Some Non-Personnel Expenditures relative to Software is still in the process of being confirmed. Note 2: One Teacher Position from White Oak will be transferred to Wynn for a loss of 2 teachers at White Oak. Note 3: White Oak will lose a FT VPK aid but will gain a FT Basic Aid. A locally funded FT Pre-K aide will be abolished and placed in VPK.

MINUTES  
PAGE 2  
APRIL 21, 2026

Chairman Miller started the meeting saying that he and Mrs. Lay started working on the budget January 1<sup>st</sup>, and he appreciated Mrs. McCoy and the Finance Department. We have a deficit of 2.5 million dollars without any new monies coming in. Interim Director McCoy thanked Mr. Mille and Finance Department for their cooperation. Mr. Zach Marlow review areas of TISA, Changes in ADM, Enrollment Changes by Location, Enrollment Number changes TISA Impact and the meaning, General Purpose Expenditure Per Student, Mandated Teacher Raise, Projected Cost Increases, Potential Non-Personnel Cuts, TISA Outcomes Funding-Capital Reduction, Personnel Cuts, and Use of Fund Balance.

Interim Director McCoy stated Option I was the proposed cuts that were the least disruptive and believed to be in compliance. Chairman Miller stated Valley View Elementary's numbers were down and could not be sustained. Board member Johnson asked if the vacant positions were due to retirement. Board member Heathery asked what the class sizes were for Algebra at CCHS and do we have a total of reductions from each school. Board member Johnson stated he could not support if each student didn't have equal funding. Interim McCoy stated it wasn't easy to be equal in education. Board member Johnson also commented by saying he didn't agree with the largest schools are getting the most reductions and he could not support it. Chairman Miller stated if this proposal Option I isn't agreed on then we will need to look into other proposals which could consist of possible elementary school principals in the valley for a total of four and two middle schools that could possibly be abolished. Wynn, White Oak and Elk Valley Elementary's could close. Closing those schools would not balance it. You could lose students to Clairfield you will be losing funding, and we want everyone to stay in Campbell County. Board member Johnson stated he wanted to be clear that he would not support the budget that did not give equal funding to every student in the county. Mr. Eric Pearson stated it wasn't possible to equalize funding. Board member Johnson stated to Mr. Pearson that he disagreed.

Interim McCoy stated at this present time it was her goal to move forward and if anyone had any suggestions that she was open to them. The Algebra vacancy at CCHS was discussed. The position is vacant and board member Johnson stated they were not permitted to hire one and Mr. Foust stated yes, that is correct. Chairman Miller explained the governor's budget proposes and increase in TISA with \$300 per student, and if our system had not lost the students this year, we would have received 1.5 million extra dollars. Online school was discussed.

MINUTES  
PAGE 2  
APRIL 21, 2026  
SPECIAL CALLED MEETING

Interim McCoy stated it wasn't quality that the system can give them. Board member Johnson stated we are losing to online school, and we need the competition. Interim McCoy stated perhaps starting with 100 students to start with and have criteria. Board member Ridenour stated they need to look into transportation. Board member Heatherly wants to see balanced budget options because 40% cuts are coming from CCHS. Board member Heatherly also stated he wanted to see the numbers per class size, and he can't support this budget today. Mr. Pearson stated there is no increase in revenues. Interim McCoy stated the middle schools are the second lowest funded.

Motion by Creekmore, second by Cummins to approve the proposed budget. Creekmore-yes, Cummins-yes, Fields-no, Heatherly-no, Johnson-no, Lasley-yes, Lester-no, Ridenour-no, Wheeler-no, Miller-yes. Motion Failed.

Board member Fields asked if a different option would be made available tomorrow. Attorney Cantrell stated they have additional time to approve the budget. The budget must be approved by fall or the Director and Chairman could be jailed or removed and the stated comes in and takes over. You have time to approve the budget. Chairman Miller stated the meeting will be in recess until April 22<sup>nd</sup> and informed the Finance Department to prepare other proposals to include school closures at White Oak and Wynn Elementary's. Board member Cummins stated the last resort for him would be to close schools. Attorney Cantrell stated you need a year to begin closing a school and the board would be stunned on how much would be saved. Attorney Cantrell recommended a study be performed on closing a school.

---

Jeffrey Miller, Chairman of the Board

---

Charlotte McCoy  
Interim Director of Schools

## MINUTES

The Campbell County Board of Education Contract Committee met on Wednesday, April 22, 2026, at 4:30 p.m., in the Jacksboro courthouse. The following committee members were present: Ryne Cummins, Jamie Wheeler, Sharon Ridenour, Jeffrey Miller, and Committee Chair Brandon Johnson. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

I. Meeting called to order.

II. Roll Call.

III. Approval of Agenda.

Motion by Wheeler, second by Cummins to approve the Agenda. Cummins-yes, Wheeler-yes, Ridenour-yes, Miller-yes, Johnson-yes. Motion Passed.

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

Board member Johnson stated he would like to add a disclaimer to the contract and do independent research and review and thanked Chairman Miller for the opportunity to chair this committee. Board Chairman Miller felt up to a 3-year contract would be appropriate, not in favor of 100% buyout, and no evaluation on this year's TCAP.

Board member Johnson gave an overview of the past director's contract. Each of them was different in types of categories.

Term Length: Interim McCoy stated she requested 36 months plus 1 month of transition for her contract. Base compensation was Option D, \$130,000 plus bonus (\$135,000 plus standard to student performance and budget. Adjustments: Option B at board's discretion, Incentives will be prepared for next meeting. Extra Compensation: Interim Bonus.

Termination: six (6) months buy-out with thirty (30) day notice, For Cause standard.

Resignation:

If the Director resigns within 2 years of contract with a penalty of \$15,000 to repay back for the search, a waiver will be given for health issues. Evaluation: annual after data is received but waived for the first year. Will use the TSBA metric and signature of evaluation will be discussed with board attorney. Criteria: deleted. Board Authority: Transfer Clause at compensation allowable as referenced by former director Dr. Judy Blevins. Must be a resident of Campbell County, and no outside work is prohibited. Benefits: Will continue with TOSS, Rotary Club, Standard Life Insurance of \$100,000.00, and Membership will be kept standard. Bonus: Will be on a tier structure. Standard sick days and vacation time will apply. Committee chair Johnson announced this was the beginning of the draft, and all members agreed with the suggestions. The

next meeting scheduled for the contract will be on April 30, 2026, at 5:30 p.m., in the courthouse.

MINUTES

PAGE 2

APRIL 22, 2026

CONTRACT COMMITTEE MEETING

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

Meeting adjourned.

