

Board of Education Meeting
May 23, 2024 6:00 PM
Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
-Audrey
-Emery Richards-HES
Richard-HES
3. Welcome to Visitors
4. Special Recognition
5. Roll Call
6. Declaration of Conflict
7. *Approval of 4-25-24 Minutes
8. *Approval of Agenda
9. Acknowledgement of Elected Officials
10. Community Comments
11. School Board Reports
- 11.A. TLN Report
12. Board Member(s) Report from Training(s)
13. Legal Report
14. Genesis Road Property/David Hill
15. Director's Report
- 15.A. *Personnel Recommendations
- 15.B. *Strategic Compensation/Differentiated Pay Plan
- 15.C. *Request to Accept Project RAISE Grant
- 15.D. *Approval for No Kid Hungry Grant
- 15.E. *CPR Agreement with American Red Cross
- 15.F. *MOU between CCSS and ETCH for Telehealth Services
- 15.G. Renewal of SPED Contracted Service Agreements
- 15.H. 142 Budget Summary
- 15.I. 143 Budget Summary
- 15.J. School Update
- 15.K. Annual Planning Calendar
- 15.L. FYI
- 15.L.1. Attendance Report
- 15.L.2. Personnel Report
- 15.L.3. Substitute List
- 15.L.4. School News Articles
- 15.L.5. School Calendar of Events
16. *Approval of Board Recorder
17. School Board Committees
- 17.A. Policy Committee
- 17.A.1. *Approval of First Reading of Policies
- 17.A.2. *Approval of Second Reading of Policies
- 17.B. Arts, Athletics and Activities Committee
- 17.C. Budget Committee Meeting
- 17.D. Building and Grounds & Safety Committee
18. Chief Financial Officer's Report
- 18.A. Monthly Financial Report
- 18.B. Monthly Sales Tax Report
- 18.C. *141 Budget Amendments
- 18.D. *142 Budget Amendments

- 18.E. *143 Budget Amendments
- 19. *Consent Agenda
- 19.A. *Approval of Overnight and Out of State Field Trips
- 19.B. *Approval of Contracts
- 19.C. *Approval of Grants
- 19.D. *School Wide Fundraisers
- 19.E. *Approval of Disposal of Surplus Property
- 19.F. *Executive Approval
- 20. Old Business
- 21. Questions from Media
- 22. Adjournment

(*) Indicates Board Approval Required

School	Student Name	Grade Level	CTSO Name	National or State	Event	Awards/Place
CCHS	Azzani, Nicolo	10th	FBLA	State	Introduction to Financial Math	7th
CCHS	Daenell, Caiden	11th	FBLA	State	Computer Problem Solving	11th
CCHS	Florea, Hilary	10th	FBLA	State	Journalism	14th
CCHS	Flores, Ximena	12th	FBLA	State	Business Communication	26th
CCHS	Hyder, Emma	10th	FBLA	State	Sales Presentation	14th
CCHS	Kilburn, Erich & Joaquin Ocampo	10th	FBLA	State	Website Design	6th
CCHS	Martinez, Jesus	10th	FBLA	State	Cyber Security	15th
CCHS	Matias, Domingo	10th	FBLA	State	Introduction to Business Communication	14th
CCHS	Mccartt, Kelly	12th	FBLA	State	Job Interview	3rd
CCHS	Morrison, Alyssa	9th	FBLA	State	Advertising	13th
CCHS	Turner, Carley	10th	FBLA	State	Future Business Leader	3rd
CCHS	Carley Turner & Kelly Mccartt	10th & 12th	FBLA	State	Community Service Project	3rd
CCHS	Abigail Grace Lowe	10	FCCLA	State/On to Ntl.	Star Event - Promote and Publicize	1st - Gold
CCHS	Owen Brown	11	FCCLA	State/On to Ntl.	Star Event - Promote and Publicize	1st - Gold
CCHS	Rachel Rowland	11	FCCLA	State/On to Ntl.	Star Event - Focus on Children	4th - Gold
CCHS	Whitley Atkinson	10	FCCLA	State/On to Ntl.	Star Event - Teach or Train	2nd - Silver
CCHS	Emily Merritt	10	FCCLA	State	Star Event - Job Interview	2nd - Bronze
CCHS	Hannah Poore	10	FCCLA	State/On to Ntl.	Star Event - Interior Design	1st - Gold
CCHS	Jillian Brown	10	FCCLA	State	Star Event - Career Investigation	4th - Bronze
CCHS	Evan Payne	11	SkillsUSA	State	SkillsUSA	Gold
CCHS	Kelly McCartt	12	SkillsUSA	State	Commercial Small Unmanned Aircraft	2nd
CCHS	Bishop Higgins	11	SkillsUSA	State	Commercial Small Unmanned Aircraft	2nd
CCHS	Jacob Atkinson	12	FFA	National	Agriscience Fair	3rd in nation, 1st in State
CCHS	Isabella Cross	12	FFA	National	Agriscience Fair	3rd in the nation 1st in state
CCHS	Ayden Mahaney	11	FFA	National	Agriscience Fair	Bronze 1st in state
CCHS	Alissa Parsons	10	FFA	State	Agriscience Fair	1st in the state
CCHS	Laney Vanlandingham	10	FFA	State	Agriscience Fair	1st in the state
CCHS	TJ Hargis	11	FFA	State	Agriscience Fair	6th in the state
CCHS	Kayleigh Bolin	11	FFA	National	Land Evalutation	49th in the Nation 3rd in the state
CCHS	LeBron Harris	12	FFA	National	Land Evalutation	49th in the Nation 3rd in the state
CCHS	Zoe Gunter	11	FFA	National	Land Evalutation	49th in the Nation 3rd in the state
CCHS	Ayden Mahaney	11	FFA	National	Land Evalutation	49th in the Nation 3rd in the state
CCHS	Corben Pryor	11	FFA	State	Quiz Bowl	16th in the state
CCHS	LeBron Harris	12	FFA	State	Quiz Bowl	16th in the state
CCHS	Maggie Lewis	10	FFA	State	Quiz Bowl	16th in the state
CCHS	Kayleigh Bolin	11	FFA	State	Quiz Bowl	16th in the state
CCHS	Jacob Atkinson	12	FFA	State	Bull Pen	14th in the state
CCHS	Emma Grace Christopher	11	FFA	State	Bull Pen	14th in the state
CCHS	Laney Vanlandingham	10	FFA	State	Horse Judging	23rd in the state
CCHS	Kayleigh Bolin	11	FFA	State	Horse Judging	23rd in the state
CCHS	Allison Brewer	12	FFA	State	Horse Judging	23rd in the state
CCHS	Corben Pryor	11	FFA	State	Horse Judging	23rd in the state
CCHS	Brylyn Bruce	9	FFA	State	Poultry Judging	23rd in the state
CCHS	Leslie Garrett	12	FFA	State	Poultry Judging	23rd in the state
CCHS	Jocelyn Crabtree	9	FFA	State	Poultry Judging	23rd in the state
CCHS	Alana Aytes	9	FFA	State	Poultry Judging	23rd in the state
CCHS	Seth Troglin	10	FFA	State	Meats Judging	38th in the state
CCHS	Kayleigh Bolin	11	FFA	State	Meats Judging	38th in the state

School	Student Name	Grade Level	CTSO Name	National or State	Event	Awards/Place
CCHS	Layla Hubbard	11	FFA	State	Meats Judging	38th in the state
CCHS	Allison Brewer	12	FFA	State	Meats Judging	38th in the state
CCHS	Lexi Christian	12	FFA	State	State officer Candidate	Representative
CCHS	Sophie Kirby	9	HOSA	State	National Geographic Testing- Leadership	Recognition
CCHS	Alyssa Morrison	9	HOSA	State	National Geographic Testing- OSHA	Recognition
CCHS	Alyssa Morrison	9	HOSA	State	Cerebellum Newsletter	Recognition
CCHS	Lily Plemmons	9	HOSA	State	National Geographic Testing- OSHA	Recognition
Martin Elementary	Taygan Rutherford	8	FCCLA	State	Career Investigation	1st place Silver
Martin Elementary	Peyson Cydrus	6	FCCLA	State	Focus on Children	1st place Gold
Martin Elementary	Nevaeh Brown	6	FCCLA	State	Focus on Children	1st place Gold
Martin Elementary	Jazlyn Cline	6	FCCLA	State	Sports Nutrition	1st place Bronze
Martin Elementary	Adalyn Downing	6	FCCLA	State	Sports Nutrition	1st place Bronze
Martin Elementary	Rilyne Turner	6	FCCLA	State	Teach & Train	1st place Gold
North Cumberland	LeiElla Draper	6th	FFA	State	Agriscience Fair- Envirnment	1st (TEAM)
North Cumberland	Ellie McCoy	6th	FFA	State	Agriscience Fair- Envirnment	1st
North Cumberland	Ryder Hayes	6th	FFA	State	Agriscience Fair- Plant Science	1st
North Cumberland	Karlie Overly	8th	FFA	State	Agriscience Fair- Food Science	2nd (TEAM)
North Cumberland	Macy Randolph	8th	FFA	State	Agriscience Fair- Food Science	2nd
Stone Memorial High School	Jaylee Morse	12	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Dalton Platz	12	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Sydney Rally	11	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Bryson Reeves	10	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Andrew King	9	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Ben Lewis	12	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Bella Moore	11	SkillsUSA	State	Quiz Bowl	Bronze/3rd Place
Stone Memorial High School	Isabelle Smith		SkillsUSA	State	Photography	Bronze/3rd Place
Stone Memorial High School	Sam Ferrel		SkillsUSA	State	Television (Video) Production	Bronze/3rd Place
Stone Memorial High School	Shiloh Biber		SkillsUSA	State	Television (Video) Production	Bronze/3rd Place
Stone Memorial High School	Sara Macejewski		SkillsUSA	State	Sublimation	Silver/2nd Place
Stone Memorial High School	Emmanual Blaylock		SkillsUSA	State	Web Design	Bronze/3rd Place
Stone Memorial High School	Wyatt Gundler		SkillsUSA	State	Web Design	Bronze/3rd Place
Stone Memorial High School	Kalaisha Ralphs		SkillsUSA	State	Web Design	Silver/2nd Place
Stone Memorial High School	Damian Alberrigo		SkillsUSA	State	Web Design	Silver/2nd Place

School	Student Name	Grade Level	CTSO Name	National or State	Event	Awards/Place
Stone Memorial High School	Leilah Crawford	12	SkillsUSA	State	Job Interview	Silver/2nd Place
Stone Memorial High School	Morgan Neal	12	SkillsUSA	State	Mock Trial	Gold/1st Place
Stone Memorial High School	Madison Clark	11	SkillsUSA	State	Mock Trial	Gold/1st Place
Stone Memorial High School	Kortney Headrick	11	SkillsUSA	State	Mock Trial	Gold/1st Place
Stone Memorial High School	Cambree Dolinch	10	SkillsUSA	State	Promotional Bulletin Board	Gold/1st Place
Stone Memorial High School	Jackson Miller	12	SkillsUSA	State	Promotional Bulletin Board	Gold/1st Place
Stone Memorial High School	Michaela Smith	12	SkillsUSA	State	Promotional Bulletin Board	Gold/1st Place
Stone Memorial High School	Brody Lowe	11	FFA	State & National	Livestock Evaluation	1st in State/National Silver
Stone Memorial High School	Bella Moore	11	FFA	State & National	Livestock Evaluation	1st in State/National Silver
Stone Memorial High School	Brayden Webb	11	FFA	State & National	Livestock Evaluation	1st in State/National Silver
Stone Memorial High School	Lillie Iles	11	FFA	State & National	Livestock Evaluation	1st in State/National Silver
Stone Memorial High School	Lillies Iles	11	FFA	National	Speak Ag Video Contest	3rd in Nationals
Stone Memorial High School	Emily Griffis	11	FFA	State	Agriscience Fair	3rd in State
Stone Memorial High School	Bella Moore & Lillie Iles	11	FFA	State	Agriscience Fair	4th in State
Stone Memorial High School	Brody Lowe	11	FFA	State	Agriscience Fair	4th in State
Stone Memorial High School	Allie Stover	12	FFA	State	Agriscience Fair	3rd in State
Stone Memorial High School	Brody Lowe	11	FFA	State	Proficiency	2nd in State
Stone Memorial High School	Nicole Ranson	12	HOSA	State	Medical Law and Ethics Exam	4th in state, advancing to Nationals
Pleasant Hill Elementary	Maggie Qualls	7	FFA	State	Agriscience Fair	1st
Pleasant Hill Elementary	Rebecca Hensley	7	FFA	State	Agriscience Fair	1st
Pleasant Hill Elementary	Heidi Cowart	8	FFA	State	Quiz Bowl	5th
Pleasant Hill Elementary	Riley Cox	8	FFA	State	Quiz Bowl	5th
Pleasant Hill Elementary	Cylas Barrier	8	FFA	State	Quiz Bowl	5th
Pleasant Hill Elementary	Haylee Rector	7	FFA	State	Quiz Bowl	5th
Pleasant Hill Elementary	Kaydence Seney	8	FFA	State	Event Agriscience Fair Agriscience Fair Agriscience Fair	1st
Pleasant Hill Elementary	Jeorjia Wilkins	8	FFA	State	Event Agriscience Fair Agriscience Fair Agriscience Fair	1st
Pleasant Hill Elementary	Rylie Robbins	8	FFA	State	Event Agriscience Fair Agriscience Fair Agriscience Fair	1st



Cumberland County Schools would like to congratulate Dr. Lauren Mathews and Dr. Jerry Buttrum on receiving their Doctorates.

Thank you for being a part of the Cumberland County School System.

