

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

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

LISA FIELDS
1049 Deerfield Way
LaFollette, TN 37766

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

SHARON RIDENDOUR
386 Middlesboro Road
LaFollette, TN 37766

CAMPBELL COUNTY

Board of Education

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

Jennifer Fields
Director of Schools

AGENDA

FAYE HEATHERLY
148 Colonial Heights
LaFollette, TN 37766

JOSH JAMES
140 Mountain View Rd.
Jacksboro, TN 37757

RONNIE LASLEY
1102 Bruce Gap Road
Caryville, TN 37714

CRYSTAL CREEKMORE
112 Old Standard Hollow Road
Newcomb, TN 37819

STEVE MORGAN
118 Whistle Creek Road
Newcomb, TN 37819

The Campbell County Board of Education will meet in regular session on Tuesday, June 14, 2022, 6:00 p.m., at the courthouse in Jacksboro, Tennessee.

Prayer.

Pledge of Allegiance.

- I. Roll Call and Call to Order
- II. Recognition of Guest
Recognize SCOPE participants.
- III. Consent Agenda
 - A. Minutes of the previous meetings. (Attachments)
 1. May 10, 2022, special called meeting.
 2. May 10, 2022, regular session meeting.
 3. May 18, 2022, budget/finance committee meeting.
 4. May 24, 2022, transportation committee meeting.
 5. May 24, 2022, recess session meeting.
 6. May 31, 2022, special called meeting.
 7. June 2, 2022, special called meeting.
 - B. Approve Culinary Arts to travel to Culinary Institute of America by Envision in Napa, CA on July 10, 2022, through July 16, 2022.
 - C. Dilapidated items:
Elk Valley Elementary – Epson WF-2750 Serial X2MV622758
PCS – PD02790 2 logitech keyboards 2 microsoft mouse
CCHS Agriculture – Large Powermatic Band Saw 2 wood lathes
2 powermatic Jointers Table router Soil Sterilizer Bin
- IV. Approval of Regular Agenda
- V. Comments from the Chair

VI. Director's Monthly Report

VII. Legislative Report

VIII. Recognize Jeff Marlow, Director of Finance

- A. Monthly Financials. (Attachment)
- B. Approve Budget Amendments and Resolutions. (Attachment)
- C. Reviewing of Bids. (Attachments)
 - 1. JMS marquee. Funding for this project will be funded through Jacksboro Middle School General Fund.
 - 2. Janitorial Supplies for the 2022-2023 school year.
- D. Request permission to advertise Bids.
 - 1. Jacksboro Elementary School fire alarm repairs.
 - 2. Installation of equipment for lighting at Jellico High School football field from Musco through Sourcewell.
- E. Request permission to accept renewal of contracts. Nothing at this time.

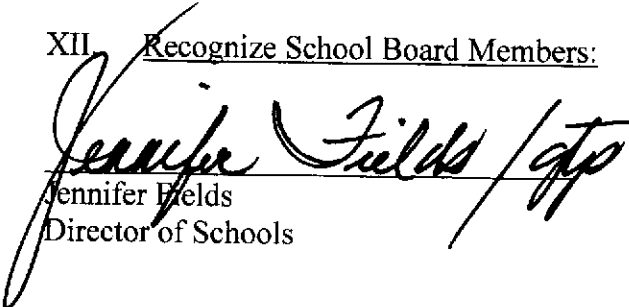
IX. Items for Action:

- A. Consider revising the 2022-2023 school calendar due to election day. Begin on August 3rd, August 4th, No School Election Day. (Attachment)
- B. Consider approving Campbell County School Bus Operator Contract. (Attachment)
- C. Consider approving the MOU between the Campbell County Board of Education and the Education Professionals of Campbell County effective July 1, 2022. (Attachment)
- D. Consider approving Voluntary Pre-K at LaFollette Elementary School.

X. Items for Discussion: Nothing at this time.

XI. Discuss Legal Matters:

XII. Recognize School Board Members:


Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in a Special Called meeting on Tuesday, May 10, 2022, 530 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chairman Johnny Byrge, Faye Heatherly, Ronnie Lasley, Jeffrey Miller, Steve Morgan, and Sharon Ridenour. Board members Crystal Creekmore, Lisa Fields, Josh James, and Brent Lester were absent from the meeting. Director of Schools, Jennifer Fields was present, and Gail Parks kept the minutes.

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

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

- III. Discuss Director of Schools Evaluation.

Chairman Byrge read into record the results of the Evaluation.
The following are the categories with averages and not individual scores. Individual scores were compiled on an Excel spreadsheet. Final Averages based on the averages listed on this document are:

School Board Evaluation: 75% of total evaluation: 4.35

Academic Performance: 25% of total evaluation: 0.000

Relationship with the Board – Average: 4.29

Personnel – Average – 4.31

Community Relationships - Average: 4.41

Facilities & Finance – Average: 4.52

Vision – Average: 4.22

Student Achievement – Average: 4.42

Management and Operations – Average 4.31

Integrity, Fairness, and Ethics – Average: 4.42

Political/Social/Cultural context – Average 4.40

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MAY 10, 2022
SPEICAL CALLED MEETING

Performance Objectives

Ensure that at effective human capital/development process is in place – Average: 4.44

Develop a comprehensive plan of professional learning for instructional staff – Average: 4.44

Develop a school district strategic plan – Average: 4.44

Evaluate the organizational structure of the district and reorganizes necessary to achieve maximum effectiveness – Average: 4.11

Will review, be knowledgeable of, and work to remain in compliance with all approved board policies and administrative procedures; and when necessary, recommend deletions, additions, or modifications that ensure compliance with federal, state, and local guidelines – Average: 4.44

Work with school board to develop and implement and annual plan for promoting school system and increasing communication and support with the county commission/city council – Average: 4

Develop a budget for the school board as outlined in school policies, activities in the school board annual agenda, and guidelines established by the State Department of Education- Average: 4.11

Ensure the Boards annual agenda is developed and implemented – Average: 4.75

Provide and promote activities that give the school board an opportunity to review its effectiveness and improve the relationship between individual school board members, and the school board with the Director of Schools – Average: 4.35

Board member asked what the score 5 was on the evaluation. Director Fields stated excellent. Board member Miller stated he was concerned about student achievement test scores. Director Fields stated that improvement and growth has been made. Board member Miller asked how many members participated in the evaluation. Chairman Byrge stated 9. Board member Miller stated that this should be 100 percent of the board and it was owed to the Director of Schools, and the people who elect to evaluate. Director Fields stated they have recruited high level math teachers for the high school and partnered with McRel. Board member Heatherly stated they will begin to work board annual agenda for the upcoming year. Director Fields stated she appreciated the feedback and participation on her evaluation and asked the board to please give any feedback because there is always room for improvement. Director Fields stated that communication is a two-way street, and provides communication with group text, email, and an update on every Friday. Director Fields stated there were a couple of low scores given on the 5-year plan.

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SPECIAL CALLED MEETING

Motion by Ridenour, second by Heatherly to adjourn.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in regular session on Tuesday, May 10, 2022, 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members were present: Chairman Johnny Byrge, Faye Heatherly, Ronnie Lasley, Brent Lester, Jeffrey Miller, Steve Morgan, and Sharon Ridenour. Board members Lisa Fields, and Josh James were absent from the meeting, Crystal Creekmore arrived late. Director of Schools, Jennifer Fields was present and Gail Parks kept the minutes.

