

**REGULAR MEETING OF THE BOARD OF EDUCATION
OF THE COUNTY OF ROANE**

**MARCH 20, 2025
6:00 PM**

[Current agenda printed June 18, 2026 (4:22 PM). This agenda is available to the public upon request at any time during regular business hours preceding the upcoming Roane County Board of Education meeting. Public participation and attendance are welcomed and encouraged. This meeting is a meeting of the Board of Education in public for the purpose of conducting the County School System's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item 1. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. While it is not our intent to stifle public comment, speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible. If you are unsure of the legal ramifications of what you are about to say, we urge you to consult first with your legal advisor. The Board reserves the right to amend this agenda with emergency personnel/financial matters which may arise after publication.]

[PLEASE NOTE: This meeting of the Roane County Board of Education will be held at 6:00 pm at Roane County High School, Spencer.]

Present: _____

Absent: _____

Meeting called to order by: _____ (_____ PM)

This meeting could be joined remotely. The public could join by calling 1-304-553-7794 and the provided conference ID or by joining on Microsoft Teams using the provided link.

Presentations

1. Positively Charged
2. Public Participation
3. Student Achievement

New Business for Consideration and Potential Action

1. Approval of School-Affiliated Organization - Raider EndZone

Withdrawn ~~2. Personnel Hearing~~

3. Personnel Realignment for 2025-26

- a. Reduction in Child Nutrition

- i. Abolish (1) Cook III, Gears Elementary / Middle School [50%] / Walton Elementary / Middle School [50%], effective June 30, 2025

Place Sherry Harper on Administrative Transfer List

Terminate Continuing Contract of Tracy Harper, Cook III at Roane County High (60%) / Spencer Middle School (40%)

- b. Reductions in Student Support Services

- i. Abolish (1) School Social Worker, effective June 30, 2025

- ii. Abolish (1) Therapist, effective June 30, 2025

- iii. Abolish (1) Teacher / Special Education (Behavioral Disorders), effective June 30, 2025

Decline to Renew Probationary Contract of Juli Anna Penfold for the 2025-26 School Year

- iv. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30, 2025
- v. Abolish (1) Supervisor Aide / Paraprofessional, effective June 30, 2025
 - Place Tamara Eads on Administrative Transfer List
- c. Reductions at Roane County High School
 - i. Abolish (1) Technology & Library Media Specialist, effective June 30, 2025
 - Place Jennifer Harold on Administrative Transfer List
 - ii. Abolish (1) Teacher / Options Pathway & Homebound, effective June 30, 2025
 - Place Angela Burdette on Administrative Transfer List
 - iii. Abolish (1) Teacher / Math, effective June 30, 2025
 - Terminate Continuing Contract of Justus Aguyo, effective June 30, 2025
 - iv. Abolish (1) Teacher / Science, effective June 30, 2025
 - Decline to Renew Probationary Contract of Justin Park for the 2025-26 School Year
- d. Reductions in Transportation
 - i. Abolish (1) Bus Operator [Bus #58], effective June 30, 2025
 - Decline to Renew Probationary Contract of Jamie Huffman for the 2025-26 School Year
 - ii. Abolish (1) Bus Operator [Bus #22], effective June 30, 2025
 - Place Michael Hughes on Administrative Transfer List
 - iii. Abolish (1) Bus Operator [Bus #15], effective June 30, 2025
 - Place Jackie Roberts on Administrative Transfer List
 - iv. Abolish (1) Bus Operator [Bus #56], effective June 30, 2025
 - Place Kathleen Cobb on Administrative Transfer List
 - v. Abolish (1) Bus Operator [Bus #49], effective June 30, 2025
 - Place Richard Greenhouse on Administrator Transfer List
- e. Reductions at Spencer Elementary School
 - i. Abolish (1) Teacher / 2nd Grade (added in November 2024), effective June 30, 2025
 - ii. Abolish (1) Teacher / 3rd Grade (funded through school improvement), effective June 30, 2025
 - Decline to Renew Probationary Contract of Stacey Anderson for the 2025-26 School Year
 - iii. Abolish (1) Coordinator of School Improvement (funded through school improvement), effective June 30, 2025
 - iv. Abolish (1) Teacher / 1st Grade, effective June 30, 2025