Board of Education
April 25, 2024 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a special session on Thursday, April 25, 2024, in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 6:00 pm. Boston welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

Teresa Boston: Present
Mr. Nick Davis: Present
Ms. Anita Hale: Present
Mrs. Rebecca Hamby: Present
Mr. Chris King: Present
Ms. Sheri Nichols: Present
Robert Safdie: Present
Ms. Shannon Stout: Present
Ms. Elizabeth Stull: Present

1. Call to Order- Ms. Teresa Boston(See above)
2. Moment of Silence/Pledge of Allegiance
Cub Scout Pack 374- Ms. Teresa Boston- Boston led the board members in a Moment of Silence. After a moment of silence, Cub Scout Pack 374 led the audience in the Pledge of Allegiance.
3. Welcome to Visitors - Ms. Teresa Boston - Boston advised, we would like to make sure that we welcome all of our visitors. We appreciate your interest in our education system and our school district, and we certainly appreciate you being here.
4. Special Recognition
[Student Board Representatives](#)
[-Owen Brown-CCHS](#)
[-Braden Whitehair-Phoenix](#)
[-Nicole Ranson-SMHS](#) - Ms. Teresa Boston Boston advised, we'd like to also welcome our student board representatives, which we have two out of three. We have Owen Brown, CCHS and Nicole Ranson, SMHS. Thank you for being here.
5. Kids First Award

(See Exhibit #1) Mrs. Kilby advised, the Cumberland County Fine Arts Educators would like to nominate Mr. Glen Belcher for the Kids First Award. Mr. Belcher has been an advocate for the Fine Arts in Cumberland County Schools for the past eight years. Mr. Belcher began giving his time in 2016 to the Pleasant Hill School for free to restart their band program. Mr. Belcher began STARTS (Support The ARTS) on August 16, 2016, after noticing the need for moral and financial support for the Fine Arts throughout the Cumberland County School District. STARTS is a 501c3 Non-Profit housed within the Cumberland County Community Band, which currently supports twenty-six Cumberland County School Arts Educators and their students. Mr. Belcher announced last month that he will be stepping down as the Executive Director of the STARTS Non-Profit Organization, concluding his forty-five-plus year career in the Fine Arts. The Cumberland County School District owes its current Fine Arts growth and successes to Mr. Glen Belcher's unwavering dedication. Over the past eight years, he has selflessly taken on the role of an unofficial Arts Coordinator for Cumberland County Schools, investing his time, talents, and personal funds to support the Cumberland County School District's Fine Arts students and its Fine Arts Educators. Furthermore, as the unofficial Arts Coordinator, Mr. Belcher has created personal relationships with each Fine Art Educator in the Cumberland County School District and with members of the Cumberland County Community. The Fine Arts Educators of Cumberland County School are forever grateful for Mr. Belcher's service.

Mrs. Hall advised, South Cumberland Elementary would like to recommend Hayden Shadden as a deserving candidate for the Kids First Award. Hayden was in my classroom during my first year as a fourth-grade teacher at South Cumberland Elementary. His engaging personality and sense of humor made him a student that I will never forget. I knew then that he would do great things. Hayden's roots in our county run deep. He is a lifelong resident who has demonstrated his dedication to service from a young age. During his time at South Cumberland Elementary, Hayden was not only an exceptional student, he was actively involved in various extracurricular activities and also served as our inaugural mascot, embodying school spirit and fostering a sense of unity among students. Following his education, Hayden decided to return to Crossville, where he established his law office. His contributions extend far beyond the legal realm. Hayden is an advocate for education, a value instilled in him by his family members who are educators themselves. He recognizes the vital role education plays in shaping the future of our community and actively supports our schools in numerous ways. One of Hayden's most notable endeavors has been his involvement in supporting teachers and students alike. Whether it's providing meals, organizing school supply drives, or offering his assistance whenever needed, Hayden consistently goes above and beyond to ensure the success and well-being of our educational community. His recent utilization of the historic Cumberland Mountain School as a venue for a school supply drive exemplifies his innovative approach to promoting community engagement and support for education. Hayden serves as an outstanding example of the type of individual our community needs a young leader dedicated to giving back and investing in the future of Cumberland County. His contributions to South Cumberland Elementary and the broader educational landscape have not gone unnoticed, and we are incredibly grateful for his ongoing support. His passion, generosity, and commitment to the betterment of our community make him an exceptional candidate deserving of this honor.

6. Roll Call (See Above)
7. Declaration of Conflict - Mr. Earl Patton- Declarations of Conflict - Per TCA 49-2-202 Board of Education Members who have relatives (per the statute: relative means: Spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household as you) employed by the system are asked to raise your hands to identify yourself. "Do you certify that the votes that you make tonight will be in the best interest of the school system, regardless of the effect that your vote may have upon the employment of your relative or relatives?" Boston and King certified by saying individually, I do."

8. *Approval of March 21, 2024 Minutes (See Exhibit #2) Boston advised, next on the agenda is the approval of the March 21, 2024 minutes. Stout replied, move to approve. King replied, second. Boston replied, so we have a first and we have a second. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve March 21, 2024 minutes.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 9, No: 0

MOTION: Motion Carried

9. *Approval of Agenda (See Exhibit #3) Boston advised, next is the approval of the agenda. I'll entertain a motion. Safdie replied, move to approve. Hamby replied, second. Boston replied, okay so I have a first and second. Any discussion? Stout replied, yes madam chair since the Legislative Session is officially closed, so excited. The item 18 is no longer applicable. So I move to remove. Boston asked, do we have a second? King replied, second. Boston continued, okay so we have a first and a second. We're going to do a roll call vote on that. A Roll Call Vote was taken. Boston replied, motion carried. Number 18 will be removed from the agenda. Safdie asked, may we have a discussion on that? Boston replied, yes. Safdie continued, if you'll pardon me for just a moment, I would like to explain why I voted no. Safdie continued, In 2022, Hillsdale College president, Larry Arnn, made the statement that teachers come from the "dumbest parts of the dumbest colleges." His comment was made to Governor Lee. Statement's such as the one by Arnn really degrade the quality of public education across our state. His conversations with Governor Lee included building charter schools across the state under his leadership.

Hillsdale College is a religious school and provides an avenue, in part, to a non-secular curriculum. This is not to belittle any religious school, but to call attention the direction Tennessee has been moving and is currently moving.

I would like to preface the rest of my remarks with the following: Thanks to the leadership of our state legislatures and Governors over the past few years public education and its funding has been moving forward. Thank you. I am not blind to the progress our public education system is making. However, I want to point out that the Constitution of the State of Tennessee, in Article XI, Section 12 states:

Section 12 The General Assembly shall provide for the maintenance, support and eligibility standards of a system of free public education.

Our Constitution does not provide a recipe for funding K-12 non-public private and religious schools. This has certainly been a constitutional thorn in the side of voucher loyalists. Our Legislature, Governor and lobbyists found a get-around to the apparent "constitutional caveat." Since public support is critical in making any legislative, members of the State Legislature and Governor have framed the issue of vouchers around the "right of parents to choose what school a child attends-freedom to choose."

To avoid any constitutional backlash, legislation has channeled the tax dollars to qualified families for a child's educational use. So, public money is not going to private and religious schools, but to the family of the child, who can then use the money for many different educational uses and as tuition to private

schools.

I have three problems with what is going on.

1) As soon as the Education Freedom Act failed, Governor Lee is going to pursue vouchers next year (<https://www.foxnews.com/media/school-choice-proponent-warns-tennessee-republicans-school-choice-bill-fails-lose-war>). Many elected state officials will also continue to pursuing the voucher program, brandishing the cry of Freedom of "choice for parents." After all this mantra is so appealing, Who does not want freedom of choice?

2) There are approximately 1,100,000 school age children in Tennessee, and 10% attend some type of non-public school. Although there are and would be current restrictions on who would qualify for this "voucher scholarship" and how many children can have access to vouchers, imagine the cost if 100,000 plus students applied for and received the \$7075.00 for tuition to private and religious schools? The amount is staggering, \$778,250,000 (i.e. over three quarters of a billion dollars). If you listen to the Governor's ideas, that would be the direction of our state and how we would be led.

The potential loss of public school money does not end there. If a student moves from a public school to a private school, the public school's funding will be negatively impacted because of decreased enrollment. If there are millions of dollars to spend, it must be spent on public education, our teachers, our students, our student safety, our curriculum and programs, and our building maintenance.

3) My final point is based on the concept of secular studies in education. Over 50% of the list of private schools are religious schools and offer a non-secular curriculum. The Tennessee Department of Education will not be able to touch the curriculum taught in any private school. At this point, the popularity of the voucher system appears to stem from the conservative values that we see in this state. Using tax dollars to fund qualified religious schools through student scholarships, saving plans and other forms of vouchers is a back-handed way of circumventing separation of church and state issues. The issue seems to have little value for conservatives in our state legislature.

Some members of the community have asked me, "Why did I not present this sooner?" And others have interpreted the silence as a flag of support. I did most present this sooner because my contact told me that the bill was a lost cause this year and would be dead in the water. I am presenting this to the board now to protect the future of Tennessee public education.

Motion to Move to remove item 18. from the agenda.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Hamby

Yes: 9, No: 0

MOTION: Motion Carried

10. Acknowledgement of Elected Officials Boston advised, I am not certain, because we're kind of crowded tonight. But do we have any elected officials in the audience? No one responded. Boston continued, I didn't think so.

11. Community Comments Boston advised, next on the agenda is community comments. The instructions are that you will address the chair. You have three minutes. We have 30 minutes set aside for all, and we've got about seven pages, so be as patient as you possibly can. We do not want to address any personnel. This will be a generic issue and so if we could just keep it that way, that would be appreciated. So I'm just going to go start down the list as they were handed to me. Robbie, you will? Safdie replied, I'll be the timer and about 15 seconds before three minutes, I'll go like this or go like this or like that. Just to give you an idea that your time is almost up. Boston continued, what you'll do is you'll walk to the podium, state your name, your address, and the topic on which you plan on addressing the board. If I'm not correct on some of these pronunciations, bear with me.

Name - Beyunca Rogers 361 Village Lane Apartment 102 Crossville, TN
Subject: Bullying of kids in school by students and staff.

Name - Robert Lawrence (Liaison Bikers Against Bullies) 186 Sherman Drive, Crossville, TN
Subject: Stats on bullying and suicide attempts are climbing.

Name - Jason Hill 3771 Blaylock Road Crossville, TN (Liaison Bikers Against Bullies)
Subject: Assault situation, board policy misleading and student handbook differences.

Name - Jessica Smith 174 Lee Circle Crossville, TN
Subject: Son assaulted at CCHS

Name - Memphis Smith 174 Lee Circle Crossville, TN
Subject: He was assaulted and amount of students trying to take their own lives due to bullying.

Name - Nicole Flexner 820 Highway 68 Crossville, TN
Subject: Vouchers and her experience in the public education.

Name - Autumn Feustel 140 Gray Fox Drive Crossville, TN
Subject: Bullying, misconduct and dismissing problems.

Name - Candy Newcome 300 Old Grassy Cove Crossville, TN
Subject: Homestead school in the budget and petition to add a fence around Homestead Elementary

Name - Craig Clark 2266 Hwy 68 Crossville, TN
Subject: Complimented Director of Schools and Budget Committee on the budget preparation and recommended a work session.

Name - Karen Frantzen 895 Parnell Road Crossville, TN
Subject: Complimented Director of Schools and Mrs. Bray's budget presentation.

Name - Elizabeth O'Brien 6200 Hillcrest Drive Crossville, TN
Subject: Bullying in school, safety plan, and son's experiences and suicidal attempts.

Name - Ed Camera 141 Channing Lane Crossville, TN
Subject: After-school care and transportation.

12. School Board Reports - Boston continued, next on the agenda is our School Board Reports. First is the TLN Report, Mrs. Shannon Stout.

12.A. TLN Report - Ms. Shannon Stout Stout replied, okay buckle up. I got a summary here. I'll try to go through it as quickly as possible. I'm going to start out with the Federal Law Title 9. The US Department of Education released its updated Title 9 Regulations, which cover investigations of discrimination and sexual harassment. As of right now, these regulations will go into effect on August 2024. So they'll be in effect for the upcoming school year. The updated regulations will impact non-discrimination notices, board policies and local administrative procedures. Currently, TSBA is reviewing updated requirements along with any potential impacts on state law and existing lawsuits on these topics. I'd recommend that everybody go out and take a look at the new Title 9. There's a summary online. If you just Google Title 9 summary, it'll come up. So you can see the changes that are in there. Moving on to our state. Last week, the General Assembly passed a 52.8 billion budget for the 24-25 fiscal year. Both the Senate and the house versions of the budget contained \$261 million in increased TSA funding, which included 125 million intended for the teacher pay raises. The budget also included \$144 million of additional funds for Education Freedom Scholarships. As I mentioned earlier, the General Assembly wrapped their 113th Legislative Session today. So, as you can imagine, I was doing a dance once they declared it closed. Happy about that. There's a couple things that I'm still watching for the report on, but I've broken this down by bills that are not proceeding. Bills, that I'm watching still for a final result and bills which have passed. I'm just going to mention the House Bill number, because if y'all want to go out and look them up you can do it by the House Bill. To save some time for us. So to start with Joint Bill HJR 41, which authorizes local education agencies to approve lotteries conducted by nonprofit school support organizations. Mention that one before. It's been taken off notice due to the 6th Constitutional Amendment limit per General Assembly being reached. So, hopefully next Legislative Session that'll come back around and maybe we can have lotteries for school funding purposes. HB 1605, which prohibits LEAs and public charter schools from displaying in public schools flags other than the official United States flag and the official Tennessee flag or appropriately approved for curriculum flags was passed by the House back in February, but it failed to pass the Senate this month. So that one died. HB 0784, it requires the Department of Education to establish a fund to reimburse educators an amount equal to the cost of an assessment required for licensure. If the educator receives a qualifying score on the required assessment and receives a license to teach in the state or an endorsement while currently employed by a local education agency or public charter school. That one was taken off notice. Hopefully, we'll see that again next session. So HB 1183, which is the infamous voucher bill or scholarship that we've had a lot of discussion about tonight. Monday morning, Governor Lee announced that he didn't believe that there was any legislation regarding the scholarship piece that would pass the General Assembly this year, and it closed today without anything moving forward. Both the bills stalled in the Finance Ways and Means Committee. There's still that \$144 million in additional funds that are earmarked and remains in the budget for next year. To Mr. Safdie's point Governor Lee and the Speaker of the House have both said that the voucher legislation will be filed again next year. So I would highly encourage everyone to be aware of the bills as they are going through. To read the bills, I know they're long. This year the House Bill was 37 pages, but they had a three-page summary that you could take a look at. Please be aware of those bills. Any benefits or detriment to public school education and be open to communicate with the legislators, because even though there's some things that we saw that would impact monetarily. There were also benefits, monetarily, that they had in the House Bill about \$2 million, a little more than \$2 million, would have been earmarked coming to Cumberland County in additional funds. So there's plus and minuses on both. So educate yourself and communicate with the legislators. A bill that was still in process and I believe I heard it passed while I was watching the session this afternoon, but I want to wait for it to post before I say for sure it's passed. HB 2326, which provides additional pathways for promotion of fourth grade students who are at risk of retention. So it was assigned to the Conference Committee today, because there was still two bills out there. The house and the senate for them to work out the