Prayer by Faye Heatherly.

Pledge of Allegiance led by Steve Morgan.

A moment of silence was observed for former teacher Meryl Burress.

- I. Roll Call and Call to Order
- II. Recognition of Guest
Recognize Destany Osborne

Director Fields recognized Destany Osborne, teacher at Elk Valley Elementary School and School Resource Officer, Tyler Minton for their professionalism of managing a student who brought a loaded gun to school on April 14, 2022. Director Fields stated that Destany managed the incident with professionalism while being calm. She did everything exactly and perfect. Tyler Minton placed students and staff in lockdown, and I cannot thank them enough. Director Fields thanked everyone involved including the parents who remained calm. Director Fields presented both Destany Osborne and Tyler Minton with a plaque of appreciation. Board member Miller thanked all of Elk Valley School. Mrs. Osborne expressed her appreciation for principal, Nancy Lay who had left for a meeting but immediately turned around and returned to the school.

- III. Consent Agenda
 - A. Minutes of the previous meetings.
 1. April 12, 2022, regular session meeting.
 - B. Executive Actions:
 1. Consider approving change in personnel funded by TAG Grant which led to a decrease in the account 142-72410 of \$17,882.70 (salary & benefits). This amount (\$17,882.70) will be added to 142-71100-429 to be used to purchase student instructional materials as well as realignment of \$8,847.50 being made from 142-72210 from bonus payment and associated benefits. (Attachment)
 2. Consider approving grants for Summer Learning camps which includes summer School and STREAM for elementary Schools, Bridge Camp for Middle School, and Transportation for Summer Learning Camps beginning June 1, 2022.

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- C. Consider approving Jellico Elementary School to travel to Air Raid in London, KY on May 17, 2022.

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

IV. Approval of Regular Agenda

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

- V. Comments from the Chair Nothing at this time.

VI. Director's Monthly Report

Director Fields recognized Nancy Lay, principal of Elk Valley for attending the meeting and Elk Valley STEM School was awarded \$20,000 today. The commissioner of education awarded designations to the new STEM schools but did not want the original STEM schools to be left out.

- Director Fields placed the Strategic Plan on the board agenda for approval and gave a copy to all supervisors asking them to know our vision, mission, and goals and familiarize themselves with the objectives and strategies.
- Each department head must update department handbook to reflect updated information with a deadline of July 1st, 2022.
- Budget Planning – The BEP estimate is in and much better than expected. There were three areas of increase. 1. Inflationary increase, 2. State mandated salary increase, 3. Increase in at-risk students. We are looking at around \$700,000 in cuts but much of that can be shifted to ESSER 3 and then changes back next year when TISA funding is greater. We are still looking at changes in medical insurance rates which are unknown at this time as well as standard rate increases for utilities, standard insurances, fuel costs. And classified retirement rate, bringing us to potentially \$700,000.
- Teaching positions, teacher transfers, and non-hire letters. Some schools will be losing teaching positions based on a decline in enrollment. Some teachers may be transferred to other grades in a school due to positions being eliminated. Non-rehire letters have been sent by certified mail to non-tenured employees who were not recommended back.
- Summer School. There is a limited and specific budget for summer school. Students grades 3-8 will use TCAP end of year testing as their pre-test, at the end of summer school, students will take a TCAP lite which is a shorter version of TCAP without the

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REGULAR SESSION MEETING

writing prompt. It will be uploaded into SchoolNet, No indication about reasonable growth.

- TN Law requiring bus drivers to be CPR certified. Bus owner contract will have to reflect the change.
- Statewide Math Adoption. This process is to launch soon. Local Lists are expected to be created in late October or early November. There will be regional convenings to support and adoption process.

VII. Legislative Report

Board member Heatherly informed the General Assembly has over 200 bills that effect education. You may go to TSBA and look at the bills. May 20th, Legislative Luncheon online. Summer Law will be in July, held in Gatlinburg.

VIII. Recognize Jeff Marlow, Director of Finance

A. Monthly Financials.

141 General Purpose School Fund. Balance Sheet as of March 31, 2022

Cash with Trustee - \$12,459,068.70

Total Revenues - \$35,019,637.44

Percent of budget – 81.0%

Total Expenditures - \$29,256,172.17

Percent of Budget – 66.5%

142 School Federal Projects Fund. Balance Sheet as of March 31, 2022

Cash with Trustee - \$1,548,094.04

Total Revenues - \$16,294,703.54

Percent of budget – 56.8%

Total Expenditures - \$16,294,703.54

Percent of Budget – 56.3%

143 Central Cafeteria Fund. Balance Sheet as of March 31, 2022

Cash with Trustee - \$2,027,098.38

Total Revenues - \$3,523,577.68

Percent of Budget – 72.2%

Total Expenditures - \$2,850,817.24

Percent of Budget – 56.0%

Karen Henegar gave a detailed summary of the March 31, 2022, Monthly Financial Report, and request if there were no questions, they be approved at this time.

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MAY 10, 2022

REGULAR SESSION MEETING

Motion by Heatherly, second by Ridenour to approve the March 31, 2022, Monthly Financial Reports.

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

B. Approve Budget Amendments and Resolutions.

Karen Henegar gave a summary of the (6) May 2022, Budget Amendments and Resolution, if there were no questions to be approved at this time.

Motion by Miller, second by Lester to approve the (6) May 2022, budget Amendments and Resolutions.

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

C. Reviewing of Bids.

1. Vertical CNC Machine & 4th Axis Drive
Phillips Corporation/HAAS - \$79,924.17

Motion by Ridenour, second by Miller to award only bid of Vertical CNC Machine & 4th Axis Drive to Phillips Corporation/HAAS in the amount of \$79,924.17.

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

D. Request permission to advertise Bids.

1. Electronic marquee sign for Jacksboro Middle School. Project will be funded through the Jacksboro Middle School General Fund.
2. Janitorial supplies for the 2022-2023 schoolyear.

Motion by Ridenour, second by Heatherly to approve advertisement of bids.

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

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

IX. Items for Action:

A. Consider approving Director of Schools Evaluation.

This item was discussed at the special called meeting prior to the regular session meeting.

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MAY 10, 2022

REGULAR SESSION MEETING

Motion by Morgan, second by Ridenour to approve the Director of Schools Evaluation. Byrge-yes, Creekmore-yes, Fields-absent, Heatherly-yes, James-absent, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes, Ridenour-yes. Motion Passed.

- B. Consider approving Campbell County Schools Strategic Plan.

Motion by Heatherly, second by Ridenour to approve the Campbell County Schools Strategic Plan.

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

- C. Consider accepting ownership of milk & ice cream cabinets for all twelve schools being offered at no cost by Mayfield Dairy Farms.

Board member Morgan asked who would be responsible for any repairs for the equipment. Director Fields stated the system would be responsible.

Motion by Morgan, second by Lester to accept the ownership of milk and ice cream cabinets for all 12 schools.

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

- D. Consider approving School Nutrition Program to piggyback Knox County Schools bid that was awarded to Sysco to purchase Food/Non-food items for SY 22-23.