- Place Meghan Sinclair on Administrative Transfer List
 - v. Abolish (1) Teacher / Special Education, effective June 30, 2025
 - Decline to Renew Probationary Contract of Kourtney Stump-Cohen for the 2025-26 School Year
 - vi. Abolish (1) Teacher / Special Education, effective June 30, 2025
 - vii. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30, 2025
 - Decline to Renew Probationary Contract of Madison Rhodes for the 2025-26 School Year
 - viii. Abolish (1) Aide V / Special Education Assistant Teacher, effective June 30, 2025
 - Decline to Renew Probationary Contract of Pepper Raines for the 2025-26 School Year
- f. Reductions at Geary Elementary / Middle School
 - i. Abolish (1) Teacher / 1st Grade (added in November 2024), effective June 30, 2025
 - ii. Abolish (1) Teacher / Math, effective June 30, 2025
 - Place Kenneth Osborne on Administrative Transfer List
 - iii. Abolish (1) Teacher / Science, effective June 30, 2025
 - Place Daphne Smith on Administrative Transfer List
 - iv. Abolish (1) Teacher / English, effective June 30, 2025
 - Place Lea Runnion on Administrative Transfer List
 - v. Abolish (1) Teacher / Career Literacy, effective June 30, 2025
 - Place Rebecca Keaton on Administrative Transfer List
 - vi. Abolish (1) Teacher / Social Studies, effective June 30, 2025
 - Decline to Renew Probationary Contract of Elizabeth Albertson for the 2025-26 School Year
 - vii. Abolish (1) Teacher / Art, effective June 30, 2025
 - Place Bonita Schreckengost on Administrative Transfer List
 - viii. Abolish (1) Teacher / Special Education, effective June 30, 2025
 - Place Michelle Keen on Administrative Transfer List
 - ix. Abolish (1) Teacher / Title I, effective June 30, 2025
 - Place Elizabeth Tawney on Administrative Transfer List
- g. Reductions at Walton Elementary / Middle School
 - i. Abolish (1) Teacher / 4th Grade, effective June 30, 2025
 - Place Baylee O'Brien on Administrative Transfer List
 - ii. Abolish (1) Teacher / Math, effective June 30, 2025
 - Place Misty Karickhoff on Administrative Transfer List
 - iii. Abolish (1) Teacher / Science, effective June 30, 2025
 - iv. Abolish (1) Teacher / Language Arts, effective June 30, 2025
 - Place Pamela O'Brien on Administrative Transfer List
 - v. Abolish (1) Teacher / Language Arts, effective June 30, 2025

Place LouAnn Craig on Administrative Transfer List

- vi. Abolish (1) Teacher / Social Studies, effective June 30, 2025
- vii. Abolish (1) Teacher / Art, effective June 30, 2025
- viii. Abolish (1) Teacher / Special Education, effective June 30, 2025
Decline to Renew Probationary Contract of Ashley Mills for the
2025-26 School Year
- ix. Abolish (1) Aide V / Special Education Assistant Teacher, effective
June 30, 2025

Place Sumer McGuire on Administrative Transfer List

- x. Abolish (1) Teacher / Title I, effective June 30, 2025
Terminate Continuing Contract of Amber Jarvis, effective June
30, 2025

h. Reductions in Certain Contract Lengths

- i. Terminate 240-day Contract of Jennifer Waggoner, Custodian III at
Geary Elementary / Middle School, and Re-issue at 220 Days,
effective for the 2025-26 School Year
- ii. Terminate 240-day Contract of Curtis Boggs, Custodian III at Geary
Elementary / Middle School, and Re-issue at 220 Days, effective for
the 2025-26 School Year
- iii. Terminate 240-day Contract of Jamie Hively, Custodian III at Walton
Elementary / Middle School, and Re-issue at 220 Days, effective for
the 2025-26 School Year
- iv. Terminate 240-day Contract of John Baker, Custodian III at Walton
Elementary / Middle School, and Re-issue at 220 Days, effective for
the 2025-26 School Year
- v. Terminate 240-day Contract of Lisa Shreve, Custodian III at Spencer
Elementary School, and Re-issue at 220 Days, effective for the
2025-26 School Year
- vi. Terminate 240-day Contract of Eric Harper, Custodian III at Spencer
Elementary School, and Re-issue at 220 Days, effective for the
2025-26 School Year
- vii. Terminate 240-day Contract of Ricky Rucker, Custodian III at Spencer
Middle (80%) / Roane County High School (20%), and Re-issue at 220
Days, effective for the 2025-26 School Year
- viii. Terminate 240-day Contract of Toney Deel, Custodian III at Spencer
Middle (80%) / Roane County High School (20%), and Re-issue at 220
Days, effective for the 2025-26 School Year
- ix. Terminate 240-day Contract of Joyce Evans, Custodian III at Roane
County High (80%) / Spencer Middle School (20%), and Re-issue at
220 Days, effective for the 2025-26 School Year
- x. Terminate 240-day Contract of Michelle Slingerland, Custodian III at
Roane County High (80%) / Spencer Middle School (20%), and