---

Brandon Johnson, Chairman of Contract Committee

---

Charlotte McCoy, Interim Director of Schools

## MINUTES

The Campbell County Board of Education met in a recess session on Wednesday, April 22, 2026, at 5:30 p.m., in the Jacksboro courthouse. The following school board members were present: Crystal Creekmore, Ryne Cummins, Lisa Fields, Randy Heatherly, Brandon Johnson, Brent Lester, Sharon Ridenour, Jamie Wheeler, and Chairman Jeffrey Miller. Board member Lasley arrived late to the meeting. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

Prayer was led by Pastor Delmus Bruce.

I. Meeting called to order.

II. Roll Call.

III. Approval of Agenda.

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

IV. Discuss and take any necessary action regarding the 2026-2027 school budget.

Interim Director McCoy thanked the Finance Department for working on different options to cut without school closures and introduced and explained Options 1, 2, and 3.

### OPTION I

BOE Potential Budget Cuts as of 2026-04-22 (Without AP Reductions-Option 1) # Item Est. Amount  
1 Reduce Capital Outlay by \$225,000 \$ 225,000.00  
2 Central Office-Abolish Promotion/Retention Coordinator \$ 78,239.00  
3 Pay for CCHS Doors out of Fund Balance \$ 100,000.00  
4 Abolish CPA Funding \$ 50,000.00  
5 Abolish Unknown Teacher 1---ELA -- RETIREMENT \$ 99,000.00  
6 Abolish Unknown Teacher 2---LaFollette Elem PE \$ 85,000.00  
7 Abolish Unknown Teacher 3---DRIVERS ED \$ 68,500.00  
8 Abolish Unknown Teacher 4---DRIVERS ED \$ 68,500.00  
9 Abolish Unknown Teacher 5---ELK VALLEY ABOLISH 1 \$ 68,500.00  
10 Abolish Unknown Teacher 6---BUSINESS TEACHER-RETIRE \$ 98,000.00  
11 Abolish Unknown Teacher 7--WHITE OAK 1 POSTION VAC \$ 92,000.00  
12 Abolish Unknown Teacher 8--Abolish Computer Science \$ 74,000.00  
13 Abolish Unknown Teacher 9--Abolish Pre-K Valley View \$ 68,500.00  
14 Abolish Unknown Teacher 10-Abolish 1 Valley View \$ 68,500.00  
15 Abolish Unknown Teacher 11-Caryville Ele \$ 68,500.00  
16 Abolish Unknown Teacher 12--Caryville Ele \$ 68,500.00  
17 Abolish FT Pre-K Assistant--Valley View \$

MINUTES  
PAGE 2  
APRIL 22, 2026  
RECESS SESSION MEETING

21,000.00 18 Pre-K/Safety Supervisor from 2/3 to 20% \$ 53,000.00 19 Add Retention Supplement to Other Admin Role \$ (6,954.00) 20 Abolish \$4,000 Maintenance Supplement \$ 4,636.00 21 Abolish Unknown 13- White Oak-Abolish Pre-K \$ 68,500.00 22 Move White Oak VPK aid to 141-71100-163-000019 (New)\* \$ - Total Cut \$ 1,520,921.00 Total Certified Positions Abolished 16 Total Non-Certified Positions Abolished 1 Note 1: Some Non-Personnel Expenditures relative to Software is still in the process of being confirmed. Note 2: One Teacher Position from White Oak will be transferred to Wynn for a loss of 2 teachers at White Oak. Note 3: White Oak will lose a FT VPK aid, but will gain a FT Basic Aid. A locally funded FT Pre-K aid will be abolished and placed in VPK.

Option 2

BOE Potential Budget Cuts as of 2026-04-22 (With AP Reductions-Option 2) # Item Est. Amount 1 Reduce Capital Outlay by \$225,000 \$ 225,000.00 2 CCHS Abolish Asst Principal Position \$ 86,174.00 3 JHS Abolish Asst Principal Position \$ 86,174.00 4 Central Office-Abolish Promotion/Retention Coordinator \$ 78,239.00 5 Pay for CCHS Doors out of Fund Balance \$ 100,000.00 6 Abolish CPA Funding \$ 50,000.00 7 Abolish Unknown Teacher 1---ELA --RETIREMENT \$ 99,000.00 8 Abolish Unknown Teacher 2---LaFollette Elem PE \$ 85,000.00 9 Abolish Unknown Teacher 3---DRIVERS ED \$ 68,500.00 10 Abolish Unknown Teacher 4---DRIVERS ED \$ 68,500.00 11 Abolish Unknown Teacher 5---ELK VALLEY ABOLISH 1 \$ 68,500.00 12 Abolish Unknown Teacher 6---BUSINESS TEACHER-RETIRE \$ 98,000.00 13 Abolish Unknown Teacher 7--WHITE OAK 1 POSTION VAC \$ 92,000.00 14 Abolish Unknown Teacher 8--Abolish Computer Science \$ 74,000.00 15 Abolish Unknown Teacher 9--Abolish Pre-K Valley View \$ 68,500.00 16 Abolish Unknown Teacher 10-Abolish 1 Valley View \$ 68,500.00 17 Abolish Unknown Teacher 11-Caryville Ele \$ 68,500.00 18 Abolish Unknown Teacher 12--Caryville Ele \$ 68,500.00 19 Abolish FT Pre-K Assistant--Valley View \$ 21,000.00 20 Pre-K/Safety Supervisor from 2/3 to 20% \$ 53,000.00 21 Add Retention Supplement to Other Admin Role \$ (6,954.00) 22 Abolish \$4,000 Maintenance Supplement \$ 4,636.00 23 Abolish Unknown 13- White Oak-Abolish Pre-K \$ 68,500.00 24 Move White Oak VPK aid to 141-71100-163-000019 (New)\* \$ - Total Cut \$ 1,693,269.00 Total Certified Positions Abolished 16 Total Non-Certified

Option 3

BOE Potential Budget Cuts as of 2026-04-21 (Option 3) Item Amount Reduce Capital Outlay by \$225,000 \$ 225,000.00 CCHS Abolish Asst Principal Position \$ 86,174.00 JHS Abolish Asst Principal Position \$ 86,174.00 Central Office-Abolish Promotion/Retention Coordinator \$ 78,239.00 Pay for CCHS Doors out of Fund Balance \$ 100,000.00 Abolish CPA Funding \$ 50,000.00 Abolish Unknown Teacher 1---ELA --RETIREMENT \$ 99,000.00 Abolish Unknown Teacher 2---ALG--VACANT \$ 85,000.00 Abolish Unknown Teacher 3---DRIVERS ED \$ 68,500.00 Abolish Unknown Teacher 4---DRIVERS ED \$ 68,500.00 Abolish