Motion by Ridenour, second by Heatherly to approve SNP to piggyback Knox County bid awarded to Sysco to purchase food/Non-food items for SY 22-23.

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

- E. Consider approving School Nutrition Program to operate Summer Feeding Program to feed children in the months of June and July 2022.

Motion by Lester, second by Lasley to approve the Summer Feeding Program from June to July 2022.

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

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MAY 10, 2022

REGULAR SESSION MEETING

- F. Consider approving Literacy Teacher Training Stipend Grant.

Motion by Miller, second by Heatherly to approve the Literacy Teacher Training Stipend Grant. Byrge-yes, Creekmore-yes, Fields-absent, Heatherly-yes, James-absent, Lasley-yes, Lester-yes, Miller-yes, Morgan-yes, Ridenour-yes. Motion Passed.

- G. Consider approving the current MOU between the Campbell County Board of Education and the Education Professionals of Campbell County with no changes for July 1, 2022, through June 30, 2025.

Motion by Ridenour, second by Creekmore to approve current MOU agreement with no changes for July 1, 2022, through June 30, 2025.

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

- H. Consider recess of May 10, 2022, meeting to May 24, 2022, at 5:00 p.m., in lower-level conference room for school budgetary review and approval.

Motion by Ridenour, second by Miller to recess meeting to May 24, 2022, at 5:00 p.m.

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

- X. Items for Discussion: Nothing at this time.

- XI. Discuss Legal Matters: Nothing at this time.

- XII. Recognize School Board Members:

Board member Morgan stated everyone is working hard and invited everyone to go by Elk Valley to visit Ms. Nancy and the school, she is doing a great job. Board member Creekmore stated she would like to echo the same as board member Morgan. Board member Miller yielded his time to Karen Hendricks. Mrs. Hendricks distributed a handout to the board and thanked them for a continuation on the MOU. She asked everyone look at the document for next month and if they have questions, please reach out to her and if needed a workshop would be available.

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MAY 10, 2022
REGULAR SESSION MEETING

Board member Ridenour stated last week was teacher appreciation week and she commented she was proud of all our teachers and our Director of Schools is doing an excellent job. Board member Lester stated he was also proud of our teachers and Director Fields is doing an excellent job. Chairman Byrge appointed a Transportation Committee to consist of Robbie Heatherly , Jeffrey Miller, Jennifer Fields, David Seals, and David Adkins. The meeting will be held on May 24th at 10:00 a.m., in the lower-level conference room.

Meeting recessed.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education Budget/Finance Committee met on Wednesday, May 18, 2022, 5:00 p.m., in the lower-level conference room of the Central Office. Committee members present were: Committee Chairman, Josh James, Johnny Byrge, Jeffrey Miller, Ronnie Lasley, Sharon Ridenour, Steve Morgan, and Brent Lester. Director of Schools, Jennifer Fields was present and Gail Parks kept the minutes.

I. Approve Agenda,

Motion by Lester, second by Heatherly to approve the Agenda.

All committee members were in approval of Agenda.

II. Discuss current deficit.

Director Fields informed the May BEP estimate will be received soon. We are planning for 4% insurance increase but its now a 6.1 increase. Mr. Richard Terry stated the state uses months 2, 2, 6, and 7 and will download from EIS next week. A copy of the BEP Allocation from 2021-2022 July Final – Hold Harmless Total State BEP Funding - \$30,682,000. Total BEP State and Local - \$40,399,000. 2022-2023 April BEP Estimate - \$31,444,000. Total State and Local Funding - \$41,185,000. According to an email from Mr. Marlow, there are (3) reasons for the gross increase in funding even though ADM declined. (1) Mandated increase in the salary of certified employees; (2) Inflationary factor increases throughout the formula components for rising across the board cost; (3) Increase in the per student factor used for At Risk Students. Director Fields announced the following **REDUCTIONS**: Move personnel position from General Purpose to ESSER 3, Attendance Coordinator position reduced from full-time to part-time, Abolished Academic Coach positions or Intervention positions due to comparability at schools with low enrollment, abolish assistant principal positions at CCHS & LMS, abolish unfilled maintenance positions – 1 full-time, 9-part-time, abolish Materials Secretary position. 1 position at White Oak/Intervention, 1 position at Elk Valley/Academic Coach, 1 position at Wynn/Intervention, 2 part-time positions at Valley View, 1 not returning due to certification issues and 1 going to different location. Board member James stated academic coaches and Intervention positions are returning to classrooms. Board member Miller asked how many teaching positions are being abolished. 1 at Valley View Elementary due to funding 4th grade. Director Fields stated yes. Board member James stated Caryville, Jacksboro Elementary, and Jellico Elementary enrollment has increased. Preschool enrollment has increased and homeschool number have increased. Board member James asked if any positions within the 4th district have been abolished. Director Fields replied just at the district level. Several personnel have retired. 3 non-recommended not re-hired and all vacant positions have not been posted. Board member Miller stated he felt that our classified personnel are under paid. Board member Lester asked for plans regarding the Alternative School. Director Fields stated we have someone out of state, some with severe issues and we do not have to accept every student. Looking at rotating or sharing our SRO's. The sheriff's department do not have someone to send. Board member Miller stated that he was against this. Board member James recommended reaching out to Bill Roehl to see if they have an officer available. Director Fields again stated they must be trained. Board member James stated we have a money issue, and it has been like this since 2005.

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MAY 18, 2022
BUDGET/FINANCE COMMITTEE

Board member James stated he could provide a copy of the student enrollment, total appropriation, and earned money for each school. Board member Lester stated we need to look at priority issues and students' safety is first. Board member James commented the problem is staffing, we are not handcuffed to the sheriff's department and stated possible looking into outsourcing. We receive \$6,390.00 per student. Mr. Terry stated in the last couple of years our end of year BEP has better news, TISA estimate will be better for school system next year. Director Fields stated TISA will be based at \$6,860 per student next year. Mr. Terry stated the May BEP will be released on May 27th. Board member James asked how much was in fund balance. Mr. Terry stated around \$4,173,000.00.

It was determined a Transportation meeting would be held on Tuesday, May 24th, 10:00, in lower-level conference room. Committee members selected were Jeffrey Miller, Johnny Byrge, Robbie Heatherly, Jennifer Fields, David Seals, David Adkins, and Marty Jackson.

Josh James
Chairman, Budget/Finance

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education Transportation Committee met on Tuesday, May 24, 2022, at 10:00 a.m., in the lower-level conference room of the Central Office. Members attending were Johnny Byrge, Jeffrey Miller, Sharon Ridenour, Ronnie Lasley, Robbie Heatherly, Director of Schools, Jennifer Fields. Committee members/bus owners present were David Adkins, David Seals, and Marty Jackson. Richard Terry, Finance Department was present for the meeting. Gail Parks kept the minutes.