differences and like I said, I think I heard in the final session today that it passed, but I want to make sure it gets posted out there. I don't know if you heard. Stepp replied, I haven't got a notification yet. Stout continued, okay so I'll report on that next month, but that'll change things for us as well. The bills that have passed HB 2882, which require the beginning of the 24-25 school year. Each LEA and Public Charter School to provide students with age appropriate and grade appropriate instruction on firearm safety. It was passed by the House and the Senate and signed into law by Governor Lee on 4-23. So we'll have to add that to our curriculum. HB 2058 requires the board in collaboration with the Department of Education to identify math courses that may be substituted for Algebra 2 for purposes of satisfying the high school graduation requirements, and they're going to re-submit the report to the Education Committees by October 15th. Regarding those additional courses will satisfy was passed and signed by Governor Lee on 3-15. HB 1202 authorizes a faculty or staff member of a school to carry a concealed handgun on school grounds. Subject to certain conditions including obtaining an enhanced handgun carry permit and completing annual training. That passed the House and the Senate and is awaiting Governor Lee's signature. HB 2165 requires a request made by a student to an employee of the students' LEA or public charter school for an accommodation to affirm the student's gender identity to be reported to a school administrator and to the student's parents. Prohibits an employee of an LEA or Public Charter School from knowingly providing false or misleading information to a student's parents regarding the student's gender identity or intention to transition to a gender that differs from the student's sex at the time of birth. Passed by the House and Senate and awaiting the Governor's signature. HB 2285 authorizes the issuance of temporary teaching permits for courses for which an end of course examination is required. That was passed by the House and the Senate and is awaiting Governor Lee's signature. So there you go. Quick rundown. If anybody wants a copy of my notes, let me know I will shoot them to you.

13. Board Member(s) Report from Training(s) - Boston advised, next on the agenda. Does any board members have any reports from any training or knowledge that they may have received? Stout replied, in the last couple of months I attended the Board Superintendent Relations Course and the Deep Dive into Boardmanship Course.
14. Legal Report - Mr. Earl Patton - Boston advised, Mr. Patton. Patton replied, board members there has not been significant development in any of your pending litigation. We'll say that I haven't heard anything on the JUUL Litigation. Still expect to hear something soon on that. On the Social Media Litigation. I know that Dr. Farley and Mrs. Bray spent a significant amount of time last week or earlier this week on a plaintiff information sheet that was submitted. That's a good step towards the right direction on that, and hopefully we'll hear some more as time moves on there, but hopefully we'll have a little more to report to you next month.
15. Director's Report- Mr. William Stepp - Boston advised, next on the agenda is our Director's report.
 - 15.A. *Request to Accept Rotary International Grant (See Exhibit #4) Stepp replied, all right, first on the list is to accept a \$10,000 grant from Rotary International for the Teacher Supply Depot. Stout replied, move to approve. King replied, second. Boston asked, what is a Teacher Supply Depot? Stepp replied, something brand new for us here. So it's a place where a teacher can come and get free supplies for their class. So we're collecting it. It's just, Depot is just a name for it and this is our first step. We're also working on the Old Armory as a possible location for other things too, but the teachers would be able to come in. There are several counties, some counties, the larger counties, they have a school that's been closed down. They use that whole thing for teacher supplies and they come in with their cart. They know what they want, they get it all free and they walk out. Nichols' replied, that's awesome. Stepp continued, but we're at the very beginning stages of that. As you know there's several churches and other groups in Hayden tonight who collect supplies for kids and

teachers. So once we get everything rolling, we'd like to get a collective together and unite the community resources needed. Boston asked, any more discussion? No one responded. A Voice Vote was taken.

Motion to accept the Rotary International Grant as presented.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 9, No: 0

MOTION: Motion Carried

15.B. *North Cumberland Equipment Bid Packet (See Exhibit #5) Stepp advised, next is to accept this bid packet for equipment for North Elementary's walk-in freezer and cooler. Hale replied, move to approve. King replied, second. Boston replied, so we have a first and second to approve the bid packet for North Cumberland walk-in freezer and cooler. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the bid packet for North Cumberland walk-in freezer and cooler.

VOICE VOTE: (mover-yes) Hale

(seconder-yes) King

Yes: 9, No: 0

MOTION: Motion Carried

15.C. *South Cumberland Furniture Bid Packet (See Exhibit #6) Stepp continued, another bid for South Cumberland cafeteria furniture to accept. Boston asked, is Kathy Hamby here? Hamby replied, yes. Boston asked, there you are. Are you renovating South cafeteria? Is that what this is? Hamby replied, yes. They are next on our renovation list and I've worked closely with Dawn Hall and we've went back and forth and I've got the packet that we think will work really well for the school. Boston replied, I just want you to know how much we appreciate what you do. You do a fantastic job, but I'll entertain a motion to approve. Safdie replied, so moved. King replied, second. Boston replied, so we have a first and second to accept the bid packet on South Cumberland Cafe Furniture. Any discussion? No one responded. A Voice Vote was taken.

Motion to accept the bid packet on South Cumberland Cafe Furniture.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) King

Yes: 9, No: 0

MOTION: Motion Carried

15.D. *Approval to Apply for the No Kid Hungry Summer Meal Service Grant (See Exhibit #7) Stepp advised, next is a request or approval to apply for the No Hungry Kids Rural Non-Congregate Summer Meal Service Grant. This is also through Mrs. Hamby. Boston asked, how much is this grant? Hamby replied, we've asked for \$20,000 to help supplement wages for folks that work the summer program, since we're expecting it to grow. We've already signed up two additional sites already and we've just started planning the Summer Meal Program. Boston replied, I'll entertain a motion to approve. Stout replied, move to approve. Hale replied, second. Boston replied, so I have a first and a second to approve to apply for the grant for the Rural Summer Meal Service Grant. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve to apply for the grant for the Summer Meal Service Grant.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Hale

Yes: 9, No: 0

MOTION: Motion Carried

15.E. *Request for Funds (See Exhibit #8) Stepp advised, next is a request by CCHS Beta. They qualified to compete in the National Beta Club Convention in Savannah, Georgia. They're currently raising money towards that trip. They are requesting from the board \$1,500. Safdie replied, move to approve. King replied, second. Boston asked, any discussion? No one responded. A Roll Call Vote was taken.

Motion to approve as presented.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) King

Yes: 9, No: 0

MOTION: Motion Carried

15.F. Annual Planning Calendar (See Exhibit #9) Stepp advised, next items are the FYI items, so we got the planning calendar for the board.

15.G. FYI (See Exhibit #10)

- 15.G.1. Attendance Report - Stepp continued, updated Warm Body Count.
 - 15.G.2. Personnel Report - Stepp continued, we got Personnel Reports.
 - 15.G.3. School News Articles - Stepp continued, news letters.
 - 15.G.4. School Calendar of Events - Stepp continued, and calendars.
16. *After School Care for School Aged Children (See Exhibit #11) Boston advised, next item is after-school care for school-age children. Mrs. Diane, could you pull that permission slip up please. Hamby replied, Mrs. Boston. Boston replied, I'm fixing to hand it over. I just wanted to see it. Hamby replied, I'd like to make a motion that we approve the transportation for this program. Boston replied, second. Boston continued, discussion. Hamby replied, I do have a question for you, Mr. Stepp. I received your email this afternoon from the insurance. My question is are you telling me that we don't do any of this for Cumberland County at all? Do we not have any after-school programs that we actually give transportation to? Do we not sometimes drop kids off at grandma's house with parents' permission. You know, I'm just curious. Stepp replied, so there's a certain process if a kid goes home with another child and there's documentation they have to do and all that kind of stuff. We do have some agreement set up that some days they'll be dropped off at grandma's or some days they're dropped off at home. Those are very specific things, but everything is followed up with paperwork and times and dates and has to be approved by the principal. So that we can verify all of that is done. Mrs. Martin, is that accurate? Martin replied, yes sir. Hamby asked, don't we also transport students to the TAD Center at least three days a week? Stepp replied, yes. Martin replied, only students from Martin though. Hamby asked, only students from Martin. With this program, we are requesting from Stone Elementary and from Martin Elementary the buses that already go on Webb Avenue. I understand the insurance concern. Stepp replied, I was trying to collect as much information for y'all, so you. Hamby continued, I understand the concern. The thing of it is, is if, the way it's worded from the insurance company is if we drop the students off at the after-school care once they are in the building, we could be liable for them. That is not true or we would be liable for them whenever they are dropped off at home and they enter their house. So that was kind of a little bit confusing on that, but the thing of it is if we do this for one program in our county. We need to do it for others or we don't need to do it at all and I mean it's almost like, it's I don't want to say discrimination, but it's kind of is. It's like you're okay with one program, but not okay with another and I'm not being argumentative and ugly. After-school program is so important for our county, because we have a lot of parents that can't work in the afternoon or their kids are having to go home at 7-8 and 9 years old by themselves and wait for an hour or two or more for their parents to come home, because they can't afford childcare and so that's why I'm very passionate about this Child Care Program, because we need it. They're only asking for transportation from Stone Elementary and Martin Elementary. If any other parents want their children to go, they would have to supply their own transportation to this program. Once they are off of the bus and they have them in their hand, the liability goes to them and they also have a \$2 million insurance policy themselves to cover anything that would happen. Those students would not be under our care anymore once they are off of our bus. Saffie replied, they can have a parents can sign a waiver. Hamby replied, and they have a parents' permission slip. We also have in our procedures a bus schedule that parents sign at the first of the year. What bus their kids are going to be riding and when that changes throughout the year, if it does, they can resign that slip. Right? Stepp replied, do you think I said no or something? Hamby replied, oh no, no, no, no. Stepp replied, I just gave you information. Hamby continued, no. I just want the information out there as to; we need this and I understand that the insurance guy sent this email and he has his concerns. I'm not concerned with that. Davis asked, can you tell us more about the program other than Mr. Camera's. Hamby replied, well, it was actually on the agenda. Davis asked, what logistically would it require? Hamby asked, what do you mean? Davis replied, logistically like for us to service this. (Audio) Nichols replied, we transport nothing else. Stull replied, the bus already goes down that road.

Nichols continued, and the bus just drops them off. Safdie replied, and the Crossville First Methodist Church has a real nice facility. I mean they're making improvements in it. That's wonderful too. Hamby replied, that's all the logistics. There are buses that already go on Webb Avenue. Hale replied, I agree it's a much needed program. Martin replied, they have 70-80 students on them already and they're already doing double loads. Stout replied, so just if I might really quickly, when this came up on the agenda and when I had some communication from constituents. I went out looked at our bus scheduling and routing policy and I went out looked at Tennessee Code 49-6-218, which our policy pretty much mirrors what that code says and there's nothing within the policy it says we cannot do it. Because it does say no student may exit the bus at a destination other than that student's designated bus stop. The Director shall develop procedures that would allow a student to exit the school bus in an alternative location. So that mirrors what the law says. I reached out to talk to Mr. Stepp and really what it came down to at that point was, I mean everybody would like to see how we could help after school. I think right and what it came down to was logistics, which is what Nick brought up. So number of students on the bus we talked about. Stepp replied, Mrs. Martin can kind of voice the concern side. If you would like to that? Hamby replied, that's fine. You're welcome to do that. Martin replied, well like I said the buses that are in town are already all doing double loads, because they're full. I would love nothing more than to help students get where they need to be, but I just don't have the buses or the staff. I mean I barely have enough spare buses if a bus goes down right now. Hamby replied, how does the bus take the students to the TAD Center if they are already full? Martin replied, well there's only like 20 students that go to the TAD Center from just Martin and that bus does go a double load. Stull replied, but this would not be adding any more children to the buses currently. Hamby replied, it could, but it would not be very many. Stull replied, if they're already on it, it would be the children that were already on the bus. Davis replied, there is no way in knowing. Hamby replied, no, no, it comes from Stone Elementary and Martin Elementary. They might need to get on a different bus than what they normally ride. What I was saying is it's not taking, but it's not adding another bus to that route, but Mrs. Brock. Do you have about how many students from Stone Elementary or about how many from Martin initially that are signing up? Brock replied, well we really don't know to be perfectly honest. We've had tons and tons of calls and we basically just said put them on hold. So we haven't really distributed it for the schools, but the majority of our students would be coming from Martin and Stone and of course one bus does go down in front of the church and one bus goes down behind the church. So that's the reason we were trying to access that. So that parents would have that ability to use the buses. Hamby replied, thank you. Davis asked, what's going to say what's normal practice for districts that have after-school programs? Like how do those kids get to those? Stepp replied, the district where I worked, the churches had buses and they just pulled right up into our bus line, filled them up on their buses, and they went to whichever church they were going to. We didn't drop off at different locations. Stull replied, I've been in different districts where, if it was already on that route, school buses have dropped off at different childcare. Hamby replied, in other counties do also. Hale replied, we used to drop off at Miss T's, whenever Miss T was there from North Cumberland. That was a bus stop. Miss T's Small World, it was a bus stop for the morning and in the afternoon, and a lot of children that did not have the afternoon program at North went to Miss T's Small World. Boston replied, well this is would be such a help to parents, because then you don't have to worry about your child going home in the afternoon under a lot you don't know what they're doing. You don't know. I mean this gives the children somewhere to go, somewhere to play, somewhere to be cared for and parents can actually work in peace. Hamby replied, exactly and not worry about. Nichols replied, and we could use help with the tutoring. That's a win-win. Boston replied, and we've got educators who are running the program. Stull replied, well and the other is that you know doing it for this one location maybe others would want to go ahead and do the same as well. Hamby replied, and if this is a successful program, maybe in a year or two, they have their own bus and then they would not need to utilize our transportation, but it's a new business just starting out. I believe we need to try to work it out. We need to try to figure out how to get these kids there with our transportation system. Davis replied, good point. So question, does the group of Crossroads Academy,