MINUTES  
PAGE 3  
APRIL 22, 2026  
RECESS SESSION MEETING

Unknown Teacher 5---ELK VALLEY ABOLISH 1 \$ 68,500.00 Abolish Unknown Teacher 6---  
BUSINESS TEACHER-RETIRE \$ 98,000.00 Abolish Unknown Teacher 7--WHITE OAK 1  
POSTION VAC \$ 92,000.00 Abolish Unknown Teacher 8--Abolish Computer Science \$  
74,000.00 Abolish Unknown Teacher 9--Abolish Pre-K Valley View \$ 68,500.00 Abolish  
Unknown Teacher 10-Abolish 1 Valley View \$ 68,500.00 Abolish Unknown Teacher 11---  
Jacksboro ELE--ABOLISH1 \$ 68,500.00 Abolish Unknown Teacher 12-13--Caryville Abolish  
2 \$ 137,000.00 Abolish FT Pre-K Assistant--Valley View \$ 21,000.00 Pre-K/Safety Supervisor  
from 2/3 to 20% \$ 35,000.00 Add Retention Supplement to Other Admin Role \$ (6,954.00)  
Abolish \$4,000 Maintenance Supplement \$ 4,636.00 Total Cut \$ 1,675,269.00 Total  
Certified Positions Abolished 16 Total Non-Certified Positions Abolished 1 Note 1: Some  
Non-Personnel Expenditures relative to Software is still in the process of being confirmed.  
Note 2: One Teacher Position from White Oak will be transferred to Wynn for a loss of 2  
teachers at White Oak.

Community members that wished to express their opinions and concerns were acknowledged by Chairman Miller. Teachers and community members were concerned about reductions once again this year and felt they were expected to perform the impossible. It is an impossible task for a high school principal not to have an assistant, stated Sherry Lasley. Jellico has an amazing group of people, and this was not a good idea to cut the assistant principal position and if it is done to do it across the board. Mr. Foust stated he agreed with Mrs. Lasley and stated CCHS needed to keep the same administration. Bethany Baird, teacher at White Oak stated she felt they were being asked to do the impossible. Board member Heatherly stated these were difficult changes and asked if any option to use fund balance this year.

Interim McCoy went over Options 1 and 2.

Board member Johnson made a motion to approve Option 2 with striking items 2 and 14. Motion Failed due to lack of second.

Interim McCoy read Option 3.

Motion by Wheeler, second by Lasley to approve Option 3 to keep the Algebra teacher at CCHS to replace the LES PE teacher retired.

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

MINUTES  
PAGE 4  
APRIL 22, 2026  
RECESS SESSION MEETING

Finance Director Pearson stated if you use fund balance the funding will be higher next year. He recommended discipline using fund balance. Board member Heatherly stated he was not an advocate for using fund balance and the system can generate funds with online classes and we must balance the budget. Interim McCoy stated she has worked with finance, and these proposals are based on scenarios. Mary Beth Seibers from Elk Valley stated split classes were not the answers. Board member Johnson stated last night's meeting Option 3 only received 4 votes. Board member Cummins stated he liked Option 3 best with modifications.

Motion by Miller, second by Wheeler to approve Option 3 to bring back assistant principal at Jellico High School and Campbell County High School and add back the Algebra teacher replacing the LES teacher who is retired.

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

Chairman Miller stated based on the 141 Budget, Interim McCoy will do Change Orders and send to the Finance Department. The board will meet in recess on Monday for the 142 and 143 budgets and 141 on Tuesday.

Meeting will be recessed until Monday, April 27<sup>th</sup>, 2026, at 5:30 p.m.

Meeting recessed.

---

Jeffrey Miller, Chairman of the Board

---

Charlotte McCoy, Interim Director  
of Schools

## MINUTES

The Campbell County Board of Education met in a recess session meeting on Monday, April 27, 2026, at 5:30 p.m., in the Jacksboro courthouse. The following school board members were present: Crystal Creekmore, Ryne Cummins, Randy Heatherly, Ronnie Lasley, Brent Lester, Sharon Ridenour, Jamie Wheeler. Board members Lisa Fields, Brandon Johnson and Chairman Jeffrey Miller were absent from the meeting. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

I. Meeting called to order.

II. Roll Call.

III. Approval of Agenda.

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

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

Due to lack of Agenda approval, there was no discussion or action taken.

Motion by Cummins, second by Creekmore to recess the meeting.

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

Meeting recessed until Tuesday, April 28, 2026, at 5:30 p.m.

IV. Discuss and take any necessary action regarding the 2026-2027 school budget.

---

Jeffrey Miller, Chairman of the Board

---

Charlotte McCoy  
Interim Director of Schools

## MINUTES

The Campbell County Board of Education met in a recess session meeting on Tuesday, April 28, 2026, at 5:30 p.m., in the Jacksboro courthouse. The following school board members were present: Crystal Creekmore, Ryne Cummins, Randy Heatherly, Brandon Johnson, Ronnie Lasley, Brent Lester, Sharon Ridenour, Jamie Wheeler, and Chairman Jeffrey Miller. Board member Lisa Fields was absent from the meeting. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

I. Meeting called to order.

II. Roll Call.

Meeting reconvened.

III. Discuss and take any necessary action regarding the 2026-2027 school budget.

Budgets 142 and 143 had been sent to the board prior to the meeting. A copy was again distributed. Mr. Zach Walden asked if anyone had any questions.

### **GENERAL PURPOSE SCHOOL 141 FUND BUDGET NOTES F/Y 2026-2027 REVENUE 1.**

The state legislature approved changing public school funding to the Tennessee Investment in Student Achievement (TISA) funding formula in April 2022 with funding now based on the TISA formula which is a student-based approach to determine funding allocations. The March TISA funding allocation estimate for 2026-2027 is \$39,679,193 (excluding post secondary test), and with a hold harmless provision there is expected to be \$39,697,091 which is a decrease from the current \$39,834,261 for an overall decrease of \$137,170. \$606,783 of the TISA funding is restricted to be used for certified salary increases and will result in an across the board \$1,500 raise for certified personnel and will result in the total salary (state and local) exceeding \$50,000. Funds previously awarded as grants (Coordinated School Health-cost center 55100, Family Resource Centers at White Oak and Jellico-cost centers 00733 & 00800, and the Safe Schools program-cost center 03125) are included in the TISA funding as direct funding with program allocations determined at the local level and will continue to be tracked by the respective cost centers. If the final TISA estimate comes back at less funding from the state a portion of the outcomes funding expected to be received in December may be necessary to meet the budget. Otherwise, TISA Outcomes funding will be coded to revenue account 46510-CCTOF with \$225,000 being set aside from the prior year TISA Outcomes funding for capital outlay. If approved by the BOE and by the County Budget and Finance Committee a budget amendment will be presented to the BOE and the County Commission before June 30, 2026, to set up a committed equity account for TISA Outcomes funding. 2. The state required local match of \$9,654,706 is provided for within the local revenue MOE funding level of \$10,581,742 with local funding increasing \$1,892 above the prior year funding level of \$10,579,850 resulting in actual local funding exceeding the required local match by \$927,036 (\$10,581,742 - \$9,654,706 = \$927,036). 3. Other Charges for Services are relative to records access fees