Director Fields stated CPR training will need to be added to the bus contract. Mr. Heatherly stated Mr. Sheckles will take care of the CPR training and will get clarification on AED training at his meeting in two weeks. Chairman Byrge stated fuel was the main concern. David Seals prepared a handout to show his cost to operate his buses. Other owners prepared documentation as well to show cost to operate their buses. Mr. Seals expressed his appreciation for the help the board had given for relief of fuel cost for the months of March, April, and May but expressed the contract will have to look different at the beginning of school. Mr. Adkins stated he stopped purchasing collision insurance due to the cost of fuel. Board member Ridenour asked when school is not in session due to snow, what happens then. Mr. Seals stated the drivers are still paid; they are on a 180-day contract. Mr. Jackson stated if we have any kind of emergency, we make the run with no extra pay. Mr. Heatherly stated the bus drivers have always gone above and beyond, and it is much appreciated. Board member Miller recommended to revisit each month and do a fuel supplement on a monthly basis. Mr. Terry stated the board addressed as fuel supplement for the last three months. If the board chooses you can do mileage bases per mile as supplemental pay if you wish to set aside funds. Mr. Adkins stated if the fuel stays same, we will need an extra \$1.00 per mile to \$2.88, our drivers are making more than the owners. Mr. Seals stated he purchased his buses for retirement purposes, one bus is making a profit and one is making a loss. Chairman Byrge recommended Director Fields, Robbie Heatherly, and Richard Terry work on where this money can come from and come back with proposal next week.

Options given were \$0.50 per mile and include set amount a flat rate to each contract for one year. Mr. Adkins stated he has owned buses for 23 years and does this for a service to the community. Mr. Adkins recommended \$10,000 added to the contract. A special called meeting will be held on May 31st, at which time a recommendation could be made.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in a recess session on Tuesday, May 24, 2022, 5:00 p.m., in the lower-level conference room of the Central Office. School Board members present were: Chairman Johnny Byrge, Lisa Fields, Josh James, Ronnie Lasley, Brent Lester, Jeffrey Miller, and Sharon Ridenour. Board members Crystal Creekmore, Faye Heatherly, and Steve Morgan were absent from the meeting. Director of Schools, Jennifer Fields was present, and Gail Parks kept the minutes.

Richard Terry read into record the detailed 143 Budget Notes.

The COVID19 pandemic impacted school operations in mid-March 2020 with students not returning to school facilities throughout the remainder of the 2019-2020 school year. The 2020-2021 school year was a mixture of in-person instruction and participation from home with the 2021-2022 school year having in-person instructional classes. The Food Service guidelines allowed for continued preparation and distribution of take-home meals under emergency feeding guidelines thus earning a significant portion of USDA revenues under the Seamless Summer Operations (SSO) program component at higher reimbursement rates. The emergency guidelines expanded eligible activities to include providing weekend meals to students as well as during fall, Christmas, and spring breaks. The ability to serve students while not at the school sites and the expanded use of the bus meal delivery program in 2020-2021 resulted in a comparable number of overall meals being served versus a "regular" school year. Guidelines were revised to exclude meals for weekends/breaks with a return to in-person services. The USDA will return to utilization of the USDA Lunch and USDA Breakfast guidelines and the rates applicable for these meals resulting in a decrease in these revenues of about 10.5% for the upcoming 2022-2023 year.

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 2022.
2. Lunch Payments - Adults at the school sites were about \$10,000 less than anticipated for 2021-2022 and are anticipated to return to pre-pandemic levels and are estimated at about \$56,500 for the upcoming year.
3. The A la Carte program provides an outlet for additional food sales. Three school sites had improved revenues during the past school year while most sites experienced continued decreased collections as compared to pre-pandemic levels with revenues about \$ 15,000 less than anticipated. A la Carte sales are anticipated to rebound for 2022-2023. The budget amount was reduced about \$20,000 for the 2021-2022 year as compared to the prior year.

CENTRAL CAFETERIA 143 FUND BUDGET NOTES

FN 2022-2023

4. Activity for 2022-2023 will be monitored during the year for adjustment of revenues and expenditures based on actual activity.
5. Federal revenues for the USDA Lunch and USDA Breakfast program accounts will be used to recognize revenues for the school site operations for 2022-2023 with the discontinuation of the emergency feeding guidelines that were enacted in March 2020 which used the 47590 Other Federal through State account. While USDA Lunch and Breakfast rates have increased compared to past years these rates the combined decrease in revenue is anticipated to be about 10.5% less than rates during the emergency feeding program. The Breakfast program generates about 26.5% of revenue and Lunch about 73.5% of revenue (with the lunch rate closer to a 13% decrease).

Supply Chain Assistance funding of \$ 103,540 was provided in the spring of 2022 and closed to equity to allow these funds to be carried forward to the 2022-2023 year to help in addressing supply chain issues and associated operational cost increases. The State Consultant recommended the funds be used primarily toward milk purchases by school sites during the year to make tracking easier and fully in compliance with grant guidelines. Food Service will maintain an internal spreadsheet to track the purchases by school site with the funds being appropriated in a single account with a cost center used for identification.

6. The "Fresh Fruits and Vegetables" program is-anticipated to be funded for 2022-2023 for four school sites. The program is identified by subfund 970 and 971 under the USDA-Other revenue account and uses the school site cost center to track specific program components.
7. The Summer/Seamless Feeding Program has been enhanced to include the summer learning camps at multiple school sites since 2020-2021 and expanded operations of the Twigloo meal delivery program. Revenues and expenditures are accounted for within subfund 990.
8. 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 anticipated to remain relatively stable for the school year operations but are not anticipated to continue for the summer learning camps but if commodities are received for the summer camps, then they will continue to be tracked by use of subfund 990 to segregate from general operations.
9. The operating transfer from the General Purpose School Fund to the Central Cafeteria Fund is set at \$29,995 for the upcoming year. Recent years have seen an increase in the primary equity account for the 143 Fund. 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.

CENTRAL CAFETERIA 143 FUND BUDGET NOTES

FN 2022-2023

EXPENDITURES (Expenditures discussed above in the Revenue section are not repeated to prevent duplication.)

10. The budget includes various personnel changes consisting of transfers, two vacant positions abolished, two changes from full to part-time, retirements, replacements, and work schedule changes as well as the proposed State raise for Certified personnel of 4% (estimated at \$2,000) and a proposed local raise of \$1.00 per hour for Classified personnel.
11. The TCRS employer contribution rate for retirement is now established annually instead of on a two-year period. The 2022-2023 rate for Certified personnel decreased 1.61% from 10.3% to 8.69% while the rate for Classified personnel increased significantly by 2.54% from 3.32% to 5.86%, a 76.5% increase.
12. The life insurance benefits were reviewed and increased during 2019-2020 after the death of an employee's child 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 2022-2023 without any anticipated rate increase.
13. The budget contains appropriations for medical insurance plan rate increases (8% for County BCBS or 4% mid-year and a rate increase of 6.1% for the State insurance plan or 3.05% midyear) with changes in participation for both plans with employer contribution rates remaining at the 82% level. The State insurance plan increase was 7.2% but changes will be made in plan benefits and maximums to result in the 6.1% increase.
14. The Classified Retiree Medical Insurance program was implemented in the 2011-12 year and is a recurring budget item contained in the 299 Other Fringe Benefits accounts that will continue to be transferred to the Special Purpose (Retiree Insurance) Fund 121 to be used for program needs. Costs for 2022-2023 are sustainable based on a per employee factor which remains at \$455 per year. Past operations and actual program wide participation levels allow the per employee contribution factor to remain unchanged while continuing to meet operational needs.
15. Maintenance and Repair Services were increased about \$2,000 or 3% and are budgeted at \$62,375, including \$7,200 of preventive maintenance for cooling units at various sites and \$7,210 for non-specific maintenance needs.
16. Appropriations for Travel were decreased to \$5,000 from \$8,000 based on operational needs.
17. Contract Service appropriations were increased about \$2,000 or 3% and are budgeted at \$62,275 for 2022-2023 with an additional \$30,000 carried forward from 2021-2022 for design assistance for the CCHS cafeteria project (identified by cost center FB390).

