

SMITH COUNTY BOARD OF EDUCATION  
BOARD MINUTES

The Smith County Board of Education met at 5:00 p.m. on Tuesday, July 17, 2018, at the Smith County Board of Education. Chairman Brian Smith provided the invocation and led the Pledge of Allegiance to the American Flag.

Present: Tommy Manning Tina Gantenbein Joe Taylor

David Apple Brian Smith

Barry Smith – Superintendent

Gina Morris – Supervisor

Absent - Scotty Yeaman Shane Campbell Robin Moore

Jacky Bellar/Jamie Winkler – School Board Attorneys

Mr. Brian Smith, Chairman of the Board, welcomed all visitors and called the July meeting of the board to order.

Mr. David Apple made a motion to accept the following Consent Items A-B as presented by the Director:

- A. Approved minutes of the Board – June 19, 2018, regular meeting
- B. Approved request to host a Special Response Team (SRT) Training for the Smith County Sheriff’s Department at New Middleton Elementary School on July 18, 2018.

Mrs. Gantenbein seconded the motion.

The Superintendent took the following actions:

1. Staff Placement

- Lisa Little, Fourth Grade Teacher, Carthage Elementary School
- Zachary Carter, Special Education Paraprofessional, Smith County High School
- Sharon Mosley, Special Education Paraprofessional, Smith County Middle School
- Jennifer Rector, English as Second Language Teacher, County-wide

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- Emily Sterling, RTI paraprofessional, Carthage Elementary School
- Nicole Silcox, Special Education Paraprofessional, Carthage Elementary School
- Lora Coffee, Full Time Bus Monitor, Transportation Department
- Frances Kemp, Full Time Bus Monitor, Transportation Department
- Norma Mitchell, 120 day contract, Chief Financial Officer, Central Office
- Bonnie Stafford, 60 day contract, Central Office
- Diane Bennett, 120 day contract, Central Office
- Sarah Jenkins, Second Grade Teacher, Carthage Elementary School
- Kelly Bell, Principal, Smith County Middle School
- Mary Hale, Bus Monitor, Transportation Department
- Michelle McCowan, Eighth Grade Math Teacher, Smith County Middle School
- Rachel Bush, Family & Consumer Science Teacher and Head Volleyball Coach, Smith County High School
- Megan Massey, Cook, Carthage Elementary School
- Rachel DeLair, Cook, Union Heights Elementary School
- Stephanie Leech, Substitute Cook, School Nutrition Department
- Shawn Hix, Cafeteria Manager, Union Heights Elementary School
- Jennifer Gravly, Cafeteria Manager, Smith County Middle School
- James Gibson, Head Boys/Girls Golf Coach, Gordonsville High School

2. Substitutes

- Coralie Terry

3. Resignations

- Taylor Key, teacher, Smith County High School
- April Walker, teacher, Carthage Elementary School
- Nichole Williams, special education paraprofessional, Smith County Middle School
- Keith Goolsby, teacher, Gordonsville High School
- Ronald Marshall, Jr., teacher, Gordonsville High School
- Mike Lytle, principal, Smith County Middle School
- Scott Pope, head baseball coach, Smith County High School
- Ryan Rogers, head golf coach, Gordonsville High School

4. Extended Leaves of Absence

- Lynn Vaden, Leave beginning August 1, 2018, through August 31, 2018.

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In New Business A, Mr. Tommy Manning made the motion to amend policy 6.319 – Alternative School Programs to align with the State Board changes to its policy on alternative school programs to remove outdated language and clarify minimum requirements. As a result, there has been an overhaul of the Smith County Board of Education Policy 6.319 – Alternative School Programs to align it to the new language. Mr. David Apple seconded the motion. Motion carried with all in favor. This is the first of two readings for this policy.

In New Business B, Mrs. Tina Gantenbein made the motion to amend policies 5.106 – Application and Employment and 5.118 – Background Investigations to align with Public Chapter 1006 which requires district employees to undergo background checks at least once every five years after the date of hire. This information was added to the Smith County Board of Education Policy 5.118 – Application and Employment. Public Chapter 1006 also requires districts to perform background checks on contract workers and volunteers. Our updated policy 5.118 – Background Investigations includes this information. These new requirements are in addition to the background checks that are already mandated for applicants for teaching positions and any other positions that require proximity to children. Additionally, information was added regarding checking with the Department of Children's Services and the state's vulnerable person's registry to these policies, to highlight the district's responsibility in this area. Mr. Joe Taylor seconded the motion. Motion carried with all in favor. This is the first of two readings for this policy.

In New Business C, Mr. Tommy Manning made the motion to amend policy 5.305 – Family and Medical Leave to align with the Public Chapter 907 which removes limitations and allows employees to use paid leave (sick or annual) toward maternity or paternity leave. Previously, state law limited the amount of sick leave employees could use during maternity or paternity leave. We have updated our proposed policy to reflect this language. Mr. David Apple seconded the motion. Motion carried with all in favor. This is the first of two readings for this policy.

In New Business D, Mr. Joe Taylor made the motion to approve a contract for Special Education services for a Spanish Interpreter who will earn \$50.00 per meeting, as needed. This contract is for the 2018-2019 school year. Mrs. Tina Gantenbein seconded the motion. Motion carried after a roll call vote:

Manning Y      Yeaman Absent      Campbell Absent      Moore Absent      Gantenbein Y  
Taylor Y      Apple Y      Smith Y

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In New Business E, Mr. Tommy Manning made the motion to approve for New Middleton Elementary School to utilize school funds and purchase a fence to encompass the walking track on their campus from Bairds Fencing in the amount of \$5,000.00. Mrs. Tina Gantenbein seconded the motion. Motion carried after a roll call vote:

Manning Y      Yeaman Absent      Campbell Absent      Moore Absent      Gantenbein Y  
Taylor Y      Apple Y      Smith Y

In New Business F, Mr. David Apple made the motion to accept the low bid from Mid Tenn Office Equipment for copy paper in the amount of \$28.00 per case to be purchased by Smith County Schools in the 2018-19 school year. Mr. Joe Taylor seconded the motion. Motion carried after a roll call vote:

Manning Y      Yeaman Absent      Campbell Absent      Moore Absent      Gantenbein Y  
Taylor Y      Apple Y      Smith Y

In New Business G, Mrs. Tina Gantenbein made the motion to accept the following low bids for janitorial supplies for the 2018-2019 school year.

