

GREENEVILLE CITY BOARD OF EDUCATION

AGENDA

Date of Meeting: April 1, 2026

Time: 5:30 PM

Location: Professional Development Center at the Kathryn W. Leonard
Administrative Office

- I. **Call to Order**
- II. **Pledge to the Flag**
- III. **Recognition of Visitors**
- IV. **Public Comment Period** (20 Minutes)

- V. **Approval of Agenda** (5 Minutes)

- VI. **Action Items**
 - A. Consideration of Approving Contract for Director of Schools (10 minutes)

- VII. **Adjournment**

EMPLOYMENT CONTRACT

This agreement is made by and between the Greeneville City Board of Education, an agency of the Town of Greeneville, Tennessee, (hereinafter referred to as the Board), and Dr. Matthew Drinnon, (hereinafter referred to as Drinnon), on this the 1st day of April 2026.

WHEREAS the Board and Drinnon desire to document the terms and conditions of Drinnon's employment; and

WHEREAS the Board and Drinnon desire to be bound by the terms and conditions hereinafter set forth.

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein and other good and valuable consideration, it is agreed as follows:

1. **EMPLOYMENT.** The Board hereby employs, engages, and hires Drinnon, and Drinnon hereby accepts and agrees to such hiring, engagement, and employment, subject to the general supervision and pursuant to the orders, advice, and direction of the Board. Drinnon shall perform such duties as are customarily performed by the Director of a municipal school system and shall also render such other related services and duties as may be assigned to him from time to time by the Board.
2. **BEST EFFORT.** Drinnon agrees that he will at all times faithfully, industriously, and to the best of his ability, experience, and talent perform all duties that may be required of and from him pursuant to the express and implicit terms hereof to the reasonable satisfaction of the Board. Such duties shall be rendered at such places as the Board shall in good faith require or as the interest, needs, business, or opportunity of the Greeneville City School System shall require.

Drinnon may undertake speaking engagements, writing, lecturing, or other activities that do not interfere with the discharge of his duties and responsibilities hereunder. Determination of the Board as to whether such other work interferes with the discharge of Drinnon's duties and responsibilities hereunder shall be conclusive.

Drinnon further agrees to conduct himself in an ethical and professional manner at all times in the execution of his duties and shall be responsible for establishing a culture of ethical and professional conduct within the Greeneville City Schools.

In the event that Drinnon should be arrested or charged with any crime, or subpoenaed by any court or grand jury, Drinnon shall immediately notify the Board, through the Board Chair.

3. **COMPENSATION.** The Board shall pay Drinnon, and Drinnon shall accept from the Board in full payment for Drinnon's services hereunder compensation at an annual base salary rate of One Hundred Forty-Seven Thousand and Five Hundred Dollars and (\$147,500.00) payable in twelve (12) equal monthly installments, in accordance with Board policy.

Drinnon will also be provided the same percentage salary increase as other system employees receive each year. All amounts to be paid as salary shall be reflected in the annual budget document of the Board. In no event during the term of this agreement shall Drinnon's salary or any additions or supplements thereto be reduced. Other than the salary changes noted above, no other adjustment in salary is to be made during the term of the agreement, and all of the other provisions of this agreement, including its termination date, shall remain as stated herein.

In addition to the salary stated herein, Drinnon shall receive the stipend paid by the State of Tennessee to directors who complete annual training offered by the State or by other authorized agencies.

The Board shall provide Drinnon's life insurance coverage as provided by the system's insurance, which is currently \$165,000 per year for the Director.

4. **VACATION.** In addition to existing holidays for Central Office employees, Drinnon will receive fifteen (15) days paid vacation annually effective with the date of this contract and continuing thereafter for the life of said contract, for as long as he is employed. Drinnon can take up to ten (10) unused vacation days in the form of pay in lieu of vacation time if desired. He may carry over up to ten (10) unused vacation days each year. Any unused vacation days after this time will be rolled into sick leave.
5. **SICK AND PERSONAL LEAVE.** During employment, Drinnon shall be entitled to receive twelve (12) days of sick leave and three (3) days of personal leave annually. Sick leave days shall be cumulative and unused sick leave days accrued at the termination of the Contract shall be transferred to the Tennessee Consolidated Retirement System for retirement credit in accordance with law and the policies of the Tennessee Consolidated Retirement System.
6. **HEALTH INSURANCE.** The Board shall provide for Drinnon's individual health insurance for which he is eligible, as available to, and in the same terms as regular employees of the Greeneville City Schools. Dependent health insurance is available at an additional cost as well.
7. **AUTOMOBILE.** The Board shall provide for Drinnon's transportation required in the performance of his official duties by paying him a monthly car allowance, which is