is there intentions for you all to provide transportation to all in the future? Hamby replied, no just those schools that are on that route and if other parents want their kids to go they have to get. Davis replied, I know, I was asking Miss Brock. So what are your intentions for transportation long term? Brock replied, well we're starting with two schools and the schools that we could utilize the bus transportation and from there we just have to see how our program grows, really. I mean it's going to be open to all schools. I mean if somebody wants to transport their child or their grandchild, we'll be there, but you know at this point in a starting business, we can't provide transportation. Davis asked, so the church doesn't have transportation? Brock replied, this is not a church activity. Patton asked, this is a for-profit venture? Brock replied, yes. The church is our landlord. Patton replied, I just wanted to make sure I'm clear on that. Hamby replied, they are just renting. Davis replied, okay cool. I read it earlier. I'm just trying to wrap my head around that. Safdie asked, have talked to or can you talk to UCHRA and perhaps work with them on a long-term basis to write grants for buses for children. So y'all can run your own routes. That would be, you know that's one of their specialties is route running. Hamby replied, that might be something that could be done in the future. Safdie replied, it needs to start now, though. (audio) Hamby replied, as far as grant writing, working with UCHRA and seeing what kind of grants they might can help you write. Nichols replied, they're good. They're very good. Hamby continued, and they are good with that. So that might be something to look into, but the problem is their here and now and of course, like we said, this is not starting until August, when the next school year starts. So we've you got a couple of months here to work on the logistics of it. Boston replied, if we can coordinate testing and survive that. I think we can figure out how to get a few students to a church. Hamby replied, I think you're right. Nichols replied, and I'm also in agreement with we don't want to over stress the wonderful bus drivers that we have now, because we are still short of the ones that we need. So we don't want to over stress them and you know, maybe that we can get them to come alongside of us. Just in this growing period, to get this thing worked out until they get a bus and then we can start moving forward with their own vehicle, but maybe in the meantime you might get some wonderful people to step up and help. Boston replied, it's needed. It is so needed. Nichols continued, and our community is wonderful fulfilling needs. Boston continued, and if we can assist them. Yes sir, Mr Patton. Patton replied, I didn't mean to interrupt you. I just was going to let you know before you concluded on this. I mean I and I certainly don't mean to rain on anybody's parade. It's not my intention. With regard to what Jason Baggot said. I don't know how much you really increase your risk of liability in those situations. You're dropping off kids, sometimes not at their house. You may be dropping them off a block away or so and they're walking. So I don't know that your material increase your liability exposure. You increase your liability exposure with a lot of things, but I will say that one thought that I had is that you're providing transportation services to benefit a for-profit venture. If somebody else comes along and does a same thing, you may have to do that for another entity. Hamby replied, but that's a process and if it becomes an issue. Patton replied, and that may be a good problem to have. Hamby continued, it may be, but we've went all these years. Patton replied, I didn't want to go without mentioning that. Boston replied, no and I appreciate your input, because that's why we've got you sitting right down there. Stull replied, potentially even shorten bus routes as well. In the fact that you're taking a certain number kids to one location. You're not having to go ahead and make all those additional stops for those children, cuz you're dropping all of them at one location. So it can actually shorten a bus. Stepp replied, unless the bus is full. Stull replied, true, but even if you're taking 10 of those kids off that bus route. Stepp replied, I just wanted to point that out, cuz that's what Mrs. Martin's concern is. These buses. Hamby replied, and I understand that concern. I think we need to work trying to figure it out though. Nichols replied, we do. This is a good start. Hamby continued, and I don't want this shot down. I want them to be able to do this. Our students and our parents in this county need this. We have the TAD Center and we have the after-school program at North Elementary and that's it and we need this. I talk to parents lots and lots, that say it is so hard to work or my 8-year-old is having to go home by themselves and stay there for an hour or two. That's not safe, especially in today's time. Not safe and our kids are in danger and we need to help them and so we need to see what we can do to to

get this and I understand that this is an operations thing. So it needs to be and I want the board to; I've made a motion. We've got a second. I want to approve this and that way move forward with trying to figure out the transportation and not overcrowding the bus. Safdie asked, what if we can't figure a way of doing that. Boston and Hamby replied, then we come back to the board. Hamby continued, but I believe in Cumberland County and I believe in our board and I believe that we can work together and find a solution. Stout replied, how about I move to amend the motion that you made for us to go ahead and request that the logistics be looked into, that the liability and legal portion be looked into and that be brought back before the board. So we could look at all the information before we can determine whether it. Hamby replied, and I don't have a problem with that if we can do that by next month. They need to get some things in order. They need an answer so they can get more things. Boston replied, they need to move on and start registering their students. Get everything on and so. Stout replied, it sounds like we need an idea to know how many students, so we know. Hamby replied, there's no way for them to do that until we give them the approval to do it. Stull replied, I think one way to really look at it though is you get the number of students that you're going to go ahead and have and see how many are either on that bus already or you know kind of how you can move around some of the kids on the different buses. To where you're freeing up space on one bus, right. The other is that your freeing up stops, because again you're not making, you know, say 20 different stops. You're making one. So maybe another route can go ahead and take over some of those other children to free up space on the full bus, because that bus is no longer having to go ahead and make all those additional stops. Hamby replied, very true. Mrs. Brock, I have a question. Could you send out and do a potential amount of students that are interested and let the parents know this is not a 100%. We just need some numbers, because like she said, that is going to give us some numbers and we can figure out what buses, cuz we don't want to overcrowd. We don't want to put anybody in danger. We don't want kids sitting in the floor and we don't want them standing up. Stout replied, and we've got the time limit we have to work with them. Hamby continued, yes and so if we could get some. Boston replied, Mrs. Hamby can I interrupt just a minute? Hamby replied, yeah sure. Boston replied, why don't we approve this? Let them work or not approve it, however everybody votes is up to them and let the logistics be figured out and then, if there is a problem, come back to the board or go back to the Director and say you know, look, this is what I've got. You figure it out. Hamby replied, I agree, I agree. Boston recognized, Mr. Cameron. Cameron replied, just a comment. We have a bus at church. We don't have a driver. If we can work together and figure out where we think the crowded route's going to be, we may have an opportunity to supplement school transportation and church transportation. I'm not committing to that, but I would like to at least discuss it with y'all and figure out where the problem's going to be and maybe be able to do something. Hamby replied, thank you very much. Boston replied, so we've got a motion. We've got a second. I'll do a roll call. Hamby replied, we have to finish her move, cuz she made a move. King replied, an amendment. Boston replied, oh sorry. Stout replied, do you want me to repeat it? An amendment to your move for us to go ahead and look into the logistics, get the information on the logistics of the bus, get the legal and the liability squared away and then come back to the table and determine if we can work this out once we have the numbers of students and all. Hamby replied, and we have to vote on her amendment before we can move on. Davis asked, can I interject? So the reason I'm interjecting is, because the number that they provide today in the list of kids where they go to school at, is going to be a moving target from now till they close the doors, cuz the kids are cycling in and out semester to semester, school to school. That's going to be a moving target forever. So it may be that's good today to say okay day one, this is what we're going to do with our buses and our routes, but it's not going to stay the same. So in theory, I think understanding that if we're either going to do this and it's logistically possible to get people from A school to B location. Then that's all we need to figure out, because everything else is going to be a moving target. Stout replied, so I'll retract my motion for amendment and we'll just vote and see how it lands. Hamby replied, so she's retracted. So, now we're back to our motion and second and so are you going to do a roll call or. Stepp asked, I guess my question is this a motion to tell me how to do operations or is this a motion that you supported and.

Boston replied, this is a motion to approve. Hamby replied, this is a motion to approve. We're not telling how to do operations. This is just a motion to approve the transportation for this after-school care. Stull replied, and then you figure out how to do it. Stout asked, should we be capable of doing it. (audio) Hamby replied, this is a motion to approve. Boston replied, motion carries. Hamby replied, and I'd like to make one more comment. Mr. Stepp, I'm in no way shape or form want you think I was trying to. Stepp replied, we are good. I want to make sure I was understanding what. Hamby continued, I wasn't trying to control your operations. Stepp replied, we are good. Nichols replied, and we want to thank you guys at Crossroads. Thank you, thank you, thank you, thank you. It's going to take some work, but you're going to put it together. It's going to be good. Thank you. Hamby replied, thank you ladies for what you're doing. Boston replied, thank you, Mr. Camera for representing the church and the availability in the space. I can remember back in the day when this church had this same program and there were kids everywhere. Hamby replied, they were wonderful. My kids were in that there. Boston continued, there were kids everywhere. It was awesome. Stout replied, for time sake that was brought up, Mr. Stepp and Mr. Patton, are you all in a position where we could have more information by the next board meeting regarding logistics and legalities? Patton and Stepp replied, yes. Boston replied, I don't think it necessarily has to come back before the board. Just send us an email. Stepp replied, I'll work with Mr Patton on procedurally, what we need to do if every program in the county approaches us. Hamby replied, thank you. Well, we've went several years without a program approaching. So if they do, I would be very shocked, but we'll work on it if they do.

Motion to approve the transportation for this program.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Boston

Yes: 9, No: 0

MOTION: Motion Carried

Motion to amend the motion that you made for us to go ahead and request that the logistics be looked into that, the liability and legal portion be looked into and that be brought back before the board.

VOICE VOTE: (mover-yes) Stout

MOTION: Motion Withdrawn

17. *Approval of Climate Survey Questions (See Exhibit #12) Boston advised, next on the agenda is the approval of the climate survey questions. I have attached. These were some of the questions that we used on the last climate survey. I just took them directly off and attached them. You had on your desk some questions that Mrs. Stout and also Mrs. Stull had provided and I like the questions that Mrs. Stout provided with the exception of two and the true and false. I checked with Survey Monkey today. They will allow us to do a survey using 10 to 12 questions. They will send it out and whoever is the designated user will receive those results in graph form instead of true and false. They're graph form,

which is you know, agree, strongly agree, disagree, strongly disagree, and it's going to be their fee would be right around \$400 for one user, \$1,000 for three users. If we do the three users, then it allows more than one person access. Stout asked, how much for the three? Boston replied, a \$1,000. What I'd like to do is make a motion that we approve the questions that Mrs. Stout provided with the exception of number one under district wide and number two of the Director of Schools, because not everybody is going to understand what it Strategic Plan encompasses. Hamby replied, I'll second your motion. Boston asked, okay and well can I finish? Hamby replied, yeah I thought you had, sorry. Boston continued, and use strongly agree, agree, disagree and strongly disagree. I would also like to encompass in that motion that Mr. Patton. Patton replied, yes ma'am. Boston continued, you be one of the users for Survey Monkey. Patton replied, I'll help you any way I can set that up. Boston replied, and I think you can. It seemed very simple. Patton replied, yes ma'am. I've been involved in those before. Boston replied, perfect. Now that's my motion. Hamby asked, what was the one you wanted to change under district wide? Boston replied, district wide is number two. Provides a Clear Vision of the Strategic Plan. Hamby replied, oh no, that was under Director of Schools. Boston replied, it was number one under district wide. Stull replied, you said 10 to 12 questions. That's still more than 12 questions on this one. Stout replied, that makes it 14 questions. Boston replied, they will allow us. Hamby replied, okay so that was your motion. Boston continued, and that includes the funding. So my suggestion is in this year's budget, we have an on the board of education page. We have a column or a line item for meals and things of that nature. We don't eat. We don't do the meals anymore and there's plenty of money in that account. So if we could use those funds and I actually recommend that we do the three users, because if we only do one user, then that kind of ties Earl down. If we use three users that allows his secretary to be able to get that together for him and secretaries are invaluable. Davis replied, we're talking about 14 questions. Boston replied, yes. Davis asked, it's going to provide the report? Boston replied, in a graph form. You know, like this percentage said agree. Stout asked, and then we're going to share the results with the board, Mr. Stepp, administration? Is it something that's going to go out to schoolwide so everybody knows where we landed as a district? Boston replied, well let's get the information first and then we'll determine where it goes. I think Mr. Stepp, certainly, the board, certainly. If it involves the administration, absolutely Mr. Stepp can share that information at any point. Stout replied, I want to make sure we have an end use in mind. If we are going to spend the money, whether or not it was left from our meals. Just if we're going to spend the money and take the time and ask everybody in the district to take their time, that we've got a plan in place for how we're going to use this data when it comes back. Boston replied, let's read the data, see where we stand and then we'll determine. Just like an evaluation. It evaluates us, it evaluates the district. It's kind of an overall what's your client and to go out to the certified, classified, every employee whether they have interaction directly with administration. Whatever the case may be. They still are an employee of this district. We have a first and second. Any discussion. No one responded. A Voice Vote was taken. Boston replied, motion carries.

