



Johnson City Board of Education Special Meeting

March 13, 2025

The Johnson City Board of Education met in regular session on March 13, 2025, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:00 PM.

Dr. Ginger Carter: Present

Mr. Tom Hager: Present

Mrs. Kathy Hall: Present

Mr. Jonathan Kinnick: Present

Mrs. Celia Martin: Present

Mr. Rick Smith: Present

Mrs. Paula Treece: Present

Present: 7.

1. CALL TO ORDER AND PURPOSE OF MEETING

A. The purpose of the meeting is to approve a draft of the updated Superintendent Contract and consider hiring one of the three candidates.

Motion made to offer the job Dr. Erin Slater. With a motion by Mr. Tom Hager and a second by Mrs. Kathy Hall, the motion passed.

Dr. Ginger Carter: NO

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 6, NO: 1

Motion made to call a question. With a motion by Mr. Tom Hager, the motion passed.

Dr. Ginger Carter: NO

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES
Mr. Rick Smith: YES
Mrs. Paula Treece: YES

YES: 6, NO: 1

On a roll call vote to approve the draft of the blank contract as recommended by the Superintendent's Compensation Committee. With a motion by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Celia Martin: YES
Mr. Rick Smith: YES
Mrs. Paula Treece: YES

YES: 7, NO: 0

Motion made to have legal representation and / or HR representation to assist Mr. Kinnick in regards to negotiations of the contract. After discussion, Mr. Smith noted the current form of the contract is blank. Representation will only be needed if the negotiations are in regards to the wording of the contract without numbers. Dr. Carter then withdrew her motion. With a motion by Dr. Ginger Carter and a second by Mr. Tom Hager, the motion withdrawn.

Dr. Carter made a motion that any negotiations would also have legal counsel and or HR representation with Mr. Kinnick for the final contract and numbers. With a motion by Dr. Ginger Carter and a second by Mr. Tom Hager, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Celia Martin: YES
Mr. Rick Smith: YES
Mrs. Paula Treece: YES

YES: 7, NO: 0

Mr. Kinnick then made a motion for the discussion to be postponed until after the numbers have been finalized. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Celia Martin, the motion withdrawn.

Motion made a motion that the salary matches Dr. Barnett's contract including benefits: (\$188,700, \$12,000 differed compensation and \$12,000 for car allowance.) Amend, the motion to discuss moving expenses in a separate discussion. With a motion by Mrs. Celia Martin and a second by Mrs. Kathy Hall, the motion withdrawn.

Motion made a motion that the salary matches Dr. Barnett's contract including benefits: (\$188,700, \$12,000 differed compensation and \$12,000 for car allowance.) Amend, the motion to discuss moving expenses in a separate discussion. With a motion by Mrs. Paula Treece and a second by Dr. Ginger Carter, the motion withdrawn.

Restate the motion regarding the salary: \$187,000 as a starting salary with \$12,000 differed compensation and \$12,000 for car allowance. With a motion by Mrs. Celia Martin and a second by Mrs. Kathy Hall, the motion withdrawn.
Motion for salary: \$185,000, \$6,000 differed compensation and \$9,000 car allowance.
Total: \$200,000. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Celia Martin: YES
Mr. Rick Smith: YES
Mrs. Paula Treece: YES

YES: 7, NO: 0

Motion in regards to moving expenses not to exceed \$10,000 with receipts. With a motion by Mrs. Paula Treece and a second by Mrs. Celia Martin, the motion withdrawn.
Motion to remove moving expenses from the current contract. With a motion by Mrs. Paula Treece and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Celia Martin: YES
Mr. Rick Smith: YES
Mrs. Paula Treece: YES

YES: 7, NO: 0

Mr. Jonathan Kinnick opened the meeting with a moment of silence.

The top three candidates that were selected & interviewed:

- Dr. Josh Carter - Principal of Science Hill High School in Johnson City
 - Dr. Corey Gardenhour - Principal of Ross N. Robinson Middle School in Kingsport
 - Dr. Erin Slater - Superintendent of Fort Madison Community School District in Iowa
- The selection process began with each board member choosing their top two candidates and writing their names alphabetically on a sheet of paper. The papers were then collected and read aloud.

The two candidates selected by each board member were as follows:

- Celia Martin: Gardenhour and Slater
 - Dr. Ginger Carter: Carter and Gardenhour
 - Kathy Hall: Carter and Slater
 - Tom Hager: Carter and Slater
 - Rick Smith: Gardenhour and Slater
 - Paula Treece: Carter and Gardenhour
 - Jonathan Kinnick: Carter and Slater
- Mr. Hager asked Dr. Ginger Carter and Mrs. Paula Treece to change their vote. Mrs. Treece changed her vote.

Mr. Kinnick and Mrs. Treece discussed the draft of the contract. Mr. Smith also discussed the wording.

Dr. Carter made a motion, then seconded by Mr. Hager, after a discussion regarding negotiations and legal representation, Dr. Carter withdrew her motion.

Mr. Kinnick then made a motion for the discussion to be postponed until after the numbers have been finalized, then econded by Mrs. Martin. Mr. Kinnick withdrew his motion.

Mrs. Paula Treece reviewed and discussed the area compensations for Superintendents.

2. ADJOURNMENT

7:07 PM

Chairman

Board Secretary