MINUTES

PAGE 2

APRIL 28, 2026

RECESS SESSION MEETING

with a contracted vendor to provide services to students, educational institutions, and other entities for transcript and other student records requests (cost center 4399C). 4. Miscellaneous Refunds consist of flow-thru funds to the BOE from individual schools for contract services (primarily transportation services) and employee work at events and activities paid by the school sites and is estimated at \$67,687 based on prior year activity with these funds identified by cost center 00315. 5. Funding of \$35,000 is estimated from the LaFollette Medical Foundation for the flu vaccine program for the upcoming fiscal year and will be amended to actual award levels. 6. The FY 2026-2027 Budget contains a new appropriation of \$40,000 for Parental Leave Reimbursements. This appropriation is based on trends from revenues received in the current and prior year. Page 2 of 6 GENERAL PURPOSE SCHOOL 141 FUND BUDGET NOTES F/Y 2026-2027 7. The state Pre-K program funds were consolidated into one grant during 2009-10 (cost center 46590) and funding was increased in 2022-2023 by about \$200,000 to provide additional Pre-K classes. Funding for 2026-2027 is estimated at \$978,312. 8. Career Ladder revenues & expenditures are estimated at \$34,335, inclusive of benefits, to provide for existing personnel and eligible personnel transferring from other school systems with Career Ladder supplements having been previously frozen by the State. 9. There are no appropriations for the LEAPS's afterschool grant. Funds will be appropriated via an amendment if funds are awarded. 10. There are no appropriations for Innovative School Models Grant. Funds will be appropriated via an amendment once approved by the state in E-Plan. 11. Special Education reimbursements for High-Cost student expenditures (cost center 47143) changed significantly during 2023-24 with the State only reimbursing for priority 3 level services. For the upcoming 2026-27 reimbursement is only anticipated to be \$7,680 relative to out-of-county student transportation (TSD/TSB). Additional student needs include psychological services, physical therapy, additional nursing, and one-to-one aides. 12. The multi-year Gear Up grant (cost center 94334) for enhanced college preparation ended June 30, 2024. 13. The ROTC program revenues are anticipated at \$79,351 which will provide support for approximately 50% of the salary component with remaining costs provided by local funds. EXPENDITURES (Expenditures discussed above in the Revenue section are not repeated to prevent duplication.) 14. The account number structure for the Fund was changed during 2023-2024 to discontinue use of the subfund accounts primarily used to segregate costs according to the past BEP funding formula categories that are no longer applicable which consisted of Instructional Components, Classroom Components, Non-Classroom Components and Non-BEP Components. The discontinuation of subfunds eliminated multiple accounts, simplified data entry, and consolidated accounts used to track expenditures by school site. 15. The 2026-2027 Recommended Budget (column 7) and the Requested budget (column 6) contains estimated personnel and non-personnel costs to meet anticipated operational needs for the year as approved and recommended by the Director of Schools. 16. Differing specialized appropriations for items such as the ROTC

MINUTES  
PAGE 3  
APRIL 28, 2026  
RECESS SESSION MEETING

program, Differentiated Pay, Sick Leave, flow-thru funds from the school sites, and the LaFollette Medical Foundation flu vaccine program funding were reclassified in 2020-2021 to category 71400 for classroom related costs and category 72810 for non-classroom costs to segregate specialized appropriations from regular recurring operational costs.

Reclassification of Page 3 of 6 GENERAL PURPOSE SCHOOL 141 FUND BUDGET NOTES F/Y 2026-2027 several other state grants was considered but they were limited to specific categories within ePlan and were not able to be reclassified. 17. The 2026-2027 budget includes various personnel changes consisting of program transfers, retirements, degree upgrades, transfers between school sites/accounts, and multiple position abolishment's. The proposed budget includes changes in cost for years of experience and degree upgrades as well as a \$1,500 raise for certified personnel. 18. Funds used to purchase accumulated sick leave time from Certified and Classified personnel were maintained at the prior year levels (cost center 29900). 19. The Non-Certified Substitute pay remains at \$75 per day established during 2023-2024. The bonus pay schedule for non-certified substitute teachers was discontinued for the 2025-2026 year. Certified Substitutes are required for teacher absences of more than 20 consecutive days with funding set at \$45,000 (Regular & Special Education). Per State guidance Certified Substitutes began to be accounted for solely in line item 195 during 2019-2020. 20. The tutoring program which was initiated with ESSER funds to address learning loss and assist students with academic performance is being continued within this fund at a program cost of about \$70,000. 21. The TCRS employer contribution rate for retirement is now established annually instead of on a two-year period. The 2026-2027 rate for Certified personnel utilizes an 8.25% rate due to the hybrid plan. The 2026-2027 rate for Classified personnel increased .34% from 6.74% to 7.08%. The participation within the hybrid retirement plan, which has up to a 9% employer contribution, is increasing as personnel leave and are replaced with new personnel under the hybrid plan. 22. The life insurance benefits were reviewed and increased during 2019-2020 in order to provide additional coverage amounts to employees (from a \$25,000 benefit to \$35,000), their spouses (from a \$5,000 benefit to \$15,000), children (from a \$2,500 benefit to \$10,000), and infants (\$1,000 remained the same). This benefit structure will remain the same for 2026- 2027 without any anticipated rate increase. 23. The 2026-2027 budget contains appropriations for an anticipated medical insurance rate increase of 10% effective January 1, 2027, and provides for participation changes with the employer contribution rate remaining at the 82% level. Differing plans and plan types are anticipated to have differing rate increases, similar to the prior year. 24. Overall unemployment compensation costs were reduced based on prior and current year trends from \$14,616 to \$4,016. 25. Appropriations for the Certified Retiree Medical Insurance program are reflected in account 72310-215-00216 and are expected to stabilize at \$256,000 based on anticipated participants. Classified retirees now participate in the state plan and are expected to stabilize at \$46,405. Page 4 of 6 GENERAL PURPOSE SCHOOL 141 FUND