Hamby asked, madame chair may we please take a 5 to 10 minute break? The meeting was called into recess at 7:41 pm and was called back into session at 7:53 pm.

Boston replied, I'm going to call this meeting back into order. As Mr. King so kindly reminded me if it involves money, I need to do a roll call vote. So I'm going to make the motion that we spend up to \$1,000 to Survey Monkey for the Climate Survey. Hamby replied, I'll second. Boston asked, any discussion? No one responded. A Roll Call Vote was taken.

Motion to the questions that Mrs. Stout provided with the exception of number one under district wide and number two of the Director of Schools use strongly agree, agree, disagree and strongly disagree. Mr. Patton be one of the users for Survey Monkey

VOICE VOTE: (mover-yes) Boston

(seconder-yes) Hamby

Yes: 9, No: 0

MOTION: Motion Carried

Motion to spend up to \$1,000 to Survey Monkey for the Climate Survey

VOICE VOTE: (mover-yes) Boston

(seconder-yes) Hamby

Yes: 9, No: 0

MOTION: Motion Carried

18. *Resolution Opposing Governor Lee's Education Freedom Act (See Exhibit #13) Removed from agenda. See 9. Approval of Agenda discussion for additional details.
19. *Middle School Athletics - Boston advised, next on the agenda is the Middle School Athletics, Mr. Davis would you like to take off. Davis replied, all right. So I would like to make this simple and like to make a motion that we have Mr. Stepp and his team work to develop or create four basketball Middle School team feeders for CCHS and Stone to support the boys and girls of those respective areas and maintain the Elementary Club Teams and move forward. Stull replied, I second that. Boston asked, can I inject long enough that if some of the elementary schools need to co-op with one another, because of shortage of players or whatever that we give them the authority to do. Davis replied, that sounds excellent. Hamby asked, so you are amending your motion to add that to it. Davis replied, yes. Stull replied, I would second that. Boston replied, any discussion? Hale replied, now say it again. You're wanting four teams that would. Davis replied, boys and girls for both. The CCHS side and the Stone side. Hale replied, okay and then what about the regular basketball in the regular schools? Davis replied, yep the elementary schools would continue as they are. Hale replied, okay so you're just saying that those that can make a middle school team, if they try out for it. That we would support that, but we would not be doing anything to the individual schools. We would not be taking away anything from the programs. Davis replied, nope. Just giving that opportunity to those basketball players to compete. Stull replied, there was a lovely plan that was laid out by one of the coaches to go ahead and actually still maintain the elementary basketball just with a different time frame, but still being able to go ahead and keep it going. Hale replied, because if we try, you know, if we don't, if we don't keep those, I mean there's other things that like the cheerleading goes away. I don't want anything to go away. I want the opportunities to be there for the children. he children that are not you know, might not. I wouldn't make the basketball team, but I might want to learn how to play basketball. I know I wouldn't make the basketball team, but you know so I would want to be able to try out and be on the team and say woo-hoo. Hamby replied, that was my question was have the two or the four teams. The two feeder schools, but don't touch our elementary. Keep our elementary ball. Safdie replied, let me ask a question, Mr. Maddox. Is this possible? Can we do that? Maddox replied, well I would have a number of questions first before you can do that, but you need to address. I think there's a lot of questions that need to be answered before you move forward with this. One being first of all, who would be responsible for running those club teams? If you said club teams, you didn't say school teams. You said club teams.

Boston replied, school teams. Word, it however you want. Maddox continued, who's responsible for running those school teams and who's the governing body of their school teams? Davis replied, how are they governed currently? Maddox replied, TMSAA. You can't do it. Boston asked, how were they run before? Maddox replied, they're govern right now to the Tennessee Middle School of Athletics Association. That's what you guys approved for. Hamby replied, even the elementary? Maddox replied, not the three through grades five, but the sixth through 8th grade. In every elementary school, they're governed by the Tennessee Middle School Athletic Association. That's what we put into place this school year. That's why we had teams that got to go play in sectional to go to the state. This was the first year we've ever got to play post season. Normally, historically, we've had teams that play each other. Two times at home and away game. Once the season was over, it was over. They couldn't go on any further. Those six, seventh and eighth grade teams did not have an opportunity to advance. So that was one of the selling points we had when we came to the board back I guess in August or July last year, but you can't have two middle school teams countywide. That's members of the Tennessee Middle School Athletic Association and then have all these elementary schools who are also members. They will not let you do that. Davis and Boston replied, okay so they won't be members. Maddox asked, who's going to govern them? Davis replied, the Athletic Department. Hamby replied, okay can I ask a question? Nichols replied, okay wait. Answer his question first, so who's going to govern? Davis replied, the Athletic Department, right. Like we were prior. Boston replied, principals. Safdie asked, we're just talking about three through five, right? Maddox replied, no. We're talking about 3-8. Boston replied, anybody that would not make the middle school team would be eligible to play at their elementary school. Stull replied, and that's as long as they're not playing. (audio) Hamby replied, they can't play both. Stull replied, so it be a different time frame. Maddox replied, they be limited to what can they play. They go back to the old method of all those elementary schools could only play each other in our county. Boston and Stull replied, that's right. Maddox continued, that's all they could do? That's all they could ever do is play each other. Davis replied, they can schedule games outside of the county. Maddox replied, no they can't. Davis replied, not in any capacity? Maddox replied, no they can't. They can't play any member of school that's Middle School Athletic. Davis replied, non-member schools. Non TMSAA schools. Maddox replied, yes it's hard to find those. You can't, that's that's pretty much your limited of what they can do and I've always been in favor of the middle school concept in a sense. It wasn't until the sectionals that I started changing my view on some of this, because I don't want to take anything away from the students. I like the camaraderie. I like the community and what's happening, but if I could give you a history lesson and what has happened over the years, if you bear with me. For instance, this whole thing started with a middle school concept. It started back in 2014 or 15 under a previous administration. The first thing that we had in middle school was football and that was out of necessity. It wasn't by choice and just to give you again a brief synopsis of what has happened. We were dealing with the lack of coaches, the lack of participation and safety issues, because it was costing our elementary schools a lot of money to recondition helmets, to buy uniforms, buy equipment, and so we combined teams to do that out of necessity. Then we converted softball, because all the thing we had for softball girls who wanted to be competitive was a co-ed team and same thing with volleyball. Out of necessity, we went to countywide teams with those sports, because we couldn't have a volleyball team at every single school. We couldn't have a football team at every single school. We couldn't have a baseball team at every single school. So we started going with countywide things, countywide teams. So we did that out of necessity, not out of desire, not out of want, because that was the direction that we had to go. With basketball, a different story. Basketball there's not a necessity to that. If we want to talk about the basketball program and I know coaches. I've been around this is my 35th year in this business. I've been around this for a long time. I know what the coaches want. I know what some of the principals want. I know what some of the families want, but at the same time answer the question. What are we trying to do with our kids? Are we trying to have as much a participation like you stated Mrs. Hale with all the kids? We're already trying to develop winning programs that feed into the high school. If your answer is we want develop the kids to go into the high

school and you're a data person and you like data then show me the data of what we're doing with football, volleyball, baseball, and softball at both sides. Show me the data where it's improved the play. Show me that data. It has not, because the most important thing in developing athletics is the person standing in front of those kids and coaching them every day. Just like the most important part of education is that teacher standing in front of those kids in that classroom every single day. They make the biggest impact on those kids. It's not the programs, it's the people and you want to know why some teams get beat 50 to 2? It's because of the importance and the type of the people that we have. Sometimes and I'm not blaming the schools because we're limited to the availability of good coaches. So just picture this. What you're going to create is not exactly what you think you're going to get. If you put two teams out there countywide with basketball. What you want to get is like all stars on these two basketball teams. Both boys and girls in each side of the county. I promise you that's not what you're going to get. You're going to get the kids who can afford and the parents who can afford to spend to send these kids to summer camps to do all these things outside of school, but then you're going to force the kids who unfortunately, can't do that and don't have the support. They're going to choose to play at their school. Some of the best athletes that you have in this county are going to be playing at their school. They're not going to be playing countywide. We think they will. No, they will not. Davis replied, so why do you say that? How are we disadvantaging those kids by giving them another opportunity? Maddox replied, because they don't have the same opportunities. Davis replied, what opportunity? All they got to do is sign up and make the team. Maddox replied, they don't have the same opportunities. Davis replied, well, that's what they're doing in high school. What are we doing with the rest of the kids? We're not worried about them right now. Maddox replied, it's different at high school. Davis replied, it's not different, it's the same topic. Maddox replied, sure it is. Like I said guys, that's what's going to happen to our teams. I'm not in favor of that, because if we want to do that, I would love in all my heart in all these years, I would love to go and in a few years we study and we go to two middle schools and we go to two middle schools. Let's have middle school teams, but if you're not careful and I know some of the coaches have already told me. If we go to, if we have two teams, if we have the middle school teams, and we have those, the six, seventh and eighth grade teams at the individual schools. They don't want that, because they're now in competition with those schools, with the players. So that player does not even compete and doesn't try out for the middle school team, because he'd rather play at his school, cuz now he can walk up and down the hallway with his jersey on and his chest puffed out and he's recognized and when I went to the sectionals and to the state this year. Boston replied, excuse me just a moment. That's not what all the coaches and all the parents have come before us saying. I mean we've heard they want middle school teams. Maddox replied, a lot of people do, but. Boston continued, okay so why would it not be advantageous to let those who want to play middle school teams and go that route and then still have your elementary teams. So the young man can walk down the hall with his jersey on and be proud he plays for Pleasant Hill, Crab Orchard, whatever the case may be. You can have best of both worlds and still provide for those students. Safdie asked, can you get the coaches though? Maddox replied, you got it. We're struggling right now getting coaches. Right now we have Pine View Elementary who has to co-op with Crab Orchard. Brown girls are going to have to co-op with South next year, because Mrs. Speich doesn't have the number of girls to produce their own team. So we've already got a drop off and so the coaching situation is always an issue, but when you go through we've been through this mess with no oversight in sixth, seventh and eighth grade basketball for years and personally, as an Athletic Director, I don't want to govern that. I don't want to be the one policing that. Davis replied, yeah. Well, maybe we don't. Stull asked, what's the transportation then like for either the schools that have to co-op, but then also if you did go to the two middle school teams. What would the transportation be like for these kids to get to the practices and things like that? Maddox replied, right now what we're doing there's a bus Mrs. Martin could address that. There's a bus that goes from the elementary schools to each other high schools to take kids for workouts, for practices and so and so forth, but they would not be able to do that to the high schools. They couldn't go like from basketball team. If you do the middle schools, then you start having to think

about practice sites. How are we going to work out the logistics of having six. You've got three through five grades that are going to go for a short period of time. There's overlapping with the seasons because coaches serve both roles and then all of a sudden we start sixth, seventh and eighth grade basketball, but at the same time the high school practice starts. Now you want to go two middle four middle schools. Davis replied, no. two. Maddox continued, boys and girls one each side. That's four teams. Let me ask where are they going to practice? Davis replied, in one of the nine gyms, two of the nine gyms that we have or two of the 11 gyms that we have. Maddox asked, are you talking at night. Davis replied, when it's available. Maddox replied, it would have to be late at night. Boston asked, then why are we members of TMSAA? That makes no sense to me. Maddox replied, because it's a governing body. It gives us the rules. It lays out everything that we need. Boston replied, we can play by the very rules without being a member. Safdie replied, but if we're not a member, then we won't be able to get referees and we won't be able to make. (audio) Davis replied, there's a million benefits. The point is that every other sport in this county has the opportunity to compete at that level and basketball is the only one that we don't. Maddox replied, well then, I will stop with this. We are now talking about procedures. We're not talking about policy, we're talking about procedures in this board meeting. Davis replied, well, policies tells us that we are to approve extracurricular activities each year as a board, including athletics. So we're talking about a policy. Maddox replied, that says approved. Doesn't say make it. Davis replied, so I'm making a motion that we approve adding extracurricular athletic activities for the kids that want to pull their resources together to have the same opportunity that every other sport has. Hamby replied, you've already made a motion and have a second. Davis replied, right. I'm just reiterating what it's about. The point is we're trying to give an opportunity to kids to do that by not taking anything away. Is it going to create work? Is it going to create additional things to be considered? It is. Hamby replied, I have a question. For one, most of the coaches that we have now, they will not stay and this thought just crossed my mind as Mr. Maddox was. They're not going to stay working with our elementary teams. So we're not going to have coaches, they're going to go to the middle schools and middle school teams and I mean we've heard from everyone of the coaches here and as he was talking about that, that crossed my mind. Who are we going to have coach the elementary teams? They're not going to stay there and coach the elementary. Even some of our volunteer coaches are wanting to do the middle school and not elementary. So who are we going to have coaching them? Boston replied, we'll have coaches. There's a number of people that want to. Davis replied, the people that want to do it deserve the opportunity to try. Hamby replied, and I have another question. Mr. Maddox, as the Athletics Director, could you create a program where what we are wanting to work? Could you create something that where we can have the four middle school teams, but have elementary. Maddox replied, when it was first proposed to us to do this, Mr. Davis was apart of an organization that was going to provide that services to our school and take up that slack and one of the reasons we didn't want to go that direction is because we're building the plane while we're flying it and I wanted to see Mr. Davis and his organization put this into place for next year and let us get the operation side of it and turn it over to him and his organization to run these programs. That was the intent and I would still like to see that happen. I would love to be able to turn that over for someone else to govern. Davis replied, and it's not off the table. There's a large affinity of folks that are very passionate about the elementary aspect. Maddox replied, and with all due respect when we had the number of people that came up. If you all recall that. Spoke out at a work session or board meeting that voiced their opinion and in support of that. If you had been around the Central Office for the next 2 or 3 days you would have seen as many phone calls, more, more phone calls that was telling Mr. Stepp thank you and people coming here to visit with him personally. You don't see that other side, but I promise you if we do this, then we're going to see that other side, but I personally don't want to govern that rail. I've got enough to govern. You want to give me a raise? Davis replied, that's a good point. He makes a good point. Maddox continued, because you just increase the workload tremendously when you do this. Safdie replied, I like to see a hierarchical chart that demonstrates how it could be done. You know, I mean I can't envision what everyone's talking about here. (audio) Hamby replied, it's very confusing. Maddox