CENTRAL CAFETERIA 143 FUND BUDGET NOTES

FN 2022-2023

18. Food Preparation Supplies are budgeted at about S 170,000 for a full 180-day operational cycle, the fresh fruits and vegetables grant program, and the expanded Summer/Seamless Feeding Program, inclusive of summer learning camps. The school site supplies are based on a 7.5% increase above 2021-2022 utilization to allow for cost increases with further adjustments made to reduce appropriations at some sites based on operational changes with less supplies (disposables) needed than during the pandemic and based on anticipated participation and projected meals to be prepared for 2022-2023 while the fresh fruits and vegetable grant program is anticipated at the same amounts as provided for in the 2021-2022 program award. The summer feeding program is budgeted based on 2021-2022 projected costs with fewer sites resulting from the consolidation of summer learning camps with a significant amount of these costs occurring at year end with the feeding program occurring outside normal school operations.
19. Food Supplies are budgeted at \$1,633,284 for a full 180-day operational cycle, the fresh fruits and vegetables grant program, and the expanded Summer/Seamless Feeding Program, inclusive of summer learning camps. Food for the individual school sites are based on a 7.5% increase above 2021-2022 utilization to allow for cost increases with further adjustments made to reduce appropriations at some sites based on operational changes and based on anticipated participation and projected meals to be prepared for 2022-2023 based on anticipated participation while the fresh fruits and vegetable grant program is anticipated at the same amounts as provided for in the 2021-2022 program award. The summer feeding program is budgeted based on 2021-2022 projected costs with fewer sites resulting from the consolidation of summer learning camps with a significant amount of these costs occurring at year end with the feeding program occurring outside normal school operations.
20. Appropriations contain S 103,540 of carryover funds from equity relative to the Supply Chain Assistance grant awarded to assist districts with these funds planned for use to purchase milk which is a qualifying food item.
21. Other Supplies and Materials were increased by 3% above projected 2021-2022 use and amounts to \$3,365 which is anticipated to meet operational needs.
22. Licenses and worker's compensation insurance costs are contained within the Other Charges line item and are being budgeted with an overall 10% increase above 2021-2022 usage.
23. Equipment appropriations for 2022-2023 are established at S 160,000 from equity to provide \$100,000 for unspecified equipment needs and \$60,000 for anticipated freezer replacements.
The CCHS cafeteria capital renovations and furnishing project wasn't implemented during 2021-2022 resulting in \$200,000 of project carry being re-appropriated from equity with an additional \$25,400 of capital funding being carried over and re-appropriated for a dishwasher replacement at Jacksboro Elementary. Equipment appropriations do not include

CENTRAL CAFETERIA 143 FUND BUDGET NOTES

FN 2022-2023

any anticipated grant funding, but if equipment grants are subsequently awarded during the upcoming year such grant funds will be amended into the budget at that time.

EOUITY

24. Proposed uses of equity are detailed below:

<u>Account Number</u>	<u>Account Title/Description</u>	<u>Beginning Equity</u>	<u>Planned Change</u>	<u>Ending Equity</u>
143-34565-RVSCA	Restricted Support--Supply Chain	\$103,541	\$(103,541)	\$0
143-34570	Primary Equity - Non-Instr. Serv.	\$2,193,629	\$(415	\$1,778,229
<u>Detailed Uses</u>				
73100-399-FB390	Contract Services—CCHS project	(30,000)		
73100-710	FS Equipment—non-specific & freezers			
73100-710-00001	Cafeteria Furnishing & Equip.		scoo,000)	
73100-710-00006	Dishwasher—Jacks El.		s (25,400)	
	Total Uses of Primary Equity Funds		S(415,400)	

Director Fields asked if funds were allocated in the budget for the donated milk coolers. Jamie Gillum, SNP Director stated no. Mr. Terry stated the budget was balanced within the 143 fund. Chairman Byrge asked if the personnel increase was for both part-time and full-time. Mr. Terry stated yes. Board member Miller asked what the beginning salary was for a food service employee. Mrs. Gillum stated \$12.00 per hour for the upcoming year.

Chairman Byrge thanked Mr. Terry and informed the board would meet again next Tuesday, May 31, 2022, to review the 141 General Purpose School Fund, 142 Federal Projects Fund, and Bus recommendations and take any necessary action.

Motion by Miller, second by Lester to adjourn.

Meeting adjourned.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in a Special Called meeting on Tuesday, May 31, 2022, 5:00 p.m., in the lower-level conference room of the Central Office. The following school board members were present: Chairman Johnny Byrge, Faye Heatherly, Josh James, Ronnie Lasley, Brent Lester, Jeffrey Miller, Steve Morgan, Sharon Ridenour. Board members Crystal Creekmore and Lisa Fields were absent from the meeting. Director of Schools, Jennifer Fields was present and Gail Parks kept the minutes.

Roll Call.

1. Consider approving the Agenda.

Motion by Miller, second by Heatherly to approve the Agenda.

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

2. Discuss and or approve the 2022-2023 school year budget.

Budget Notes for 141 and 142 funds are not available and this meeting will end in recess until June 2, 2022, at 5:00 p.m. Mr. Terry stated Budget Notes will possible be available on June 1st. Mr. Terry stated we have earned more than estimated and the board increased Capital Projects. Chairman Byrge asked what budget request had been made. Mr. Terry responded SRO at Alternative School, concrete basketball court at LaFollette Elementary, sound systems at LaFollette Elementary and LaFollette Middle with library.

5 lost positions. LaFollette Middle and Campbell County High lost an assistant principal position, Wynn, Elk Valley and White Oak lost Academic Coach or Intervention position due to comparability at schools with low enrollment. Board member Morgan stated he felt this should have come before the budget committee. Director Fields again reviewed the reduction list. Board member Morgan stated he had been on the board for 6 years and he has been in the dark regarding budget and we do not ever know anything. We need to be in the loop. Board member Heatherly stated in the past the board was asked to come and the finance department brought the budget and had discussion to go over items. Board member Morgan asked about the sliding scale for bus owners. Director Fields stated it wouldn't be managed at finance and we would need to hire someone to monitor. Mr. David Seals stated with all due respect that six cents was almost an insult, doesn't meet what they need, the need \$1.00 additional per mile. With the current contract, buses will be worthless, we have not received the first check on the fifty-cents. Mr. Seals stated he was losing money. The request was made for \$2.88 per mile but willing to do fifty cents and a one-time supplement of \$5,000.00. Board member Morgan asked what if the diesel decreases. Mr. Adkins stated this was just for a one-year contract. Board member James stated the sliding scale was the only fair way. Board member Miller asked how everyone felt about the fifty-cent and one-time \$5,000.00. Mr. Adkins stated they needed language to either raise or lower fifty cents. Mr. Franklin stated fifty-cents would barely cover fuel and nothing else. Board member Miller suggested to start at seventy-five cents and monitor every thirty days. Mr. Terry gave a summary of some increase/decrease in funding in programs/grants.