MINUTES

PAGE 4

APRIL 28, 2026

RECESS SESSION MEETING

BUDGET NOTES F/Y 2026-2027 26. Operating lease payments within account 141-71100-330 are relative to copier costs for differing school sites and were maintained at \$20,135. 27. Account 141-71100-399 contains appropriations for services from Niswonger as well as the state mandated Computer Science curriculum through Codemonkey. 28. Instructional Supplies and Materials for teachers were maintained at \$173,600 in the regular program, \$21,450 in the Special Education program and \$27,500 for the CTE/Vocational program for the upcoming year 29. The regular textbook appropriations were maintained at the amended level of \$543,288, while software is being increased by approximately \$5,000. 30. The cost for student management software is maintained at \$31,000 and is contained in account 141-72110-317-00317. 31. Services relative to student psychological evaluations (cost center 00426) are anticipated at the amended level \$11,100 based on past operational needs. Services/Costs could increase/decrease depending on actual needs. 32. Appropriations for athletic supplements still include funds established by the Board during 2019-2020 to meet operational needs and to address any Title IX issues. 33. Evaluation and testing appropriations are maintained at \$60,000 to provide for costs associated with Curriculum Associates, Riverside/Easy CBM, and other providers for the online kindergarten testing platform and benchmark testing for the upcoming year. 34. Based on 2024-2025 operations the Special Education services for physical therapy and occupational therapy are budgeted at \$261,000 which will continue to eliminate the dependency on federal carryover funds for these services. 35. The Differentiated Pay Plan (Cost Center 00524) is being budgeted at the recurring amount of \$30,000 with potential program revisions for the 2026-2027 year. 36. Library Books were maintained at the prior year level of \$44,000. 37. Technology software costs are relative to the personnel database program, the inventory management system, and services from Incident IQ. 38. The Microsoft licensing costs and Microsoft Teams costs were maintained at \$67,500. 39. Standard insurances (liability, building & contents, vehicle insurance, etc.) are anticipated to increase 10%. Worker's compensation rates are expected to increase 2% for the state raise for Certified personnel and to provide for additional exposure/personnel changes. Worker's Compensation also includes appropriations for direct pay requirements under the old Lumberman's policy coverage and settlements which are subject to change between years. Page 5 of 6 GENERAL PURPOSE SCHOOL 141 FUND BUDGET NOTES F/Y 2026-2027 40. Appropriations of \$8,000 were maintained for required background checks for employees in account 141-72310-533. 41. School system and school site communication costs are anticipated to decrease by \$30,000 in the current FY 2025-2026 budget with a change in carriers/structure. The budget maintains direct school support of \$13,000 to assist school sites with other costs and allow for decreased fundraisers. 42. The fire alarm monitoring system and fire extinguisher inspections are provided for within account 141-72610-399 at about \$5,000 with total appropriations set at \$20,000 based on prior year operations to cover the fire alarm monitoring and fire extinguisher inspections and other

MINUTES  
PAGE 5  
APRIL 28, 2026  
REGULAR SESSION MEETING

contract services. 43. Other Contracted Services for water testing services are maintained at \$10,000. 44. Custodial Supplies for the schools were maintained at \$90,400. 45. Appropriations for utilities were based on 2024-2025 projected utilization with a 5% rate increase on electricity, a 5% rate increase for water/sewer, and a 10% rate increase for natural gas costs. 46. Maintenance & Repair Services-Buildings is being increased \$40,000 to \$92,000 from the original budget and is equivalent to the amended budget. General Construction Material appropriations are established at \$141,750 for school repair needs, which is a decrease of \$40,000 from the original budget, but is equivalent to the amended budget. 47. Appropriations for transportation contracts were maintained at \$1,652,530 and are inclusive of recurring contract supplements of \$4,000 per contract. During 2022-2023 contracts were increased by \$10,000 per contract to address anticipated fuel cost increases which remains in place. Funds for other transportation needs are set at \$15,000 for health fairs, dental visits, biz-town, and so forth. 48. CPA/Consulting services that were added in the FY 2025-2026 budget cycle account 141- 72810-399 at \$50,000 is being abolished. 49. The revised Capital Outlay category contains \$342,168 (reduction of \$225,000) of recurring funding for yet to be determined projects in line item 141-76100-799. There is \$225,000 available for use in account 141-76100-799-CCTOF for yet to be determined capital outlay items, unused funds in this account will fall to committed equity account CCTOF. Additionally, there is \$100,000 of recurring funding in line item 141-76100-799-FB390 (previously 141-76100-799-01SEC) for year 3 of a 4-year program to replace the exterior doors at CCHS, with years 3 and 4 being paid from fund balance. Additionally, there is \$42,000 in line item 141-76100-799-03125 for school safety projects. Page 6 of 6  
GENERAL PURPOSE SCHOOL 141 FUND BUDGET NOTES F/Y 2026-2027 50. Principal and Interest of \$124,620 is relative to the LED lighting EESI loan. Principal and Interest of \$470,459 is relative to the 2025 \$3.5 million HVAC Capital Outlay Note borrowed in the spring of 2025. The Debt Service section also contains \$1,468,225 relative to the \$1,250,000 school system share of the building program bonded indebtedness debt service funding and \$218,225 relative to the bonds issued in May 2020 initially planned to be used to provide funding for roofing and HVAC needs. However, roofing projects were identified as an allowable use of ESSER funds thus allowing the bond proceeds previously planned to be used for roofing project to alternatively fund parking lot paving projects at the various school sites and other capital improvements which could not be accomplished from ESSER funds with the County Commission approving the revised use of the bond proceeds on May 17, 2021. Other Debt Service funds of \$344,631 are relative to repayment of the 15- year bond for the Energy Efficient School Initiative (TRANE) program and \$101,500 is relative to the solar panel program. 51. Operating transfers of \$29,995 for Food Service operations were discontinued at the end of the 2023-2024 fiscal year. Food Service operations have increased their equity position in recent years while simultaneously addressing equipment needs therefore Food Service operations are no longer dependent

MINUTES  
PAGE 6  
APRIL 28, 2026  
RECESS SESSION MEETING

upon the operating transfer. EQUITY 52. Proposed uses of equity are detailed below:  
Beginning Planned Change Ending Account Number Account Title/Description Equity  
Incr/(Decr) Equity 141-34685-CCTOF TISA Outcomes Funds-Capital Outlay 141-76100-  
799-CCTOF (General Capital Outlay) \$458,855 \$(225,000) \$233,855 141-34690-CPBOE  
Director of School Transition \$135,000 \$(135,000) -\$0- 141-39000 Undesignated Fund  
Balance \$10,044,505 \$(1,120,459) \$8,924,046 Detailed Information: 141-76100-799-FB390  
CCHS Doors \$ 100,000 141-82130-602-FB390 2025 Note Payment-Principal \$ 350,000  
141-82230-604-FB390 2025 Note Payment-Interest \$ 120,459 141-82230-699-FB390 Other  
Debt Service-Transfer \$ 550,000 TOTAL \$ 1,120,459.