replied, if you approve this and you go this direction, there's so many variables that has to be worked out after the fact. Boston replied, it's almost like providing bus transportation for the after-school. You know, we know that there's going to be decisions that have to be made. We understand that it's going to be a struggle to make it work, but this gives you, in my opinion, and I've never played basketball like Mrs. Hale, maybe we should strike up a team, but this is going to give both those who possibly they eat, sleep and thrive on basketball. Those students the ability to compete outside of Cumberland County and it also allows those elementary teams to keep those students who do not have the opportunity to play travel ball. They've not developed their skills, but they want to play. This allows both parties, all the students to be able to participate at their particular level. Is there going to be issues? No question about it. Is there going to be struggles? No question about it. However if you need assistance, do we not have two other ADs in this county? Maddox replied, yes and no, because this is the end of the year. We've had a resignation of one of those, but here let me respond. Boston replied, but we did have two additional ADs. Maddox replied, because you just made a statement that everybody has an opportunity. Those students who are at the sixth, seventh, and eighth grade level who are going to remain at their school will never have the opportunity to advance. They will never and those kids, it's not just about the kids that are they have to work on their skills and so for some of the kids that would be at that sixth, seventh, and eighth grade level at their school. Their skill set is going to be high. Not all of them, but they're going to choose not to play. Either they choose not to compete for middle school and try out or they try out and get cut. They're on the cusp of it. Do they not deserve to be able to play post season? You going to limit their opportunity and we all know that there's basketball players that grow six inches in a matter of a year. Once they get you know at a certain age and where they flourish, so we say it's okay for these four teams, but they can advance, but all the rest of the teams, the other eight teams out there. Y'all just forget it. You can't do anything else. Davis replied, but we didn't do anything for and post season for the last 50 years anyway. So why are we worried about it now? Maddox replied, why it would be great this year to do it. Davis replied, though it was and it really sparked a lot of people's interest. Maddox replied, this will be the last thing I say. Is that I made a phone call today to Mr. Richard McWhirter, who is in charge of the Middle School Athletic Association and ask him some questions about the middle school concept versus the elementary and he told me he would always support what we were doing in Cumberland County. As far as the way we have it set up, because of our girls who advanced this year. He said, I'm a basketball coach. He said if I got a basketball team that's got five feeder schools coming into it. When they get to high school. I've got 50 kids that's going to try for my varsity basketball team. He said, now what you're going to have is those teams those two countywide teams. You're going to get those whatever 12 players, 15 players, whatever you have. They're the ones who are going to move up and play, but I want the 50 people trying out, because those skill sets. They grow, they develop during that time. So I just suggest that I would rather see us wait until we have a true Middle School Concept to go to those, because once we there's no question what we can do with middle school with academics and CTE and athletics, but until then, this is not a need. All the other sports was a need. This is not a need, this is a want and we're going to hurt our community with this. Stull replied, one thing I would like to kind to see is maybe seeing how this year goes. We've been under one year with TMSAA and you know seeing what a second year will do. I do agree with the fact that, I mean it would be so much easier if we actually had two actual middle schools, because it wouldn't be an issue. There would be no conversation, because you would have your middle school sports in those middle schools and see what kind of participation and growth that we have over this next year being in the middle school structure. Davis replied, he just explained to us, I appreciate your comment. He just explained to us that he feels like that those programs are dying as it is and the scoreboard reflects it and so are the number of participants and the fact that they're having a co-op already. So, if you're the best team at that school or you're a kid that's on your team at that school right now or could be on that team at that school, but they're not quite up to your standard of performance, that's the best opportunity we have for those kids in that school. So we're not affording them the same opportunity that every other sport gets. They do have the opportunity to do that at every other sport and

we're handcuffing all these kids by not allowing them to do it. Stull replied, I get it. It's not perfect either way you look at it, because we don't have the two schools. Davis replied, and that's a big if. So this is doable middle schools we probably could agree is a lot larger ask to happen it overnight. So this being the combination of the two. Also so there's more opportunity out there for you know. The ask was you know if another organization wants to add basketball. Can we utilize the facilities that question's been asked. So logistically that's in the works. Stout replied, We also have a YMCA that might be. Davis replied, there's a YMCA coming to town. There's opportunities coming. Stout replied, in the future. Davis continued, there's opportunities coming and the thing is like more is more like we're launching flag football right now. In launching flag football, we're not trying to determine how many kids there are going to be. We're opening the door. We're saying here's something that's not being done. We're going to open it up. Volunteers can volunteer. Kids can come, however many there are. That's how many's going to play. We're not capping it based on theory or past or we're just saying in theory. If we build it, will they come and I don't know any high anybody that's competitive that wants to stay stuck in their own little bubble. Stepp replied, just two things I'd like to. So first of all I'd like to reassure the board we'll make what you want happen. So whichever way we go we got a strong team and we'll figure it out. So I want to reassure you not just athletically, but overall and the second thing, just before y'all vote. Is this motion to have the middle school teams and then the sixth, seventh, eighth graders at their home schools? Do like an inter mural program. Is that what you're? Boston replied, yes. Stepp continued, because they won't be able to be part of the TMSAA. Davis replied, it would be a countywide, just like essentially before. they were the same. Stepp replied, 3-5, 6-8. Okay, I just want to clarify. Davis replied, because beforehand, you're right. They were not affiliated with any sanctioning body other than Cumberland County Athletic Manual that we had. Stepp replied, the hybrid program like we talked about. Davis replied, yep. Boston replied, well and when we first started this back it seems like two years ago. The wording that was used is that we were going to create middle school teams, but we would continue to have club teams at individual schools. Hamby replied, not club teams, school teams. Stout replied, they were called individual school teams. Boston continued, now in all honesty, I watched the high school play basketball. It's great fun. I was impressed with what some of our our schools were able to do this year with advancing those talent. Those skill sets, but I honestly thought we had middle school teams and that the other children were playing at their local elementary schools and I understand that's not what we were doing, but until it was brought to my attention that is what I thought we were doing, because that is what the creation of this is what we were told. We were told we were creating middle school teams and then each individual elementary would be allowed to continue their club teams and it wasn't until after or during the season quite frankly that I realized that's not what we were doing and I think that's why this has resurfaced is because of that concept. Everybody thought that's what we were doing and to find out we were not it's kind of resurfaced, because all of these coaches and parents and individuals. I don't know how many people you've called or you had called. I've had numerous. I've had several parents, several coaches reach out and go here is why we need this. Here is why we want this to work. We want that student to be able to excel in basketball. If that's where their love lies, but we also want that student at that elementary school who's in the eighth grade. Who's got a size 13 shoe and his coordination is not where it needs to be. To be able to get on that court and be proud of who he is. Be proud of what he's doing and he's playing for his school. Now that's asking for the best of both worlds. Mr. Stepp just said we'll make it happen. I don't know the logistics of it. I don't know TMSAA here. I don't know refs. I don't know coaches, but we can make this work and everybody ends up winning. Now I'll shut up. Stout replied, call for previous question. Boston replied, I agree. Okay, the motion on the table is to have two Middle School Feeder School, feeder teams in basketball and maintain our correct me if I'm wrong. Maintain our elementary teams and allow and authorize the elementary schools to co-op should that become necessary. Stull asked, it would be four teams right? Boston replied, boy, girl, boy, girl. Stull asked, so it would be four. Davis replied, two feeder, but yes. Boston replied, unless we want to make boys and girls play together. Multiple board members replied, no. Boston continued, okay that is the motion on the table. I'm going

to do a roll call. A Roll Call Vote was taken. Boston asked, am I 5 to 4. Webb replied, yes. Safdie asked, may I make the recommendation? Maddox replied, I do have a question for you, because there's already been tryouts. There's tryouts being made at the elementary schools right now. I told you there's a lot of factors going on right now. Safdie asked, is this for the TMSAA try outs for the feeder schools? Maddox replied, yes. The uniforms have been purchased. There's funds that's being raised as we speak. Which one of you guys are going to go tell all these schools you going to go to your districts and tell the team, meet with those coaches and meet with those teams and tell those kids that they have to try out to play? Boston replied, I'll be glad to. I will. Safdie asked, well didn't they have to do that anyway? Boston replied, yes. Safdie continued, am I wrong? I mean they have to tryout. I mean there's feeder teams right? Maddox replied, tryouts are going on right now. That's what I'm saying. The tryouts and things in the spring practice is going on right now. Boston replied, Mr. Stepp and I know this is going to be a stroke. Can you make this work? Stepp replied, well I mean I have to make work what the board votes on. That's my job and I think, just to clarify my words when we started TMSAA was governance and playoffs. I just want to make sure that's what I've always said, since we've done TMSAA publicly. Boston replied, okay well motion carried. Let's move on.

Motion to have Mr. Stepp and his team work to develop or create four basketball Middle School Team feeders for CCHS and Stone to support the boys and girls of those respective areas and maintain the Elementary Club Teams. If some of the elementary schools need to co-op with one another, because of shortage of players or whatever that we give them the authority to do so.

VOICE VOTE: (mover-yes) Davis

(seconder-yes) Stull

Yes: 5, No: 4 Hale: No,
King: No, Nichols: No,
Stout: No

MOTION: Motion Carried

20. School Board Committees

- Boston advised, School Board Committees. Mrs. Hamby,

Policy Committee.

20.A. Policy Committee - Ms. Rebecca Hamby

20.A.1. *Approval of First Reading of Policies 2:26:15 (See Exhibit #14) Hamby replied, okay we had Policy 4.600 for first reading. Is just a grading system we had to change. Mr. Maddox please explain that. Maddox replied, I believe the last change that we've made was an adjustment to when you added the points to calculate the semester average. Hamby replied, beginning 2024-25. Maddox continued, added to at the end of each term as opposed to the final. So we had to change that. Hamby replied, thank you. Then for second reading we have um policy 4.602 Graduation Recognition Latin Classification and that was we had forgotten to add 18 on the credits and so we added that in and like I said this is the second reading on that and then we had also voted to have 5.803 Evaluation of Director of Schools brought before the full board and this was a policy that we had not used previously, but we have brought it to the full board to and this is second reading. Like I said. Boston asked, so are you asking that they came out of committee said they don't require a second. So are you asking that we do first and second readings all at once. Hamby replied, yeah. We can do both at the same time, because the 4.600 actually needs to be. It needs to go ahead and be pushed through. So we could actually put that on first and second if that's okay and we don't normally do that anymore, but

with something like that it needs to be pushed through. So, yes I'm asking it came out of committee. I made the motion to approve all of these for first and second reading. Any discussion. No one responded. A Voice Vote was taken.

Motion to approve the first and second reading of policies listed above.

VOICE VOTE: (mover-yes) Hamby

Yes: 9, No: 0

MOTION: Motion Carried

20.A.2. *Approval of Second Reading of Policies (See Exhibit #15) See 20.A.1. Approval of First Reading of Policies for vote and details.

20.B. Arts, Athletics, Activities Committee - Mr. Nick Davis - Boston advised, Mr. Davis. Davis replied, there's nothing to report.

20.C. Budget Committee Meeting - Ms. Teresa Boston - Boston advised, on Budget Committee meeting we are in the process of having those meetings. We have a meeting Monday afternoon at 4:30 and a meeting Tuesday afternoon at 4:30. So we're making some progress.

20.D. Building and Grounds/Safety Committee - Mr. Robert Safdie - Boston advised, Mr. Safdie, Building and Grounds. Safdie replied, we did have a meeting on 4-16-24. The Building and Grounds Committee met. We talked about several items. One was the Homestead fencing item and the committee made a recommendation to pass this item on to the Budget Committee to decide if we're going to put a full fence or a partial fence. It was the committee's opinion that we needed to start something and that's why we went ahead and referred it to the Budget Committee. Then the second issue was the tennis courts and this is a certainly at a time of crisis in the budget area in our finances. The question becomes can we afford to fund the tennis courts and which court do we fund and how big do we make that court. So I referred that to the Budget Committee. Excuse me, I didn't, the committee referred it to the Budget Committee. The third was an update on the Baby Bird Program. Thank you, Mr. Stepp and thank you, Mrs. Holton, the Director. Anyway, the grant was written. There's we got an update from Mr. Stepp and it looks like we're going to have a Baby Birds Program. The funding has been cut tremendously, but it will still go on in some modified way. There was no action taken by the board. That was just an update. Finally, Stone Memorial High School baseball facility. I wanted an update on how it's going and the update was it is almost there. It's almost completed and that's my report madam chair.

21. Chief Financial Officer's Report - Boston advised, next on our agenda is the Chief Financial Officer's Report.

21.A. Monthly Financial Report (See Exhibit #16) Bray replied, basically we're three quarters of the way through the year. We're still basically on where I think we should be for our revenue. We're at 65% as far as expenditures, but just keep in mind that the last three months is when you see a lot of our big maintenance projects that we had planned for hit. So we should come in basically where I had budgeted, but just be aware that some of that will start hitting when we start encumbering those funds.

21.B. Monthly Sales Tax Report (See Exhibit #17) Bray continued, as far as the Sales Tax Report. Unfortunately, we are still behind for the year, but I think I shared with you last month don't anticipate that being any different. We're ahead of last year, but we're going to stay behind and we're behind what was budgeted. Any questions on that? No one responded.