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Elgin Grant, Pre-K funding, SRO at ELLA, GEAR-UP will continue, degree upgrades, retirement rate change for certified, state funding of literacy program, medical insurance increase, travel and communication accounts back to same amounts, tech side workers comp, custodians, utilities, maintenance of buildings, Family Resource Center, Capital Projects, sealing of some parking areas. Mr. Terry will send out summary reports. Board member Heatherly asked what the average ADM was per students. A reply of \$6,390 per students was given.

Bus fuel was discussed again. Mr. Adkins offered a recommendation of a reassessment of the contract on a quarterly basis for \$2.88 per mile and 3% on the contract for the 2022-2023 school year. Director Fields stated Mr. Adkins recommended \$10,000.00 per contract at the last meeting. Mr. Seals stated if fuel goes to \$8.00 per gallon we must look and this and come back and talk. Chairman Byrge stated if this happens, we need to get the county commission involved. Mr. Seals also recommended language in contract be changed regarding breakdown days. It will be a break down day no matter what the reason. Process food being sent home with students was addressed. Students are bringing plastic bags with process food and making a hardship for the owner/driver to clean up. Director Fields will find the source of where this food is coming from.

Meeting recessed until June 2, 2022, 5:00 p.m., lower-level conference room.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools

MINUTES

The Campbell County Board of Education met in a Special Called meeting on Thursday, June 2, 2022, 5:00 p.m., in the lower-level conference room of the Central Office. The following school board members were present: Chairman Johnny Byrge, Josh James, Ronnie Lasley, Brent Lester, Jeffrey Miller, Steve Morgan, and Sharon Ridenour. Director of Schools, Jennifer Fields was present, and Gail Parks kept the minutes.

Meeting was called back into session.

Mr. Richard Terry Read 141 General Purpose School Fund and 142 Federal Projects Fund into record.

REVENUE

1. The state legislature approved a "hold harmless" provision for the 2021-2022 State BEP funding for qualifying school systems based on the wide-ranging impact of the coronavirus pandemic, particularly on student attendance (ADM) which is a fundamental component of how school systems "earn" State BEP funding, with the Campbell County school system being recognized by the State as qualifying for the "hold harmless" provisions. In addition, the pandemic also affected 2020-2021 BEP funding which utilized the 6th month of ADM information for both the 6th month and 7th month reporting periods for BEP purposes. It is not possible to determine the actual impact of the coronavirus pandemic on the potential student ADM for 2020-2021 with statewide decreased student ADM. With a return to in person classroom instruction the student ADM may rebound and stabilize at pre-pandemic levels. The "hold harmless" provision provided stabilized funding for the 2021-2022 year.
2. The 2022-2023 State BEP funding for the school system is based on the April 2022 BEP funding estimate which includes an anticipated state salary increase of 4% for instructional salaries as well as changes in the TCRS retirement rates. The State approved the minimum salary schedule which resulted in a 5.26% increase estimated at \$2,000. The BEP formula factors were adjusted for inflationary costs as well resulting in a funding estimate of \$31 of state funding which is an increase of \$762,000 compared to \$30,682,000 from the prior year July Final. If student ADM had remained at the prior year levels then an additional \$1.1 million dollars would have been "earned" in state funding. The state required local BEP match of \$9,741,000 is provided for within the local revenue MOE funding level of \$10,550,732 with local funding increasing by about \$281,000 above the prior year resulting in actual local funding exceeding the required local BEP match by \$809,732.

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3. Miscellaneous Refunds of \$35,078 consists of flow-thru funds from individual schools for contract services (transportation) and employee work at the school sites. (cost center 003 1 5)
4. Elgin foundation funding has been confirmed and is anticipated at \$24,300 and will be used for student testing.
5. Funding of \$46,138 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 proposed budget contains various state funded grants and programs that are anticipated to recur based on information and communications from the State. Adjustments may be needed to state funded grants and programs to actual award amounts reconciled with operational needs upon completion of the formal budget process.
7. The Driver's Education program is anticipated to receive state revenue of \$1 5,000 which is being appropriated for fuel, insurance, other supplies, and other operational needs (cost center 46550). Personnel resources were redirected during 20 15-16 to offer this as an additional elective class.
8. The state Pre-K program funds were consolidated into one grant during 2009-10 (cost center 46590). The 2022-2023 funding estimated at \$797,789 includes an additional Pre-K (LES) classroom. Funds were used during 2021-2022 to equip and furnish the new classroom.
9. The state Coordinated School Health grant will recur at \$100,000 (cost center 55100).
10. State Family Resource Center funds (Jellico & White Oak) are expected to be funded at \$59,223 (cost centers 00800 & 00733) with \$46,178 in local match funds, a slight increase of about \$508.

11. Career Ladder revenues & expenditures have decreased slightly due to the retirement rate decrease and is estimated at \$101,750 for 2022-2023 based on expected expenditure levels from the prior 2021-2022 year, inclusive of benefits, and based on existing personnel with Career Ladder supplements having been previously frozen by the State.
12. The Safe Schools funding is expected at \$137,988 for 2022-2023 (cost center 03 125), inclusive of estimated carryover funds of \$6,605. The carryover funds are significantly less than in the prior year due to delayed projects during the pandemic.
13. Special Education reimbursements for High Cost student expenditures (cost center 47143) are expected to amount to \$40,255, an increase of about \$1,789. High Cost student funds are for services provided to the students, due in part to an increase in state requirements, which includes psychological services. Other services include student transportation needs for out-of-county services (TSD/TSB), physical therapy, additional nursing, one-to-one aides and other services.

14. The Gear Up grant for enhanced college preparation will continue and is anticipated at \$257,060 (cost center 94334), the same as the prior year. Carryover funds, if any, will be amended into the operations during the year when the amounts become known.
15. The ROTC program revenue for 2022-2023 is anticipated at \$66,548, an increase of \$2,310, and will provide support for about 45% 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.)

16. The account number structure for the Fund maintains the standardized subfund account numbers and utilizes four (4) subfund accounts to segregate costs according to the BEP funding formula categories. Subfund 991 identifies Instructional Components, subfund 992 identifies Classroom Components, subfund 993 identifies Non-Classroom Components and subfund 994 identifies Non-BEP Components and specialized funds. Additional subfunds may be added for additional grant funds that may be awarded during the upcoming fiscal year if such grants utilize existing school site cost centers for tracking of expenditures.
17. The 2022-2023 Recommended Budget (column 7) contains estimated personnel and non personnel costs to meet anticipated operational needs for the year as approved and recommended by the Director of Schools while the Requested Budget (column 6) includes additional requests, particularly for capital projects such as LaFollette Elementary outside basketball court at \$15,000, gym painting and mural at \$50,000 and LaFollette Middle school auditorium renovation at \$150,000, and Jellico Elementary football field at \$75,000 for two cycles. Other capital projects (gymnasium expansion, field lighting, etc.) have been discussed previously for consideration by the members. Resealing of three parking lots (\$70,000) is included in the Recommended Budget with \$353,950 budgeted for non-specific capital project needs. Other capital projects have been discussed by the Board (gymnasium expansion & field lighting) but are not reflected herein. It should be noted these are preliminary cost estimates with the scope of the various projects to be further reviewed and refined by the Building Committee to result in more specific project cost estimates which may include solicitation of formal project bids to determine more specific project cost estimates. The more refined project cost estimates will allow the Building Committee, the Board of Education and the Director of Schools to develop a project prioritization implementation schedule. Development of more refined project cost estimates and project prioritization implementation schedules will also allow time for the Board of Education and the Director of Schools to evaluate and identify potential funding resources such as grants, eligibility and applicability of existing and future specialized funds such as other state and federal grants (ESSER), joint venture partnerships with other entities and/or the school sites, note and/or bond proceeds, equity funds, potential operational savings during the year that may be able to be realigned to meet some or all of these project costs and/or some other combination of local, state, and federal funding. If resources are ultimately identified to undertake the projects recommended by the Director of Schools, a budget amendment will be presented to the Board of Education at that time for their consideration. Some other requests such as window tinting