- Re-issue at 220 Days, effective for the 2025-26 School Year
- xi. Terminate 220-day Contract of Deborah Huffman, Accountant II / Secretary II at Spencer Middle School, and Re-issue at 210 Days, effective for the 2025-26 School Year
- xii. Terminate 220-day Contract of Amanda Legg, Accountant II / Secretary II at Geary Elementary / Middle School, and Re-issue at 210 Days, effective for the 2025-26 School Year
- xiii. Terminate 220-day Contract of Amy Morris, Accountant II / Secretary II at Walton Elementary / Middle School, and Re-issue at 210 Days, effective for the 2025-26 School Year
- xiv. Terminate 210-day Contract of Stacy Richards, School Psychologist, and Re-Issue at 200 days, effective for the 2025-26 School Year
- i. New Positions Needed for 2025-26
 - i. Create (1) Teacher / Math & Science, Roane County High School, effective July 1, 2025
 - ii. Create (1) Teacher / 2nd & 3rd Grade, Spencer Elementary School, effective July 1, 2025
 - iii. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Geary Elementary / Middle School, effective July 1, 2025
 - iv. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Walton Elementary / Middle School, effective July 1, 2025
 - v. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Spencer Elementary School, effective July 1, 2025
 - vi. Create (1) Aide / ECCAT Multi-Classified with Bus Operator, Spencer Elementary School, effective July 1, 2025
 - vii. Create (1) Teacher / English & Social Studies, Geary Elementary / Middle School, effective July 1, 2025
 - viii. Create (1) Teacher / English & Social Studies, Walton Elementary / Middle School, effective July 1, 2025
 - ix. Create (1) Teacher / Math & Science, Geary Elementary / Middle School, effective July 1, 2025
 - x. Create (1) Teacher / Math & Science, Walton Elementary / Middle School, effective July 1, 2025
 - xi. Create (1) Teacher / Art, Geary Elementary / Middle School [51%] / Walton Elementary / Middle School [49%], effective July 1, 2025

Consent Agenda - (Action)

Motion by _____ and seconded by _____ to approve the following consent agenda, as recommended by Richard Duncan, Superintendent.

1. Approval of minutes of the regular board meeting on March 13, 2025
2. Financial

- a. Financial Reports
 - b. Transfers/supplements to the budget
 - c. Payments of bills as submitted; pre-approval to release checks not to exceed \$20,000 prior to the next board meeting
3. Policies
 4. Contract(s) / Bid(s) / Agreement(s)
 5. Field Trips
 6. Volunteers
 7. Student Transfers

Personnel Consent Agenda - (Action)

Motion by _____ and seconded by _____ to approve the following personnel items as recommended by Richard Duncan, Superintendent.

1. Abolish Position(s)
 - a. Aide V / Special Education Assistant Teacher (SES), effective June 30, 2025
 - b. Aide V / Special Education Assistant Teacher (SES), effective June 30, 2025
 - c. Teacher / 1st Grade (GEMS), effective June 30, 2025
 - d. Teacher / Math (GEMS), effective June 30, 2025
 - e. Teacher / Science (GEMS), effective June 30, 2025
 - f. Teacher / English (GEMS), effective June 30, 2025
 - g. Teacher / Career Literacy (GEMS), effective June 30, 2025
 - h. Teacher / Social Studies (GEMS), effective June 30, 2025
 - i. Teacher / Art (GEMS), effective June 30, 2025
 - j. Half Day Teacher / Special Education (GEMS), effective June 30, 2025
 - k. Teacher / Title I (GEMS), effective June 30, 2025
 - l. Teacher / 4th Grade (WEMS), effective June 30, 2025
 - m. Teacher / Math (WEMS), effective June 30, 2025
 - n. Teacher / Science (WEMS), effective June 30, 2025
 - o. Teacher / Language Arts (WEMS), effective June 30, 2025
 - p. Teacher / Language Arts (WEMS), effective June 30, 2025
 - q. Teacher / Social Studies (WEMS), effective June 30, 2025
 - r. Teacher / Art (WEMS), effective June 30, 2025
 - s. Teacher / Special Education (WEMS), effective June 30, 2025
 - t. Aide V / Special Education Assistant Teacher (WEMS), effective June 30, 2025
 - u. Teacher / Title I (WEMS), effective June 30, 2025
 - v. Teacher / 1st Grade (SES), effective June 30, 2025
 - w. School Social Worker (Stu Srv), effective June 30, 2025
 - x. Teacher / Special Education (SES), effective June 30, 2025
 - y. Therapist (Stu Srv), effective June 30, 2025
 - z. Cook III (GEMS (50%), WEMS (50%)), effective June 30, 2025
 - aa. Teacher / Special Education (Behavioral Disorders) (Stu Srv), effective June 30,