21.C. *141 Budget Amendments (See Exhibit #18) Bray continued, if not we'll move on to the Budget Amendments. The first one that I have in my packet is the State School Improvement Grant. This is a state grant and it is a new grant, but this is one that Dr. Whitenbarger and his team will manage for us. Boston replied, you said it's a state grant. Bray replied, it is a state grant and that'll be significant here in a minute. Stout replied, move to approve. Boston replied, well wait just a second what's this significance? Bray replied, well if you look in the back, you're going to see the exact same grant where we're reversing it. What happened was it was initially put in as a Federal Grant in 142 got it. So we're backing it out out of 142 and correcting our era and putting it in 141. Safdie replied, second. Boston asked, well do you want her to do all three of them at once? Safdie replied, do all three of them at once. Bray continued, at the next one is recording the remainder of our outcome based money from TISA. We have \$433,622 that we're going to record in Maintenance of a Plant. So that we can utilize those funds as you folks deem necessary, but we cannot utilize those funds unless they're put in the budget. They can be in the bank, but if they're not in the budget, we can't spend them. The next one is a resolution to the general purpose fund. This is just a cleanup of our ISM moving some monies around in the particular accounts at the schools. The next one is a new grant. It's the ATSI Grant \$75,000. This will be a Federal Grant. Hale asked, what would this grant be used for? Bray replied, this I don't know. Dr. Whittenbarger was not here this week. Stepp replied, so it's for Stone Elementary. They ATSI school for performance. So they're getting this extra help to get them back up and it'll be used for Contract Services to have some people coming in to help with instruction and all that kind of good stuff. Bray continued, the next one is just an adjustment to our Perkins Basic Grant \$500. The final one is an adjustment to the Federal the HQIM Literacy Grant. Just moving some funds there \$14,599 and then the last one is like I said, the reversal where this was literally just put in the wrong fund. It should have gone in 141. It was put in 142 and we're reversing it out there and then our final is an adjustment to the TN All Corps budget. This just matches things in E Plan. Boston replied, I'll entertain a motion to approve the 141s and 142s. Stout replied, motion to approve. Boston asked, do we have a second? Nichols replied, I'll second. Boston replied, okay so we have a motion to approve all 141 and 142s. Is there any discussion? A Voice Vote was taken.

Motion to approve the 141s and 142s Budget Amendments.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Nichols

Yes: 9, No: 0

MOTION: Motion Carried

21.D. *142 Budget Amendments (See Exhibit #19) See 21.C. 141 Budget Amendments for the vote and details.

22. *Consent Agenda (See Exhibit #20) Boston advised, next on the agenda is the consent agenda. I'll entertain a motion to approve. I would like to point out one item on the consent agenda. It's 22e. It's the request of funds from Crab Orchard Archery. It came in yesterday and Mr. Stepp and I went ahead and

executive approved that, but I want you to draw attention to it. That is the \$1,500 that we give to national competitions and it is for the Archery Club. So we approved \$1,500 coming from the budget, which we have set this aside every year \$7,500 for national competitions. Safdie asked, do we need a motion? Boston replied, it'll go with the consent. Any further discussion? I just wanted to point out. Davis replied, a couple of things before we do the consent. I know we've always got inventory that leaves right. So I guess my question is how do we track that? Stepp replied, we have to track everything and you have to track it in multiple lanes. If it's General Funds or Federal, Title One. All that and we have to keep those records and we go through inventory in every building and this building and equipment every year. We have to sign off. So every building like we'll get a federal list of inventory and they have to go through and check serial numbers and all barcodes and all that kind of stuff and now if we get to the end of life of any service of anything. There's a process we have to do to be able to get rid of that. I know the chromebooks, I think now we're allowing seniors to take those with them. The other way that they did that was they were in boxes and we had to pay somebody to come take them away, but we document each time something comes in and goes out. Davis asked, do we have a mathematical number of dollar figures? Stepp asked, each year that goes out and what comes in? Davis replied, yes. Stepp continued, yeah. I mean we could figure out a way to get all that smooshed together. Davis replied, I noticed on some of the reports it says that there's obsolete or broken and then some of it's not indicated whether it's obsolete or it's broken. So is it obsolete and we can, obsolete to us and that we can reclaim some of that money or it's broken and we can't reclaim it. Stepp replied, most things go through duct tape, wire and anything else we can to hold it together. So most of the time when a school system retires something it's probably worn out pretty good. There's not, we repurposed some laptops that you know aren't at the level that the software teachers are using and they'll let other people use those. Other adults in the buildings like TAs and stuff like so. We try to use everything all the way to the last second, but yeah I can try to get some money rolled up into that and what it looks like. Davis replied, I'm just curious. Just something that we can wrap our heads around and is it possible. Hamby replied, we don't normally discuss the agenda. Davis replied, I wasn't part of the decision-making process of what goes on the consent agenda or not. So that's why I'm asking questions about things on the consent agenda. I'm essentially, I guess not consenting. Is it possible for us to get a list of grants and what they cover and how much? I know we talked about it once before just trying to wrap our heads around, because grants come and go and we've got to answer questions. We got to approve them and it's like I don't know about things that are that were approved prior to today. You know what I mean, so I don't know what's coming next, baby birds? What's the next something, so I'm just trying to look ahead. Stepp replied, we are applying for grants all the time. Davis continued, right and how can we be as engaged as possible in that? To keep our eye on it. Boston replied, if we can do a current list. Here's the grants we've got. Here's how much they want. Here's what they're being used. That would be helpful. Safdie replied, it would be state and federal and local. Boston replied, Federal Grants come with such restrictions. State sometimes, but not necessarily. Stepp replied, that's all kept inside E Plan, the state and federal. Boston asked, Mr. Davis are you? Davis replied, that's all I had. I was just curious. Hamby replied, I make a motion we approve the consent agenda. Stout replied, second second. Boston replied, okay so we have a first and second to approve the consent agenda. Any further discussion? No one responded. A Voice Vote was taken.

Motion to approve the Consent Agenda.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stout

Yes: 9, No: 0

MOTION: Motion Carried

Motion to approve the Consent Agenda as presented.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stout

Yes: 9, No: 0

MOTION: Motion Carried

22.A. *Approval of Overnight and Out of State Field Trips

22.B. *Approval of Contracts

22.C. *School Wide Fundraisers

22.D. *Approval of Disposal of Surplus Property

22.E. *Executive Approval

23. Old Business - Boston advised, old business. Safdie replied, you'll be happy to know that I don't have any old business. Patton replied, I sent the board an email, a couple of emails this past month concerning a request by Mr. Hill to deed some property that the board holds the title to and I just need some direction from the board. I've given you know, a legal opinion and I suggested that we send a response back. I'd like to do that. I know that the board can't necessarily vote on that this evening, but I would just request that be placed on an agenda very soon. Boston replied, Mrs. Diane, will you note put that on May's agenda please. McCartney replied, what would you like it labeled? Boston replied, that property lies on Genesis Road. genesis Road Property and then slash David Hill and that tells us and it's approximately two acres maybe. Safdie replied, out of 154. Patton replied, that's my understanding. Boston replied, okay if you'll just make a note to make sure that, I forgot it this month. Mr Patton, we will move forward on that. Patton replied, thank you.
24. Questions from Media - Boston asked if there were any questions from the media. No questions were asked.
25. Adjournment - Hamby moved and Safdie seconded a motion to adjourn at 8:46pm.

Motion to adjourn at 8:46 p.m.

VOICE VOTE: (mover-yes) Hamby

(second-yes) Safdie

Yes: 9, No: 0

MOTION: Motion Carried

William Stepp
Director of Schools

Teresa Boston
Chairperson of the Board

Comment I, Tabitha Webb hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on May 16, 2024.

Tabitha Webb
Board of Education Recorder

(* Indicates Board Approval Required)

(*) Indicates Board Approval Required
May 23, 2024 at 6:00 PM - Board of Education Meeting

1. Call to Order

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Procedural Item

2. Moment of Silence/Pledge of Allegiance

-Audrey Richard-HES

-Emery Richards-HES

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Procedural Item

3. Welcome to Visitors

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Procedural Item

4. Special Recognition

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Information Item

Attachments: (2)

- [CTSO Recognition](#)
- [Dr. Mathews and Dr. Buttrum](#)

5. Roll Call

Agenda Item Type: Procedural Item

6. Declaration of Conflict

Speaker(s): - Mr. Earl Patton

Agenda Item Type: Procedural Item

7. *Approval of 4-25-24 Minutes

Agenda Item Type: Action Item

Attachments: (1)

- [April 25, 2024 BOE Minutes](#)

8. *Approval of Agenda

Agenda Item Type: Action Item

Attachments: (1)

- [Agenda](#)

9. Acknowledgement of Elected Officials

Agenda Item Type: Action Item

10. Community Comments

Agenda Item Type: Information Item

11. School Board Reports

Agenda Item Type: Information Item

11.A. TLN Report

Speaker(s): - Ms. Shannon Stout

Agenda Item Type: Information Item

12. Board Member(s) Report from Training(s)

Agenda Item Type: Information Item

13. Legal Report

Speaker(s): - Mr. Earl Patton

Agenda Item Type: Information Item

14. Genesis Road Property/David Hill

Agenda Item Type: Action Item

Attachments: (1)

- [Genesis Road Property](#)

15. Director's Report

Speaker(s): - Mr. William Stepp

Agenda Item Type: Information Item

15.A. *Personnel Recommendations

Agenda Item Type: Information Item

Attachments: (1)

- [Personnel Recommendations](#)

15.B. *Strategic Compensation/Differentiated Pay Plan

Agenda Item Type: Information Item

Attachments: (1)

- [Differentiated Pay](#)

15.C. *Request to Accept Project RAISE Grant

Agenda Item Type: Information Item

Attachments: (1)

- [Request to Accept Grant-Project RAISE Grant](#)

15.D. *Approval for No Kid Hungry Grant

Agenda Item Type: Action Item

Attachments: (1)

- [Approval to Apply for the NKH Rural Summer Non Congregate Grant](#)

15.E. *CPR Agreement with American Red Cross

Agenda Item Type: Action Item

Attachments: (1)

- [Red Cross Agreement](#)

15.F. *MOU between CCSS and ETCH for Telehealth Services

Agenda Item Type: Action Item

Attachments: (1)

- [Telehealth Services District MOU 2024 CCS](#)

15.G. Renewal of SPED Contracted Service Agreements

Agenda Item Type: Action Item

Attachments: (8)

- [SLP S. Seiber](#)
- [SLP C. Hamilton](#)
- [Stellar Therapy Services](#)
- [Sidekick Therapy](#)
- [OT-K. Henderson](#)
- [Behavioral Services-Easterseals](#)
- [LBJ&C](#)
- [TEIS Baby Birds](#)

15.H. 142 Budget Summary

Agenda Item Type: Action Item

Attachments: (1)

- [Federal 142 Budget Summary](#)

15.I. 143 Budget Summary

Agenda Item Type: Action Item

Attachments: (1)

- [Central Cafeteria Fund 143 Budget Summary](#)

15.J. School Update

Agenda Item Type: Action Item

15.K. Annual Planning Calendar

Agenda Item Type: Information Item

Attachments: (1)

- [Annual Planning Calendar](#)

15.L. FYI

Agenda Item Type: Information Item

15.L.1. Attendance Report

Agenda Item Type: Information Item

15.L.2. Personnel Report

Agenda Item Type: Information Item

Attachments: (2)

- [CCSNP Staff Changes](#)
- [Personnel Report](#)

15.L.3. Substitute List

Agenda Item Type: Information Item

Attachments: (1)

- [Sub List](#)

15.L.4. School News Articles

Agenda Item Type: Information Item

Attachments: (12)

- [Brown Newsletter](#)
- [CCHS Newsletter](#)
- [Crab Orchard Newsletter](#)
- [Homestead Newsletter](#)
- [Martin Newsletter](#)
- [North Newsletter](#)
- [Phoenix Newsletter](#)
- [Pine View Newsletter](#)
- [Pleasant Hill Newsletter](#)
- [SMHS Newsletter](#)
- [South Newsletter](#)
- [Stone Elem Newsletter](#)

15.L.5. School Calendar of Events

Agenda Item Type: Information Item

Attachments: (2)

- [Phoenix Calendar](#)
- [SMHS Calendar](#)

16. *Approval of Board Recorder

Agenda Item Type: Action Item

17. School Board Committees

Agenda Item Type: Information Item

17.A. Policy Committee

Speaker(s): - Ms. Rebecca Hamby

Agenda Item Type: Committee Report Item

17.A.1. *Approval of First Reading of Policies

Agenda Item Type: Action Item

17.A.2. *Approval of Second Reading of Policies

Agenda Item Type: Action Item

17.B. Arts, Athletics and Activities Committee

Speaker(s): - Mr. Nick Davis

Agenda Item Type: Committee Report Item

17.C. Budget Committee Meeting

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Committee Report Item

17.D. Building and Grounds & Safety Committee

Speaker(s): - Mr. Robert Safdie

Agenda Item Type: Committee Report Item

18. Chief Financial Officer's Report

Agenda Item Type: Information Item

18.A. Monthly Financial Report

Agenda Item Type: Information Item

Attachments: (1)

- [Financial Report](#)

18.B. Monthly Sales Tax Report

Agenda Item Type: Information Item

Attachments: (1)

- [Sales Tax Report](#)

18.C. *141 Budget Amendments

Agenda Item Type: Action Item

Attachments: (5)

- [141 BA Clean Up for CTE GP](#)
- [141 BA Clean Up SPED](#)
- [141 BA DIDD Grant](#)
- [141 BA Reallocation](#)
- [141 BA-Summer Transportation](#)

18.D. *142 Budget Amendments

Agenda Item Type: Action Item

Attachments: (9)

- [142 BA 901 SPED](#)
- [142 BA 911 SPED](#)
- [142 BA ARP 2.0](#)
- [142 BA BBLC](#)

- [142 BA Consolidated](#)
- [142 BA ESSER 3.0](#)
- [142 BA Title I](#)
- [142 BA Title II](#)
- [142 BA Title V](#)

18.E. *143 Budget Amendments
Agenda Item Type: Action Item
Attachments: (3)

- [143 BA End of Year Clean Up Budget Amendments \\$74,765](#)
- [143 BA End of Year Clean Up Wages](#)
- [143 BA NKH Grant \\$5,000](#)

19. *Consent Agenda
Agenda Item Type: Consent Agenda

19.A. *Approval of Overnight and Out of State Field Trips
Agenda Item Type: Consent Item
Attachments: (4)

- [CCHS Skills USA Overnight Request](#)
- [SMHS 9-12 Overnight Request](#)
- [SMHS FFA Overnight Request](#)
- [SMHS Skills USA](#)

19.B. *Approval of Contracts
Agenda Item Type: Action Item
Attachments: (1)

- [Martin and Simple Pix Agreement](#)

19.C. *Approval of Grants
Agenda Item Type: Consent Item

19.D. *School Wide Fundraisers
Agenda Item Type: Consent Item

19.E. *Approval of Disposal of Surplus Property
Agenda Item Type: Consent Item
Attachments: (5)

- [CCHS Retired Inventory](#)
- [Food Service & SPED Retired Inventory](#)
- [Homestead Retired Inventory](#)
- [Phoenix Retired Inventory](#)
- [SMHS Retired Inventory](#)

19.F. *Executive Approval
Agenda Item Type: Consent Item
Attachments: (1)

- [Stone Elem Out of State Trip EA](#)

20. Old Business
Agenda Item Type: Action Item

21. Questions from Media
Agenda Item Type: Information Item

22. Adjournment
Agenda Item Type: Action Item
Comments:

William Stepp
Director of Schools

Teresa Boston
Chairperson of the Board

Comment I, Tabitha Webb hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on, 2024.

