

EXECUTIVE COMMITTEE

- Heritage High School HOSA students-Camp Clements in Doyle, TN-October 17-19, 2014
- William Blount High School ROTC students-drill competition in Rossville, GA-October 11, 2014
- Bus Contract Change-Bus Contract #76 from Ollie Boring to John Clabough effective October 14, 2014

Approved without objection

CONSENT AGENDA

1. Approval of Agenda for November 6, 2014, Regular Meeting
2. Approval of Minutes for October 2, 2014, Regular Meeting
3. Approval of **TRIPS**
 - Heritage High School FFA students-Louisville, KY -November 17-19, 2014
 - William Blount High School plant science class-Biltmore House and Gardens, Ashville, NC-December 15, 2014
4. Approval of **IN-SCHOOL GAMES**
 - William Blount High School requests approval of an in-school softball game against Heritage High School on April 9, 2015 at 2:00 p.m.
 - Heritage High School requests approval of an in-school wrestling match against Sevier County on January 13, 2015 at 2:00 p.m.
 - Rockford Elementary School requests approval of an in-school faculty basketball game on November 25, 2014
 - Eagleton Elementary Schools requests approval of an in-school basketball game on Tuesday, November 25, 2014 staff vs. students

Motion to approve the consent agenda and agenda by Mr. Goins

Seconded by Mrs. Sudhoff

Vote: 4/0 Passed

AGENDA:

1. Discussion and possible action regarding Budget Increase/Decrease (**Tabled 10-2-14**) **Troy Logan**
 - Fund 189-xxxx-11200 (Capital-Schools Undesignated)-\$52,632

Mr. Logan requests this item remain on the table

Motion to remain on the table by Mrs. Sudhoff

Seconded by Mr. Helton

Vote: 4/0 Passed

2. Discussion and possible action regarding the selection of three board members to serve on a joint BOE-BCEA Special Question Committee for Collaborative Conferencing **Travis Gardner**

Motion to appoint Fred Goins to serve on the Special Question Committee by Mrs. Sudhoff

Seconded by Mr. Helton

Vote: 4/0 Passed

**Motion to appoint Mr. Finley and Mr. Compton to serve on the Special Question Committee by Mr. Helton
Approved without objection**

Mr. Goins, Mr. Finley, and Mr. Compton will serve on the Special Question Committee for Collaborative Conferencing

3. Discussion and possible action regarding Budget Transfers

Troy Logan

- Fund 141-72810 (GPSF)-\$3,270
- Fund 141-72120 (GPSF)-\$8,100

Motion to approve both transfers by Mr. Helton

Seconded by Mrs. Sudhoff

Vote: 4/0 Passed

- 4. Discussion and possible action regarding use of fund balance to complete the Scope of Services for the professional services associated with the roof replacements at Montvale Elementary and Middlesettlements Elementary**

Debbie Sudhoff

Motion to approve use of fund balance for this service by Mr. Helton

Seconded by Mr. Goins

After discussion **Mr. Helton amended his motion** to use \$40,000 from fund balance for professional services to complete scope of services. Mr. Goins was in agreement with the amendment.

Amended motion is: to utilize fund balance to complete the scope of services for professional services associated with the roof replacements at Montvale and Middlesettlements Elementary Schools in the amount not to exceed \$40,000

Vote: 4/0 Passed

- 5. Discussion and possible action regarding dismissal charges for Robert L. Davis, tenured teacher at Everett Learning Opportunity Center**

Rob Britt

Mr. Britt read the following letter into the record:

November 6, 2014

Dear Board of Education Members:

May this letter serve as notice that I am bringing charges to terminate the tenure of Mr. Robert L. Davis, teacher at Everett, pursuant to TCA 49-5-511.

In September 2012 while a teacher at Heritage High School, Mr. Davis was suspended without pay from the school system for thirty (30) days and reassigned to Everett Learning Opportunity Center. This suspension and subsequent reassignment was based on charges of neglect of duty, which included tardiness to work, excessive absences, non-

entry of student grades, disregard for instructional requirements, neglect of professional obligations, failing to attend required events/meetings, failing to claim students for End of Course Exams, failing to create classes in Planet HS for credit recovery, and failing to adequately manage students. In November 2012, a letter of reprimand was issued due to Mr. Davis' tardiness to work, which was a direct violation of his Improvement Plan. Furthermore, Mr. Davis is currently suspended from the school system (since May 2014) based on charges of leaving campus without permission, failing to follow student staffing protocols, leaving students unattended, failing to comply with deadlines prescribed by the principal, and failing to accurately report grades. I find this evidence amounts to neglect of duty, which in conjunction with other factors included in this letter, justifies Mr. Davis' termination pursuant to TCA 49-5-511.