at the LaFollette Middle School library, sound system, storage buildings, and equipment (pressure washer & carpet cleaner) are under review by the Director with potential implementation from existing appropriations within the 2021-2022 school year and/or the use of general building trade's class for construction of storage buildings.

18. Differing specialized appropriations for items such as the ROTC program, Differentiated Pay, Gear Up program, sick leave, flow-thru funds from the school sites, Elgin grant funds, and the LaFollette Medical Foundation flu vaccine program funding were reclassified to category 71400 for classroom related costs and category 72810 for non-classroom costs for 2020-2021 are continued in order to segregate specialized appropriations from regular, recurring operational costs. Reclassification of several other state grants was considered but they were limited to specific categories within ePlan and were not able to be reclassified.
19. The 2022-2023 budget includes various personnel changes consisting of program transfers, retirements, position abolishment's, degree upgrades, new hires and reclassification of personnel between school sites and accounts. The Director reviewed personnel needs based on state requirements and determined reclassifications of personnel to the ESSER funds for the upcoming year for to "bridge" to new State funding under the TISA funding methodology which allowed for stable classroom staffing levels. In 2019-2020 the State required every school system to have a RTI position and Campbell County's student ADM at that time resulted in two required RTI positions. A second ESL teacher was also required under State funding guidelines as well due to an expiration of student waivers. These positions are continued in the 2022-2023 operations. Beginning in the 2020-2021 year the 141 GPS fund absorbed personnel costs relative to the Pre-K program previously funded by the Title I program but no longer deemed an allowable use of Title I funds. The State funded Pre-K program will add a new Pre-K classroom for the 2022-2023 year. The proposed budget includes changes in cost for years of experience and degree upgrades as well the proposed State raise for Certified personnel (estimated at \$2,000) and a proposed local raise for Classified personnel of \$1 per hour.
20. The funds used for the purchase of accumulated sick leave time from Certified and Classified personnel were maintained at the prior year levels based on past experience (cost center 29900).
21. Non-Certified Substitute pay was maintained at \$65 per day. Certified Substitutes are required for teacher absences of more than 20 consecutive days with funding to recur at \$50,000 in 2022-2023 (Regular, Special Education & Guidance Counselors). Per State guidance Certified Substitutes began to be accounted for solely in line item 195 during 20192020.
22. The TCRS employer contribution rate for retirement is now established annually instead of on a two year period. The 2022-2023 rate for Certified personnel decreased I .61 % from 10.3% to 8.69% while the rate for Classified personnel increased significantly by 2.54% from 3.32% to 5.86%, a 76.5% increase.

23. The life insurance benefits were reviewed and increased during 2019-2020 after the death of an employee's child 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 2022-2023 without any anticipated rate increase.
24. The budget contains appropriations for medical insurance plan rate increases (8% for County BCBS or 4% mid-year and a rate increase of 6.1 % for the State insurance plan or 3.05% midyear) with changes in participation for both plans with employer contribution rates remaining at the 82% level. The State insurance plan increase was 7.2% but changes will be made in plan benefits and maximums to result in the 6.1% increase.
25. Overall unemployment compensation costs were maintained at the prior year levels to meet anticipated operational needs.
26. The Classified Retiree Medical Insurance program was implemented in the 2011-12 year and is a recurring budget item that will continue to be transferred to the Special Purpose (Retiree Insurance) Fund 121 to be used for program needs. 2022-2023 costs are based on a per employee factor of \$455, the same as the prior year. Past operations and actual participation levels have allowed the per employee factor to remain unchanged while continuing to meet operational needs. The upcoming year appropriations for the Classified Retiree Medical Insurance program are reflected in account number 723 10-299-994 in the amount of \$48,230. The upcoming year appropriations for the Certified Retiree Medical Insurance program are reflected in account number 72310-215-994-00216 in the amount of \$215,506.
27. The Odyssey system software costs of \$58,000 are being provided by the school system within account 141-71100-399-994.
28. Instructional Supplies and Materials were maintained at the \$400 per teacher amount.
29. The textbook appropriations are maintained at \$358,376 to provide for textbook adoptions.
30. Appropriations for CTE/Vocational Instructional Supplies were maintained at the \$400 per teacher allocation. Textbooks of \$4,670 and recurring equipment funds of about \$29,000 were maintained for 2022-2023. Appropriations contain carryover funding from the SPARC grant with \$26,779 in supplies and \$15,000 in equipment (cost center RYCTE).
31. Services relative to student psychological evaluations are anticipated at \$26,000 based on past operational needs. Services/Costs could increase/decrease depending on actual needs.
32. Guidance Counselor appropriations includes about \$20,000 for supplemental planning work for about two weeks of work prior to the start of school and summer work.

33. Coaching Supplements are estimated at \$281,450 based on the amended 2021-2022 appropriations as well as being based on actions taken by the Board during 2019-2020 to meet operational needs and to address any Title IX issues.
34. Evaluation and testing appropriations are anticipated to recur at \$42,337 which provides for a portion of the costs for "benchmark" and ACT testing. An additional \$7,500 was added for Pre-ACT testing for the 2020-2021 year and maintained for the upcoming year. The GearUp grant has assisted with testing needs and preparation.
35. The Differentiated Pay Plan is being budgeted at the recurring amount of \$30,000 with potential program revisions for the 2022-2023 year. The Differentiated Pay Plan program uses with cost center 00524 for identification.
36. Library Books were maintained at the prior year level of \$44,000.
37. The Microsoft licensing costs of about \$33,000 are being provided for within the 141 GPS fund based on the past reclassification from Title I funds with Technology equipment appropriations having been reduced previously to meet these needs,
38. Standard insurances (vehicle and equipment, liability, building and contents) have been budgeted with a 5% increase for renewal amounts with Worker's Compensation increased for the proposed Certified and Classified raises. Worker's Compensation also includes appropriations for direct pay requirements under the old Lumberman's policy coverage and settlements. Building & Contents appropriations were increased to allow for coverage of building improvements and capital projects being implemented in 2021-2022.
39. Appropriations of \$8,000 were maintained for required background checks for employees.
40. School site communication costs are maintained for 2022-2023 combined with direct school support of \$13,000 to assist school sites with other costs and allow for decreased fundraisers.
41. The fire alarm monitoring system and fire extinguisher inspections are provided for within account 141-72610-399 at \$4,600.
42. Other Contracted Services for water testing services are budgeted at \$10,000.
43. Custodial Supplies for the schools were maintained at \$90,400 to meet operational needs.
44. Appropriations for utilities were based on 2021-2022 utilization for electricity and water/sewer with a 5% rate increase and inclusion of the summer learning camps (previously provided for from federal funds). Natural gas costs increased during 2021-2022 and are planned with a 5% increase and a set aside of about \$34,000 in case of more severe weather in the upcoming year. Prior electricity

reductions relative to the energy efficient LED lighting program were maintained and continue to service the associated debt,