2018-2019 Janitorial Bid Summary		
Trash Liners 15 Gallon	Unipack Corp	\$2,152.00
Trash Liners 60 Gallon	Unipack Corp	\$3,059.75
N.A.B.C.	Lebanon Chemical	\$3,593.25
Urinal Screens	Lebanon Chemical	\$721.50
Pearlux Hand Soap	Lebanon Chemical	\$1,999.90
Buffing Pads	Lebanon Chemical	\$726.00
Mop Heads	Lebanon Chemical	\$570.24

Mr. Tommy Manning seconded the motion. Motion carried after a roll call vote:

Manning Y      Yeaman Absent      Campbell Absent      Moore Absent      Gantenbein Y  
Taylor Y      Apple Y      Smith Y

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In New Business H, Mr. Joe Taylor made the motion to approve the following Smith County Student Disciplinary Hearing Authority (SDHA) members to serve for the 2018-2019 school year: Heather Wilmore, Co-Chair, Angel Williams, Co-Chair, Amanda Taylor, Misty Smith, Shane Vaden, Shawn Frye, Annette Hord, and Lisa Hembree. Mr. David Apple seconded the motion. Motion carried with all in favor.

In New Business I, Mr. Tommy Manning made the motion to grant Transportation Supervisor Mrs. Diane Gochcoff permission to sell school bus 29 and school bus 30 by sealed bids. These buses are at the end of their seventeenth (17<sup>th</sup>) year of service. Mrs. Tina Gantenbein seconded the motion. Motion carried after a roll call vote:

Manning Y      Yeaman Absent      Campbell Absent      Moore Absent      Gantenbein Y  
Taylor Y      Apple Y      Smith Y

In New Business J, Mr. Tommy Manning made the motion to approve the request to change the date of the regular scheduled October Board Meeting from Tuesday, October 16, 2018, due to fall break. The date for the meeting is now set for Tuesday, October 9, 2018. Mr. David Apple seconded the motion. Motion carried with all in favor.

In New Business K, Mr. David Apple made the motion to approve the request to change the date of the regular scheduled November Board Meeting from Tuesday, November 20, 2018, due to Thanksgiving break. The date for the meeting is now set for Tuesday, November 13, 2018. Mrs. Tina Gantenbein seconded the motion. Motion carried with all in favor.

In New Business L, Mrs. Tina Gantenbein made a motion for the sake of discussion regarding a request for consideration to give all Smith County Board of Education employees a 3% salary increase for the 2018-2019 school year. Mr. Tommy Manning seconded the motion. Mrs. Tina Gantenbein stated she has been working hard along with Director Barry H. Smith and CFO Norma Mitchell about the possibility of a raise for the 2018-2019 school year. If affordable, Mrs. Gantenbein wanted all Smith County Board of Education employees to receive a 3% raise *because we need to take care of all employees.* Board member Tommy Manning agreed the increase was long overdue and well deserved. Director of Schools Barry H. Smith stated he desires for Smith County to offer competitive salaries with surrounding counties. Director Smith would like for the Smith County Board of Education through good planning to give an

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additional 3% salary increase next school year if the budget allows, and if the local government would agree to match with a 3% increase also. After much discussion, Mrs. Tina Gantenbein made the motion to give all Smith County Board of Education employees a 3% salary increase for the 2018-2019 school year. This 3% raise is a reoccurring expenditure, and will be retroactive to July 1, 2018. Food service will provide a 3% increase for all their employees through Central Cafeteria funds. Mr. Tommy Manning seconded the motion. Motion carried after a roll call vote:

Manning Y      Yeaman Absent      Campbell Absent      Moore Absent      Gantenbein Y  
Taylor Y      Apple Y      Smith Y

In Discussion A, Director of Schools Barry H. Smith gave an overview of the Bullying and Harassment SY 2017-2018 End of Year Report per Board Policy 6.304. Ten (10) bullying and harassment cases were reported to the Director of Schools during the 2017-2018 school year. Three (3) of the ten (10) cases were confirmed as bullying and harassment. All of the reported cases are closed with none pending.

In Discussion B, a schematic drawing of the proposal Baseball & Softball Complex on the Preston Property was shown to the board members. Next steps are to have geographical studies, soils analysis testing, and land surveys. The Baseball & Softball Complex and a parking area will require approximately seven (7) acres of land for construction.

Committee Updates:

The Building Committee Chairman Tommy Manning stated he had talked with the Rose family. Mr. John Rose is busy and wants to get through the August election and then a meeting may be set up for a discussion regarding *The Rose Property*. The School Safety Committee Chairman Robin Moore was not present at the meeting; therefore, no committee update was given.

The following policy was reviewed for the July meeting to remain in compliance for policy review (this policy was given at the June meeting and reviewed for the July meeting). No changes were made on the policy:

Policy 4.502, Parent/Family Involvement

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With no further business, Mrs. Tina Gantenbein made a motion to adjourn. Mr. Joe Taylor seconded the motion. Motion carried.

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Secretary of the Board

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Chairman of the Board

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Date