In November 2013, Mr. Davis was issued a letter of reprimand, three-day suspension, improvement plan, and referral to the Employee Assistance Program (EAP) based on his disregard for a directive given by his principal regarding attendance. In addition since October 2012, Mr. Davis has been noncompliant with two improvement plans. Furthermore, in spring 2014, Mr. Davis was noncompliant with EAP recommendations stemming from a mandatory supervisory referral. I find this evidence amounts to insubordination, which in conjunction with other factors included in this letter, justifies Mr. Davis' termination pursuant to TCA 49-5-511.

Mr. Davis is currently suspended from the school system (since May 2014) based in part on charges of requesting a student to retrieve medication from his personal vehicle, dishonesty with his principal regarding phone usage, and discussing personal issues with students. I find this evidence amounts to unprofessional conduct, which in conjunction with other factors included in this letter, justifies Mr. Davis' termination pursuant to TCA 49-5-511.

Mr. Davis is currently suspended from the school system (since May 2014) based in part on charges of incorrect placement of students in PLATO online learning modules and failing to enroll students in correct classes. I find this evidence amounts to incompetence, which in conjunction with other factors included in this letter, justifies Mr. Davis' termination pursuant to TCA 49-5-511.

If the Board of Education votes that if true, these charges warrant Mr. Davis' termination, Mr. Davis will be informed of such by separate letter. Mr. Davis will then be entitled to a hearing before an impartial hearing officer on these charges. If Mr. Davis chooses to request a hearing, he must do so within thirty (30) days after receipt of that notice.

If, after a hearing, Mr. Davis is dissatisfied with the decision of the Hearing Officer, he has the right to appeal that decision to the Blount County Board of Education. Mr. Davis' written request for a hearing before the board must be delivered to the Board of Education's secretary within ten (10) working days of receipt of the Hearing Officer's written decision.

If Mr. Davis is dissatisfied with the decision of the Blount County Board of Education, he may appeal to the Chancery Court of Blount County, Tennessee. Mr. Davis' appeal must be filed with the Clerk of the Chancery Court within thirty (30) days after receipt of notice of the decision of the Blount County Board of Education.

Sincerely,

*Rob Britt
Director of schools*

Chairman Gardner stated Mr. Britt, our director, has placed charges against Mr. Robert L. Davis. He is a tenured teacher of Blount County Schools. The only decision that this Board is charged with making at this time is that if these charges are true, Mr. Davis' dismissal as a tenured teacher is warranted. Would any member wish to make a

motion that if these charges are true, that dismissal is warranted and that Mr. Davis should be notified of the opportunity for an impartial hearing based on these charges?

Mr. Goins stated I so move
Seconded by Mr. Helton

Roll Call Vote:

- **Mr. Gardner** **Yes**
- **Mr. Goins** **Yes**
- **Mr. Helton** **Yes**
- **Mrs. Sudhoff** **Yes**

Vote: 4/0 Passed

Chairman Gardner stated: “the motion did pass and is approved. Mr. Davis, Mr. Britt will follow up with a letter that will inform you of this decision and your rights as a tenured teacher under Tennessee state law.”

6. Discussion and possible action regarding fee increase for Friends Program **Troy Logan**

The proposed increase of \$5.00 is to become effective January 2015. Rates will increase from \$30.00 to \$35.00 for early rate and \$40.00 to \$45.00 for regular rate.

Motion to approve by Mrs. Sudhoff
Seconded by Mr. Goins

Vote: 4/0 Passed

COMMENTS FROM THE BLOUNT COUNTY EDUCATION ASSOCIATION

- Rebecca Dickenson spoke on behalf of BCEA

COMMENTS FROM STUDENT REPRESENTATIVES

- Foster Harris (WBHS) stated the basketball jamboree was being held tonight at William Blount High School. He also stated a Veterans’ Day Program is being held tomorrow beginning at 10:30 a.m.

COMMITTEE REPORTS

- Mr. Gardner stated the Education Committee will meet on Thursday, November 13th at 12:00 noon at Fairview Elementary School

COMMENTS FROM THE COMMUNITY REGARDING ITEMS NOT ON THE AGENDA

- Steve Phillippy spoke on Hour of Code

COMMENTS FROM THE BOARD

Mr. Goins requested an item be placed on the December agenda regarding trying to do something for the schools that attain the status of Reward Schools.

**Motion to adjourn by Mrs. Sudhoff
Seconded by Mr. Goins
Meeting Adjourned**

Mr. Trevis Gardner, Chairman

Mr. Rob Britt, Secretary