**FEDERAL PROJECTS SCHOOL 142 FUND BUDGET NOTES F/Y 2026-2027 REVENUE 1.**

The State Department of Education has completed the process of establishing “e-Plan” as the monitoring and reporting software for Federal Projects and most state grants with separate modules for the General Purpose School Fund & Central Cafeteria Fund. The State regulates the category and line items available to be used within ePlan thus requiring program managers to take into consideration account number availability as program budgets are developed since all categories and line items may not be available for each program. School site cost centers are not contained in ePlan and any programs that may need and/or require school site expenditures tracking will need to provide detailed information as to the amount to be identified by such cost centers and/or make provisions to track school site expenditure information separately from the financial reports through the use of supplemental worksheets and/or spreadsheets maintained by the respective program manager. 2. Most of the recurring federal programs are contained within the Consolidated Federal Projects comprehensive plan (Title I, Title II, Title IV, Title V, Special Education IDEA and Special Education Preschool). Under the comprehensive plan, line item budgets are prepared by the program managers at the local level (within the account limitations noted above) and program reviews and approvals are made by the State Department of Education to ensure compliance with specific program requirements and guidelines. The state also now requires significant detailed information to be submitted in accompaniment of the planned uses of funds and may approve or reject locally developed budget plans. 3. The 2026-2027 budget document contains various Title and Special Education programs which consists of the ePlan budgets submitted by the school system to the State Department of Education. The budget does not include estimates of carryover funds for programs with carryover funds to be amended into the budget during 2026-2027. Revisions will be made by the managers of the respective programs to reflect the carryover funds and any other revisions needed. 4. The base level funding allocations for the upcoming year may be insufficient to meet recurring personnel costs and/or other recurring operational costs. As of April 24, 2026, the state has not released Funding Allocations for the upcoming FY 2026-2027 year, and such the 142 Budget as presented is based on

MINUTES  
PAGE 7  
APRIL 28, 2026  
RECESS SESSION MEETING

assumptions. If allocations are less than budgeted amendments will be presented. If allocations and projected carryover are not sufficient to cover personnel costs once allocations are released personnel reductions may occur as necessary. The school system intends to use carryover funding to provide for the operational costs not provided for from base funding allocations 5. The Consolidated Administration funding for Federal Funds recognizes a re-apportionment of revenues from the Title I, Title II and Title V programs into a separate subfund 010 to identify costs separately for administrative personnel and non-personnel items. In past years funds transferred between programs were identified as an operating transfer from one program to another, but in review with the State the respective Title funds take on the identity and the associated usability guidelines of the respective federal program they are re- Page 2 of 3 FEDERAL PROJECTS SCHOOL 142 FUND BUDGET NOTES F/Y 2026-2027 apportioned to, and as such these funds are now recognized as a separate revenue account within the respective program making use of the funds. 6. Career Technical Education/Vocational Education Federal Carl Perkins funds (subfund 800) are allocated at \$129,178.55 for the upcoming year. These funds do not carryover between fiscal years. 7. The Title I Program (subfund 100) initial projected allocation is \$1,884,806. Carryover funds are usually allocated primarily for instructional supplies and equipment. 8. The Title II-A Training and Recruitment funds (subfund 200) base allocations are projected to be \$461,046 inclusive of \$149,776 being transferred from Title IV. The full projected amount of the Title IV allocation of \$149,776 is being transferred to the Title II program which has broader guidelines for eligible expenditures. The Title II program transfer to Consolidated Administration is set at \$70,000. Remaining funds from the prior year Title IV program transfer have not been reappropriated at this time and will be amended into the budget during the year within the respective program. Previously if the direct allocation of Title II funds was not used, the planned transfer of funds to be moved from Title IV to Title II did not occur and remained in the Title IV program. That process changed during 2020-2021 with re-apportioned funds from Title IV being recognized proportionately to the total expenditures in the "receiving" program during the year even if the "receiving" program did not use the entirety of its direct funding allocation thus increasing carryover funding with less restrictive eligibility guidelines. 9. The 21st Century Community Learning Centers programs are anticipated to recur \$55,000 and \$578,046 respectively. Carryover funds are no longer allowed within this program. 10. The Title V program funding is projected at \$178,600 in base funding with \$28,000 being allocated to the Consolidated Administration component with remaining funds appropriated for operational needs. 11. Special Education Systemic Change Grant will be amended into the operations when finalized in ePlan. 12. The Access for All Learning Network (AALN) grant (subfund 890) will be amended into the operations when finalized in ePlan. 13. Special Education IDEA Part B funding (subfund 900) is projected to be \$1,549,658. Personnel costs, inclusive of benefits, utilize the base allocation with non-personnel accounts being contingent upon carryover funds

MINUTES  
PAGE 8  
APRIL 28, 2026  
RECESS SESSION MEETING

for supplies, equipment, contract services, and other operational needs for the upcoming year. Funds for the Occupational Therapy/Physical Therapy contract services are contained in the 141 GPS fund to alleviate the dependency on carryover federal funds to meet these critical program needs. If the base allocation is less than projected, carryover may need to be utilized to meet operational needs, otherwise carryover may be utilized for other operational needs. Page 3 of 3 FEDERAL PROJECTS SCHOOL 142 FUND BUDGET NOTES F/Y 2026-2027 14. The Special Education Preschool program funding has been allocated at \$60,142, the same amount as the prior year adjusted allocation. EXPENDITURES (Expenditures discussed above in the Revenue section are not repeated to prevent duplication) 15. The 20260-2027 budget includes various personnel changes consisting of program transfers, retirements, degree upgrades, and transfers between school sites/accounts. The proposed budget includes changes in cost for years of experience and degree upgrades as well the proposed State raise for Certified personnel of \$1,500 and will result in the total Salary (State and Local) exceeding \$50,000. Once allocations are known it is possible that there may be positions added or abolished in this fund. 16. The Non-Certified Substitute pay remains at \$75 per day, established during the prior year. Certified Substitutes are required for teacher absences of more than 20 consecutive days. Per State guidance Certified Substitutes began to be accounted for solely in line item 195 during 2019-2020. 17. The TCRS employer contribution rate for retirement is now established annually instead of on a two-year period. The 2025-2026 rate for Certified personnel utilizes an 8.25% rate due to the hybrid plan. The 2025-2026 rate for Classified personnel increased .34% from 6.74% to 7.08%. The participation within the hybrid retirement plan, which has up to a 9% employer contribution, is increasing as personnel leave and are replaced with new personnel under the hybrid plan. 18. The life insurance benefits were reviewed and increased during 2019-2020 in order to provide additional coverage amounts to employees (from a \$25,000 benefit to \$35,000), their spouses (from a \$5,000 benefit to \$15,000), children (from a \$2,500 benefit to \$10,000), and infants (\$1,000 remained the same). This benefit structure will remain the same for 2025- 2026 without any anticipated rate increase. 19. The 2026-2027 budget contains appropriations for an anticipated medical insurance rate increase of 10% effective January 1, 2027. The budget provides for participation changes with the employer contribution rate remaining at the 82% level. Differing plans and plan types are anticipated to have differing rate increases, similar to the prior year. 20. Indirect Costs are not included in initial 2025-2026 operations and may be revised during the school year or used at year end to close out remaining appropriations in Federal Projects. EQUITY 21. There are no proposed uses of equity in the 142 Federal Projects School Fund.