presently in the amount of Nine Hundred Fifty Dollars (\$950.00) per month for transportation expenses. This amount shall be paid to Drinnon on the currently established payroll schedule and shall be reported as salary for Tennessee Consolidated Retirement System purposes. Due to the monthly "in lieu of vehicle" payment, Drinnon will receive reimbursement for business travel outside Greene County in excess of sixty-five (65) miles at the standard State of Tennessee employee mileage rate.

8. **BUSINESS EXPENSES.** Drinnon shall monthly submit to the Chief Financial Officer a statement for all business expenses incurred by him, whether the same be on his Account, the Board's account, or out-of-pocket. The Board shall reimburse Drinnon for all expenses incurred by him on his own account or out of his own pocket which the Chair of the Board finds in writing to be appropriate.

9. **RETIREMENT.** Upon retirement from the Greeneville City Schools, the Board will provide the following:
 - a. The Board will pay Drinnon twenty percent (20%) of his last employment year's total compensation each year for three years. Payment shall begin in July following retirement. The payment shall be paid annually or biannually at Drinnon's direction.

 - b. The Board shall agree to provide Drinnon with individual health insurance coverage following retirement or until Drinnon reaches Medicare age (65) via the State of Tennessee Health Insurance Plan or any health insurance provided with which the Greeneville City Schools is under contract at the time of Drinnon's retirement.

10. **OTHER BENEFITS.** The Board shall pay all of Drinnon's dues in any professional society, association, or civic club of which Drinnon is a member, including, but not limited to, AASA, AIMS, and TOSS. The Board shall further reimburse Drinnon for expenses in attending related functions. The Board or Board Chair must approve membership except for those organizations listed in this paragraph.

11. **MOVING EXPENSES.** The Board agrees to provide up to \$5000 in moving expenses to allow Drinnon to move to Greeneville City. Drinnon shall reside in Greeneville City limits. The move must occur within 180 days from the start date of his employment for any reimbursement to occur. Expenses will be paid from actual receipts for: Cost of rental truck or moving company, boxes purchased related to packing, cost of packing if incurred, mileage for up to two vehicles for a one way trip, round trip mileage for one vehicle for up to three trips to allow for looking for a residence, and one meal for two people for three

separate trips at standard reimbursement rates.

12. **PROFESSIONAL LIABILITY.** The Board agrees that it shall defend, hold harmless and indemnify Drinnon from any and all demands, claims, suits, actions, and legal proceedings brought against Drinnon in his official capacity as agent and employee of the Board, provided the incident arose while Drinnon was acting within the scope of his employment.

Matters relating to this employment contract, criminal litigation, and indemnification for matters outside the Board's authority to indemnify under state law are excluded from this indemnity. In no case will individual Board members be considered personally liable for indemnifying Drinnon against demands, claims, suits, actions, and legal proceedings.

13. **EVALUATION.** Annually, but no later than the 30th day of June each calendar year during the term of this agreement, the Board shall review with Drinnon his performance as Director of the Greeneville City School System, his progress toward goals established by the Board for himself, the working relationship of Drinnon with the Board and staff, and any other matters relative to the employment of Drinnon. Any other matters relative to the employment of Drinnon shall be in compliance with TN Code Annotated 49-2-203.

14. **PROFESSIONAL CERTIFICATION.** Drinnon shall maintain and furnish to the Board evidence of his maintaining, throughout the life of this agreement, a valid and appropriate certificate to act as Director of the Greeneville City School System in accordance with the laws of the State of Tennessee.

15. **PROFESSIONAL GROWTH.** Drinnon shall attend the professional meetings deemed appropriate and/or required by the State. The actual and necessary expenses of said attendance shall be paid by the Board in accordance with Board policy.

16. **FORFEITURE OF TENURE RIGHTS.** Drinnon hereby forfeits any rights to tenure in the Greeneville City School System and agrees that upon the termination of his duties as Director of Schools, his employment in the Greeneville City School System will terminate.