45. Maintenance & Repair Services-Buildings and General Construction Material appropriations were increased based on 2021-2022 operational needs and for increased materials costs of about \$45,000 with construction materials established at \$181,000 for school's repair needs.
46. Appropriations for transportation contracts amount to \$1,532,192 and is inclusive of a \$105,000 increase per contract for the 33 routes served for the 2022-2023 year to address anticipated fuel cost increases with future contract amounts to be reconsidered accordingly.
Funds for other transportation needs are set at \$4,400 for health fairs, biz-town, and so forth. An additional \$25,437 of funds is relative to flow thru funds from the school sites for transportation services in the 72810 category (cost center 00315).
47. The Recommended Capital Outlay (column 7) contains \$353,970 to provide for new capital outlay projects and \$70,000 for parking lot resealing at three sites. Requested projects (column 6) includes \$290,000 as discussed above in Note 17.

48. The payment of Principal and Interest of \$124,620 is relative to LED lighting EESI loan being funded from savings on electricity. The Debt Service section contains the \$1,250,000 school system share of the building program bonded indebtedness debt service funding. Other Debt Service funds consist \$173,560 relative to the solar panel power program and \$393,874 to allow for repayment of the 15 year bond for the Energy Efficient School Initiative (TRANE) program. \$220,100 of Other Debt Service funds is relative to the bonds issued in May 2020 which was initially to be used to provide funding for roofing and HVAC needs. However, roofing projects have now been identified as an allowable use of ESSER funds thus allowing the bond proceeds previously planned to be used for roofing project to be diverted to alternatively fund parking lot paving projects at the various school sites which could not be accomplished from ESSER funds. The County Commission approved the revised use of the bond proceeds on May 17, 2021.
49. Operating transfers of \$29,995 are relative to funding for Food Service operations. Food Service operations have increased their equity position in recent years while simultaneously addressing equipment needs. Future operations may change significantly, depending on reimbursement rates as well as increased food preparation and supply costs.

EQUITY

50. Proposed uses of equity for the Recommended budget (column 7) are detailed below:

<u>Account Number</u>	<u>Account Title/Description</u>	<u>Beginning Equity</u>	<u>Planned Change [Incr/(Decr)]</u>	<u>Ending Equity</u>
141-34565-RV135	Restricted Support—BOSCH	\$16,308	16,308)	\$0
14 1-34575-RYCTE	Restricted Capital—SPARC CTE	\$43,279	\$(43,279)	\$0
TOTAL:		\$59,587	\$(59,587)	\$0

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SPECIAL CALLED MEETING
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 2022-2023 budget document contains various Title and Special Education programs which have been compared to the ePlan budgets submitted by the school system to the State Department of Education. The budget includes estimates of carryover funds are not reflected in ePlan with the allocations only reflecting the "base" allocation for the 2022-2023 year.
4. The base level funding allocations for the upcoming 2022-2023 year may be insufficient to meet recurring personnel costs and/or other recurring operational cost as denoted below. Overall the Consolidated programs (primarily the Title programs) base funding allocation decreased about \$92,200 from \$4,084,545 to \$3,992,323. The school system intends to use anticipated remaining carryover funding allocations from 2021-2022 to provide for the operational costs not provided for from the base funding allocations in the upcoming 2022-2023 year. If actual carryover funds are less than anticipated and/or are not allocated to address the unfunded recurring operational costs not provided for within the base level funding, program managers must reduce appropriations to align with the available funding threshold. The notes below identify anticipated program carryover funds.
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 as a separate component for administrative personnel and administrative non personnel items. Previously these funds were identified as an operating transfer from one program to another, but in review with the State the respective Title funds take on the

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identity and the associated usability guidelines of the respective federal program they are reapportioned 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 funds (subfund 800) are allocated at \$14,025 for the upcoming year, a decrease of about \$13,000.
7. The Title I Program (subfund 100) initial allocation is \$2,022,282 which is a decrease of about \$76,000; however, anticipated carryover funding amounts to about \$301,320, a \$33,000 increase, resulting in a net decrease of about \$46,000. The program budget will be amended during the 2022-2023 year when final carryover amount becomes known with a reconciliation of actual program resources and appropriations to be made accordingly.
8. The Targeted Assistance Grant (TAG) school improvement grant (subfund 174) increased from \$100,000 to \$187,500 for the upcoming year and will continue efforts to improve academic performance at Jellico Elementary.
9. The Title II-A Training and Recruitment funds (subfund 200) are about \$55,000 less for 2022-2023 with an additional \$160,175 being re-apportioned from the Title IV program to be used for expenditures deemed to be eligible under the Title II program that may have been excluded under the Title IV program which has a more limited range of eligible expenditures.
The Title II program is expected to have carryover funds of \$90,000. 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.
10. Title IV funding is allocated at \$163,935, an increase of about \$3,600, which is planned to be re-apportioned to the Title II program as denoted above.

11. 2022-2023 funding for the newly awarded 21st Century Classroom program (cohort 2022 in subfund 437) has been estimated at \$703,035 based on information from the State which is about \$26,000 above the prior 21st CCLC (cohort 2017 subfund 438). Carryover funds from the existing 21st Century (cohort 2018 subfund 439) program is estimated at \$22,127. Any additional carryover funds and/or funding awards will be amended into the operations.
12. The Title V program funding amounts to \$146,524, an increase of about \$31,000 for 2022-2023. Carryover funds amount to about \$91,000, a decrease of about \$9,000, with about \$55,000 relative to In Service/Staff Development.

Special Education Discretionary Supplemental Funds/Grants haven't been awarded by the State but have been applied for and will be amended into the 2022-2023

Board member Morgan request a detailed list of our bonds and current debt service, also to include report on solar panels. Board member Morgan asked what do we spend on SRO's. Mr. Terry replied

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\$545,732.00 was recommended for the 2022-2023 school year. Board member Morgan asked if any principals changes are being made and Director Fields replied no. Board member Miller asked about the \$20,000.00 supplement of the Federal Programs Director/Supervisor from ESSER funds. Director Fields stated it was for additional oversight for ESSER. Chairman Byrge thanked Mr. Terry for his work on the school year budget. Director Fields stated she was very pleased with the budget. Board member Miller made a request of cost for the 19 positions that were moved from GPS to ESSER funds.

Motion by Morgan, second by Ridenour to approve the recommended 2022-2023 school budget. Byrge-yes, Creekmore-absent, Fields-absent, Heatherly-absent, James-yes Lasley-yes, Lester-yes, Miller-yes, Morgan-yes, Ridenour-yes. Motion Passed.

Motion by Lester, second by Ridenour to adjourn.

Johnny Byrge
Chairman of the Board

Jennifer Fields
Director of Schools