MINUTES  
PAGE 9  
APRIL 28, 2026  
RECESS SESSION MEETING

Motion by Creekmore, second by Cummins to approve the 142 Federal Projects Budget. Creekmore-yes, Cummins-yes, Fields-absent, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

**CENTRAL CAFETERIA 143 FUND BUDGET NOTES F/Y 2026-2027 REVENUE** 1. The Cafeteria Fund began the Community Eligibility Program in the 2014-15 fiscal year as a pilot program wherein USDA reimbursements were based on the total school populace without any local student charges for the Breakfast program or for the Lunch program under this initiative. The CEP Program has continued throughout the years since 2014-15 with some adjustments to the USDA reimbursement rates in 2015-16 due to recognition of the alternative school sites. The CEP Program is anticipated to continue for the upcoming fiscal year, having completed the re-application process for future periods in the spring of 2025. 2. Lunch Payments - Adults at the school sites is expected to generate \$51,827 in the current year, and \$55,427 in the upcoming FY 26-27 Budget. 3. The A la Carte program provides an outlet for additional food sales. 2024-2025 revenues were about \$155,000 and are anticipated to be \$150,825 in the current year, and \$153,922 in the upcoming FY 26-27 Budget. 4. Federal Revenues relative to USDA Lunch, Breakfast, Commodities, and other revenue is anticipated to be \$4,931,466 in the upcoming FY 2026-2027 budget which is \$156,807 less than the current FY 2025-2026 budget. Revenues can vary if there is an increased number of snow days and student absences, if revenues do not hit expectations that typically means there will be less spent in food supplies. 5. The "Fresh Fruits and Vegetables" program is anticipated to recur for the 2026-2027 year at four school sites. With the discontinuation of the use of subfunds 970 and 971 the program is being identified by the respective school site location preceded by 970 for July-September (97002, 97006, 97010, 97018) and 971 for October-June periods (97102, 97106, 97110, 97118) for segregation in accord with program guidelines. 6. The Summer/Seamless Feeding Program includes the summer learning camps at multiple school sites and expanded operations of the Twigloo meal delivery program. With the discontinuation of the use of subfund 990 revenues and expenditures are accounted for using the school site locations preceded by 990 (99001 CCHS, 99002 Caryville, 99009 Jellico High School, 99010 LaFollette Elementary, 99018 Valley View, and 99098 for system wide costs). 7. In 2016-17 the State advised Food Service operations to start recognizing the "value" of commodities as revenues and expenditures. The value of Commodities received are accounted for in Revenue Acct 47112 and the use of Commodities are accounted for in Expenditure Acct 73100-469. Commodities are expected to be \$280,620 Page 2 of 3 CENTRAL CAFETERIA 143 FUND BUDGET NOTES F/Y 2026-2027 8. The operating transfer from the General-Purpose School Fund to the Central Cafeteria Fund of \$29,995 was discontinued in 2024-2025. Food Service operations have increased their equity position in recent years while simultaneously addressing equipment needs and operations are no longer dependent

MINUTES  
PAGE 10  
APRIL 28, 2026  
RECESS SESSION MEETING

upon the operating transfer. In the past the State monitored the equity balance and once it surpassed a certain threshold, they would recommend rate changes and/or the use of the equity for capital improvements. EXPENDITURES (Expenditures discussed above in the Revenue section are not repeated to prevent duplication.) 9. The budget includes various personnel changes consisting of transfers, retirements, replacements, and work schedule changes as well as the proposed State raise for Certified personnel of \$1,500 (one position). 10. The TCRS employer contribution rate for retirement is now established annually instead of on a two-year period. The 2026-2027 rate for Certified personnel utilizes an 8.25% rate due to the hybrid plan with Classified personnel rates increasing .34% from 6.74% to 7.08%. 11. The life insurance benefits were reviewed and increased during 2019-2020 in order to provide additional coverage amounts to employees (from a \$25,000 benefit to \$35,000), their spouses (from a \$5,000 benefit to \$15,000), children (from a \$2,500 benefit to \$10,000), and infants (\$1,000 remained the same). This benefit structure will remain the same for 2025- 2026 without any anticipated rate increase. 12. The 2026-2027 budget contains appropriations for an anticipated medical insurance rate increase of 10% effective January 1, 2027 and provides for participation changes with the employer contribution rate remaining at the 82% level. Differing plans and plan types are anticipated to have differing rate increases, similar to the prior year. 13. The Classified retirees now participate in the state plan with costs reflected in account 143- 73300-299-00204 based on present participation levels. 14. Maintenance and Repair Services are anticipated at \$82,891 and continue to include \$7,200 of preventive maintenance for cooling units at various sites. 15. Appropriations for Travel were maintained at \$5,000 based on operational needs. 16. Contract Service appropriations are set at the recurring amount of about \$66,250. 17. Food Preparation Supplies for the school sites are anticipated at \$175,562. Page 3 of 3 CENTRAL CAFETERIA 143 FUND BUDGET NOTES F/Y 2026-2027 18. Food Supplies for the school sites, including the fresh fruits and vegetables grant program, the Summer/Seamless Feeding Program, an additional \$89,000 contained in a separate account (cost center 422-00098) in case actual costs are greater than anticipated for a total of Food Supplies between the site of \$1,963,350. The fresh fruits & vegetable grant program and the summer feeding program are anticipated to recur at comparable levels to the 2025- 2026 levels. 19. Uniform appropriations and Other Supplies and Materials were maintained about the same appropriation levels as the prior year. 20. Other Charges contains licenses and worker's compensation insurance costs. Other operational needs are also provided for within the account. Appropriations are being maintained at the 2024-2025 levels for the upcoming year. 21. Equipment appropriations for 2025-2026 are established at \$200,000 to provide for unspecified equipment needs. EQUITY 22. There are no proposed uses of equity.

MINUTES  
PAGE 11  
APRIL 28, 2026  
RECESS SESSION MEETING

Motion by Miller, second by Wheeler to approve the 143 Central Cafeteria Budget.  
Creekmore-yes, Cummins-yes, Fields-absent, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

Motion by Miller, second by Cummins to approve all of budgets 141, 142, and 143 to be sent to the County Commission for approval.  
Creekmore-yes, Cummins-yes, Fields-absent, Heatherly-yes, Johnson-yes, Lasley-yes, Lester-yes, Ridenour-yes, Wheeler-yes, Miller-yes. Motion Passed.