17. **TERM.** This agreement shall commence on May 1, 2026, and continue through June 29, 2026, during which time his title will be Consultant until Mr. Starnes' official retirement date of June 29, 2026. During Drinnon's Consultant time, he will be paid his Superintendent salary. Following this period, a new term will begin on June 30, 2026, and

continue through June 30, 2030. This agreement may be terminated by mutual agreement, Drinnon's retirement, disability, or death, or termination by either party for substantial and reasonable cause in accordance with the laws of the State of Tennessee.

- a. Unilateral termination by the Board. The Board may, at its option, unilaterally terminate this agreement. In the event of such termination, the Board shall pay to Drinnon, as severance pay, the full salary and benefit package enumerated within this contract from the actual date of termination established by the Board for the stated duration of this contract. Upon agreement of the Board and Drinnon, all Board paid benefits (salary, fringe benefits, retirement, etc.) enumerated within this contract shall continue to be paid on a monthly basis as if Drinnon were still employed by the Board.
- b. Unilateral termination by Drinnon (Resignation). Drinnon may, by giving a ninety-day (90) day notice to the Board, unilaterally terminate this agreement. In the event of such termination, Drinnon shall have no right or entitlement to any severance pay and shall be entitled only to the salary and benefits unpaid as of the effective date of resignation. If the ninety (90) day notice is not given during the contract period, then, other than for health-related issues or retirement, Drinnon agrees to forfeit the twenty percent (20%) retirement incentive.
- c. For Cause. This contract may be terminated by the Board for cause upon proof of improper or unprofessional conduct or misconduct, any act of moral turpitude, dishonesty, fraud, inefficiency, incompetence, insubordination, or neglect of duty as defined in Title 49, Chapter 5 of the Tennessee Code Annotated as enacted or hereafter amended, material breach of this contract, failure to follow Board policies or directives, violation of local, state, or federal law, or for any reason established by state law. If the Board terminates this contract for cause, Drinnon shall be entitled to no further benefits or compensation and shall forfeit any accumulated vacation and/or sick leave.

18. **LIQUIDATED DAMAGES FOR EARLY TERMINATION OF CONTRACT.**

Drinnon recognizes that his promise to work for Greeneville City Schools for the entire term of this Forty-Eight (48) Month Contract is of the essence to this Contract and to Greeneville City Schools. Drinnon also recognizes Greeneville City Schools is making a highly valuable investment in his continued employment by entering into this Contract and its investment would be lost were he to resign or otherwise terminate other than for health-related issues or retirement, his employment as

Director with Greenville City Schools prior to the expiration of this Contract. Drinnon further agrees that the damages which would result in the event Drinnon prematurely terminates this contract are difficult to quantify.

Accordingly, Drinnon agrees that in the event he resigns or otherwise voluntarily terminates his employment as Director prior to the expiration of this Contract, other than for health-related issues or retirement, Drinnon will pay to the Greenville City Schools as liquidated damages an amount equal to:

\$30,000 if terminated within months one through forty eight (1-48) of the contract.

19. **BINDING EFFECT.** The terms of this agreement shall prevail over any inconsistent policy of the Board and supersedes the terms of any oral agreement or understandings which may have been reached by the parties prior to the date hereof.

The parties specifically agree that this agreement encompasses all the terms of their agreement and there are no agreements, or inducements to this agreement not expressly provided herein.

No waiver or modification of this agreement shall be valid unless in writing and duly executed by the parties hereto.

20. The Board and Drinnon agree that in the event that any part or clause of this contract is made illegal under federal or state law or is held to be illegal by any Court having competent jurisdiction thereof, the remainder of the contract shall not be affected by such ruling, finding, enactment or holding, and the remainder of the contract shall continue in full force and effect with such invalid part or clause elided therefrom.

IN WITNESS WHEREOF, the parties hereto have executed (caused the execution of) this Agreement on this 1st day of April 2026.

GREENEVILLE CITY BOARD OF EDUCATION

Mr. Josh Quillen, Chairperson

Dr. Matthew Drinnon

This contract was approved by a vote of the school district board at a public meeting duly held on April 1, 2026, and has been made a part of the minutes of that meeting.

Mr. Josh Quillen, Chairperson