2025

- ab. Aide V / Special Education Assistant Teacher (Stu Srv), effective June 30, 2025
- ac. Supervisory Aide / Paraprofessional (Stu Srv), effective June 30, 2025
- ad. Technology & Library Media Specialist (RCHS), effective June 30, 2025
- ae. Teacher / Option Pathway & Homebound (RCHS), effective June 30, 2025
- af. Teacher / Math (RCHS), effective June 30, 2025
- ag. Bus Operator (Bus #22) (Ops), effective June 30, 2025
- ah. Bus Operator (Bus #58) (Ops), effective June 30, 2025
- ai. Bus Operator (Bus #56) (Ops), effective June 30, 2025
- aj. Bus Operator (Bus #15) (Ops), effective June 30, 2025
- ak. Bus Operator (Bus #47) (Ops), effective June 30, 2025
- al. Teacher / 2nd Grade (SES), effective June 30, 2025
- am. Teacher / 3rd Grade (SES), effective June 30, 2025
- an. Coordinator of School Improvement (SES (50%)), effective June 30, 2025
- ao. Teacher / Special Education (SES), effective June 30, 2025
- ap. Teacher / Science (RCHS), effective June 30, 2025

2. Create New Position(s)

- a. Teacher / 2nd & 3rd Grade (SES), 200 days, effective July 1, 2025
- b. Teacher / Math & Science (RCHS), 200 days, effective July 1, 2025
- c. Aide / ECCAT (multi-classified with Bus Operator) (SES), 200 days, effective July 1, 2025
- d. Aide / ECCAT (multi-classified with Bus Operator) (SES), 200 days, effective July 1, 2025
- e. Aide / ECCAT (multi-classified with Bus Operator) (WEMS), 200 days, effective July 1, 2025
- f. Aide / ECCAT (multi-classified with Bus Operator) (GEMS), 200 days, effective July 1, 2025
- g. Teacher / Art (GEMS (51%), WEMS (49%)), 200 days, effective July 1, 2025
- h. Teacher / Math & Science (WEMS), 200 days, effective July 1, 2025
- i. Teacher / Math & Science (GEMS), 200 days, effective July 1, 2025
- j. Teacher / English & Social Studies (WEMS), 200 days, effective July 1, 2025
- k. Teacher / English & Social Studies (GEMS), 200 days, effective July 1, 2025

3. Reconfigure position(s)

- a. Accountant II / Secretary II (WEMS) to Accountant II / Secretary II (WEMS), effective July 1, 2025
- b. Accountant II / Secretary II (GEMS) to Accountant II / Secretary II (GEMS), effective July 1, 2025
- c. Accountant II / Secretary II (SMS) to Accountant II / Secretary II (SMS), effective July 1, 2025

- d. Custodian III (RCHS (80%), SMS (20%)) to Custodian III (RCHS (80%), SMS (20%)), effective July 1, 2025
- e. Custodian III (RCHS (80%), SMS (20%)) to Custodian III (RCHS (80%), SMS (20%)), effective July 1, 2025
- f. Custodian III (SMS (80%), RCHS (20%)) to Custodian III (SMS (80%), RCHS (20%)), effective July 1, 2025
- g. Custodian III (SMS (80%), RCHS (20%)) to Custodian III (SMS (80%), RCHS (20%)), effective July 1, 2025
- h. Custodian III (SES) to Custodian III (SES), effective July 1, 2025
- i. Custodian III (SES) to Custodian III (SES), effective July 1, 2025
- j. Custodian III (WEMS) to Custodian III (WEMS), effective July 1, 2025
- k. Custodian III (WEMS) to Custodian III (WEMS), effective July 1, 2025
- l. Custodian III (GEMS) to Custodian III (GEMS), effective July 1, 2025
- m. Custodian III (GEMS) to Custodian III (GEMS), effective July 1, 2025

Reports of Committees

1. Roane Jackson Technical Center Administrative Council (3/18/2025)

Superintendent's Remarks

Adjournment

1. Adjourn until the next regular meeting on Thursday, April 10, 2025, at 6:00 pm at Roane County High School.