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

---

Jeffrey Miller  
Chairman of the Board

---

Charlotte McCoy  
Interim Director of Schools

## MINUTES

The Campbell County Board of Education Contract Committee met on Thursday, April 30, 2026, at 5:30 p.m., in the upper courtroom of the Jacksboro courthouse. The following committee members were present: Ryne Cummins, Jamie Wheeler, Sharon Ridenour, Jeffrey Miller, and committee chairman Brandon Johnson. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

Committee Chairman Johnson stated he sent the agreement to attorney Cantrell, and he has reviewed. A six-month buyout of \$67,500 payable in thirty days, no outside work, and \$100,000 life insurance. Attorney Cantrell recommended a buyout of \$25,000. Chairman Miller recommended a buyout of \$50,000 payable in 30 days. Committee Chairman recommended \$40,000 or \$50,000 throughout retirement not for cause. Interim Director McCoy stated she would like to return to a supervisor position if a buyout happened. There are two board elections and things could change. She stated she would perhaps make decisions that can upset people and where there is change people get upset. People get comfortable and don't want change.

Committee Chairman Johnson recommended not for cause \$50,000 and transfer to supervisor position until the contract expires. Chairman Miller stated he would like to see bonus structures. Committee Chairman Johnson stated he reached out to Director Jennifer Fields, and she will make recommendations on contract structures. After discussion the Contract Summary Draft was agreed upon:

### **Contract Structure**

- Term: 36 months, with an additional one-month transition period at the conclusion of the term
- Contract type: Performance-based, with incentive opportunities tied to metrics that are still being finalized

### **Compensation**

- Base salary: \$135,000 annually
- Salary adjustments: At the discretion of the Board
- Performance incentives: To be tied to agreed-upon metrics (still under discussion)
- Signing bonus: One month of Director salary, offset by the difference between that amount and compensation received while serving in the interim role

### **Termination & Risk**

- Without cause: Six (6) month buyout (\$67,500)
- Notice: 30 days
- For cause: Standard provisions
- Resignation: Director would reimburse the Board for the cost of the most recent TSBA Director search or \$15,000, whichever is greater; this provision may be waived in the event of resignation for health reasons

### **Evaluation & Accountability**

- Annual evaluation following release of state data
- First year: Prior-year test score data will not be considered
- Evaluation model: TSBA, unless modified by a supermajority of the Board
- Each Board member will complete and sign an individual evaluation

**MINUTES**  
**PAGE 2**  
**MAY 5, 2026**  
**CONTRACT COMMITTEE MEETING**

**Board Authority & Expectations**

- Transfer clause: To mirror the Blevins contract
- Residency: Director must maintain residency within the district
- Outside work: Prohibited

**Benefits**

- Standard district benefits
- \$100,000 life insurance policy
- Professional memberships covered consistent with those provided to the prior Director

Also, if the Director receives a buyout not for cause she will receive \$50,000 and be transferred to a supervisor position until the contract expires. These recommendations will again be reviewed by attorney Cantrell and the committee will meet on Tuesday, March 5, 2026, at 5:00 p.m., at the Central Office location.

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

Meeting adjourned.

---

Brandon Johnson  
Chairman, Contract Committee

---

Charlotte McCoy  
Interim Director of Schools

## MINUTES

The Campbell County Board of Education Contract Committee met in session on Tuesday, May 5, 2026, at 5:00 p.m., in the upper conference room of the Central Office. The following committee members were present. Jamie Wheeler, Sharon Ridenour, Jeffrey Miller, Chairman Brandon Johnson. Board member Cummins was absent from the meeting. Interim Director of Schools Charlotte McCoy was present, and Gail Parks kept the minutes.

Committee Chair Johnson opened the meeting by asking if everyone had reviewed the e-mail and had an opportunity to look at the bonus schedule. Discussion was held on bonus items.

### Attendance (chronic absenteeism focus)

If we are currently around 70% regular attendance:

Good: 75%

Better: 80%

Best: 85%

Most districts are working toward 85–90% long term, but moving 5% at a time.

### Academic Achievement (proficiency rates on state assessments)

Based on current levels:

Good: +3 percentage points

Better: +5 percentage points

Best: +7 to 10 percentage points

A 5-point gain in one year is generally considered strong growth in Tennessee.

### Student Growth (TVAAS or growth composite)

Good: Maintain Level 3 (at expectations)

Better: Move to Level 4

Best: Sustain Level 4 or reach Level 5

Growth is one of the most important metrics in the state model, so movement here matters more than raw scores.

### Graduation Rate (if applicable)

Good: +1 percentage point

Better: +2 points

Best: 95% or higher

Most strong systems in Tennessee are clustered in the low to mid 90s.

### Early Literacy (K-2 or 3rd grade benchmarks)

Good: +3 percentage points

Better: +5 points

MINUTE  
PAGE 2  
MAY 5, 2026  
CONTRACT COMMITTEE MEETING

Interim Director of schools McCoy stated she did not see anything extreme, and it seemed fair. Committee Chair Johnson stated there were 7 categories and asked if the committee wanted to include all categories. It was determined by the committee to delete teacher retention portion. Committee Chair Johnson asked the committee what pool of money they wanted to offer for incentives. \$2500 for best. \$1000 for better and \$500.00 for good in each category. The committee agreed on the incentive amounts. Board member Wheeler stated she wanted to focus on attendance and growth. The committee discussed the attendance and academic section and deemed it good. Student growth better #4 and best at #5. Graduation rate Best plus 3 or 95% or higher. Committee Chair. Johnson asked the committee if they wanted to set for all three years or to negotiate.

Board member Miller discussed the Buyout clause. Board member Miller stated that he had spoken with Attorney Cantrell and Attorney Cantrell does not like the section of where the director of schools would go to a supervisor position. The board does not have the authority to do this. It will not work. Interim Director McCoy proposed a new buyout option. Interim Director. McCoy stated that if the board hires her, she needed protection at least the first year and a half. After discussion, it was agreed upon by the committee that the buyout would be 0 through 24 months at \$200,000. After 24 months, \$50,000 for the remainder of the contract.

Motion by Miller, second by Wheeler. To approve the 0 through 24 months at \$200,000. After 24 months, \$50,000 for the remainder of the contract. By showing approval of the committee, it was agreed on the recommendation to be presented to the full board. Attorney Cantrell will draw up the proposed contract and submit it to Gail Parks to be placed on May 12, 2026, Agenda.

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

Meeting adjourned.

---

Brandon Johnson, Chair Contract Committee

---

Jeffrey Miller, Chairman of the Board