Tabitha Webb
Board of Education Recorder

Dear Mr. Patton:

I am advised that Mr. Pugh recently provided you with a copy of a deed from 1926 (recorded in 1933) in which 2 acres were transferred to the Board of Education, Cumberland County, Tennessee, out of a larger tract of the then title holder of that larger tract, which said 2 acres were "...intended for a location of the Genesis school." My spouse (Cathy) and I, along with David Shaffer, are the current titleholders of this larger tract.

While I cannot speak for Mr. Shaffer, it is my request that the Cumberland County Board of Education consider and approve the transfer of this 2-acre tract, as described in the 1926 deed, to us current owners (described in more detail below) of the larger tract out of which these 2 acres originated.

The current owners of the larger tract are Cathy A. Hill and David J. Hill, as tenants by the entireties (with right of survivorship), of an undivided 4/5ths interest, and David Shaffer, of an undivided 1/5th interest, as tenants in common (with no right of survivorship).

Cathy and I thank the Board of Education for its consideration of this request. Please contact me with any questions you may have. Thank you.

David Hill

Crab Orchard Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Baldwin, Amanda	Capps, Emma	Allred, Michele
Beaty, Debra	Davis, Sarah	Bagley, Kevin
Bowman, Heather	DeLorenzo, Drew	Beard, Laura
Findley, Bonita	Dishman, Nancy	Collins, Ashley
Hall, Cederick	Fisher, Margaret	Edwards, Jerry
Hillis, Creshia	Grumbles, Kerry	Edwards, Penny
Jackson, Erin	Houston, Kayla	Graves, Pamela
Kerley, Brianna	Michael, Brandon	Hamby, Amanda
Kuffel, Todd	Smith, Patricia	Holbrook, Lora
LaRue-Garrett, Toni		Jasiel, Janet
Marsee, Jessica		Kemmer, Valarie
Matthews, Nekesha		Labas, Hollie
Miniard, Cindy		Overall, Susan
Pettus, Deborah		Pelfrey, Lindsay
Pugh, Jacqueline		Reed, Rebecca
Reagan, Ashley		Sherrill, Glenda
Reed, Linda		Smith, Kayli
Shelton, April		Swisher, Amber
Smith, Janice		Wylie, Chrystal
VanNatter, Billie		
White, Amanda		
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	McCall, Autumn	
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Reno-Demick, Ariel	

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

Homestead Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Alva, Suzanne	Alvis, Jamie	Carr, Makayla
Bridges, Wendy	Andreasen, Miranda	Carson, Helene
Burgess, Ashleigh	Bouldin, Abbie	Chamness, Bonita
Conner, Camille	Burgess, Chelsey*	Clouse, Barbara
Cooper, Patricia	Compton, Meta Patrice	Collier, Melanie
Davis, Rachel	D'Aprile, Kayley	Davis, Jessica
Edmonds, Mary Elizabeth	Eller, Kesley	Duncan, April
Hancock, Jackie	Griffin, Julia	Estes, Katelynn
Holt, Heather	Hillis, Laura Katherine	Golden, Haley
Kuffel, Sarah	Houghton, Amber*	Grogan, Destiny
Martin, Brandy	Kilby, Emily	Hassler, Bryan
Mathews, Lauren	Kinsey, Heather	James, RaShell
Miller, Krista	Lawrence, Jennifer	Kellum, Loretta
Pugh, Jill	Moors, William	King, Mallory
Pugh, Teresa	Myers, Lori	Martin, Denise
Richards, Cynthia	Plemmons, Brandalyn	McClain, Michael
Rollins, Jessica	Pugh, Destiny	Miller, Bettyann
Scruggs, Brooke	Rector, Brittany	Norrod, Brooke
Smith, Jacqueline	Richard, Jennifer	Prater, Cynthia
Sweeten, John	Rollins, Shayla	Sapp, Joy
Thompson, Misty	Sorbet, Evangeline	Scarborough, Edna
Underwood, Lori	Standefer, Rebecca L	Schwartzkopf, Stephanie
Watts, Elizabeth	Thompson, Kathleen	Smith, Hope
West, Shannon	Wadlington, Kayla*	Thurman, April
	Wirey, Christine	Tollett, Tonia
		Torres, Jonathan
		Wallace, Darlene
		Wyatt, Megan
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Flynn, Rebecca	Brock, Robin
		Gilbert, Wanda
		Kinsey, Heather
		Park, Ashlynn
		Turner, Kelsey

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

Glenn Martin Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Barker, Terry	Asberry, Jennifer	Adams, Amber
Baxter, Chealsey	Bramer, Tracy	Ashburn, Donna
Brown, Laura	Brannum, Summer	Blouin, Cathleen
Brown, Stephanie	Davis, Alexis	Brannum, Joseph
Buffkin, Bradford	Dennis, Lindsey	Bray, Helen
Buffkin, Melissa	Fletcher, Brandon	Bryson, Melissa Jo
Butters, Emily	Green, Joshua	Christopher, Blanche
Christopher, Rachel	Inman, Robin	Cole, Angela
Davis, Rachel E	Johnson, Olivia	Cooper, Jerry
Davis, Rose	Melton, Shelby	Demetro, Cynthia
Fabus, Jeffrey	Nellessen, Kimberly	Foster, Charcey
Farley, Keri	Petru-Gilbert, Jennifer	Futrell, Samantha
Fish, Cara	Shelton, Audree	Kindrick, Lonnie
Floyd, Amanda	Tollett, Katelyn	McCowan, Brooke
Goad, Joy	Toy, Ansley	McGhee, Sara
Graham, Nicole	Varner, Emily	Mifflin, Kristie
Hazelton, Duane		Orme, Deborah
Henry, Mary Elizabeth		Palmer, George
Johnson, Kelly		Parsons, Ramona
Lowe, Kasey		Phipps, Frances
Miles, Jesse		Rimes, Michelle
Morrow, Lisa		Springer, Avery
Norris, Ashlee		Stults, Misty
Randolph, Angela		VanHorn, Valarie
Robinson, Catherine		Viera, Rosa
Sears, Baylee		Waldo, Steve
Simmons, Bryan		Williams, Cora
Smith, Jeffrey		
Smith, Leslie		
Smith, Teresa		
Stephens, Kimberly		
Taylor, Robert		
Turner, Kristina		
VanWinkle, Christie		
Wyatt, Amy		
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Clark, Tammy	Whittle, Debbie
	Oliver, Christine	Young, Chantilly
	Shackelford, Janae	Zelnik, Ruth

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

**North Cumberland Elementary
Personnel Recommendations for Fiscal Year 2024/2025**

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Allen, Mary Jane	Bailey, Emma	Bowman, Stephanie
Beard, David	Bowman, Katherine	Carey, Jason
Capps, Jessica	Clark, Catheryn	Clark, Jonathan
Carroll, Ellen	Conley, Layne	Cole, Darryl
Davis, Dwayne	Delk, Daniel	Cole, Hope
Draper, Natasha	Fisher, Shelbi	Cooper, Linda
Goss, Misty	Frashier, Kathryn	Deck, Teresa
Hayes, Ashton	Gibson, Jennifer	Dixon, Tiffany
Hedgecoth, Mark	Jones, Kristina	Findley, Carolyn
Hennessee, Courtney	King, Shelly	Findley, Kayla
Smith, Malisa	Lewis, Emma	Fox, Betty
Strickland, Nancy	Patterson, Kayla	Goss, Loretta
Timson, Julia	Rodriquez, Laura	Johnson, Ian
Trivett, Lillian	San Inocencio, Johanna	Kidwell-Reeves, Regina
Turner, Chasidy	Sexton, Cody	McCreery, Aaron
York, Paula	Wikete, Margaret	Phillips, Doris
		Phillips, Teresa
		Roysdon, Bethany
		Walker, Charity
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Lewis, Serina	
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Coggins, Jannell	Murphy, Katie
	Nicholson, Megan	
	Rector, Mallorie	
	Wyatt, Karon	

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

Pine View Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Barnes, Christine	Calahan, Grace	Blakely, Marilyn Kay
Cowley, Teresa	Corbin, Ashley	Edington, Patricia
Eldridge, Leslie	Crabtree, Matthew	Gibbons, Alma
Gibson, Daniel	McDonald, Matthew	Givens, Angela
Jones, Heather	Slagle, Chassady	Kerley, Dottie
Moody, Stacy	Womack, Julie	Kindrick, Bonita
Shadden, Summershea		Nealon, Ramona
Speich, Patricia		Stripling, Demetra
Spicer, Kara		Waldo, Christy
		Willis, Kayla
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Broomhead, Katherine	

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

Pleasant Hill Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Atkinson, James	Bohannon, Chasity	Barrier, Angela
Barnwell, Jennifer	Buttrum, Jerry	Benson, Tonya
Blyly, Taylor	Collins, Krystal	Bumbalough, Teresa
Brown, Shaun	Diana, Cristyn	Cobb, Anthony
Buckner, Tracie	Essex, Samantha	Deck, Dwana
Burgher, Kristen	Hughes, Tara	Edwards, Christine
Campbell, Michele	Iles, Julie	Green, Tammy
Carter, Kimberly	Selby, Amanda	Hassler, Kelly Jo
Conatser, Brian	White, Tiffany	Hinch, Brittany
England, Elizabeth	Yegenian, Vicken	Keyes, Lee Ann
Grenz, Gretchen		Levesque, Ashley
Handlon-Nelson, Kimberly		Mathias, Ruby
Hill, Kelli		Matthews, Sarah
Hill, Lisa		Miller, Corey
Jacobs, Teresa		Mitchell, Jeri
Janow, Angie		Murphy, Natasha
Lowe, Brandy		Piper, Laura
Mahaney, Julie		Scarborough, Karen
Mullinix, Amanda		Walker, Toni
Nash, Sylvia		Wallace, Christy
Phillips, Tammy		Whittenburg, Calynn
Phipps, Rhonda		
Roysden, Brandi		
Savage, Olivia		
Stewart, Susan		
Taylor, Pamela		
Thompson, Teresa		
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Guittar, Jeffrey	Damron, Traci
		Graham, Monica

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

South Cumberland Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Allen, Blake	Brewer, Tiffany	Bell, Beth
Atkinson, Jon	Brown, Caitlin	Burgess, Fannie
Casey, Andrea	Burgess, Leigh Ann	Cravens, Royal
Christmas, Amber	Cook, Lauren	Dotson, James
Cole, Whitney	Laborde, Mario	Elmore, Vicki
Davis, Robin	Mapes, Brooke	Frazier, Darla
Dykes, Stacy	Maxwell, Mary	Green, Laura D
Fox, Cynthia	Moomey, Krista	Hollis, Jacob
Gray, Teresa	Pimentel, Tiffany	Hyder, Kelly
Hall, Dawn	Smith Alli	Lowe, Janice
Herring, Randall	Walker, Kristin	Matthews, Kay
Holt-Brown, Jodie	White, Jamie	Moomey, Daniel
Hunter, Sarah	Woody, Alyssa	Morgan, Eunice
Inman, Christy		Strain-Smith, Ricky
McAnally, Amie		Tollett, Rachell
Morehead, Rhonda		Williams, Mary
Moss, Tori		Wilson, Paula
Pharris, II, Samuel		
Pharris, Sarah		
Phillips, Tiffany		
Potter, Margaret		
Vance, Erica		
Wood, Amy		
Woody, Chelsey		
Wyatt, Julie		
Wyatt, Rachel		
Wyatt, Vickie		
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
		Ward, Christina

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

Stone Elementary

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
Tenured	Non-Tenured	Non-Certified
Barnes, Stephanie	Carter, Amber	Abels, Denise
Barnwell, Nannette	Davis, Jennifer	Adams, Delores
Brown, Shannon	Dickerson, Todd	Atkin, Sheryl
Capps, Amanda	Dishman, Blaze	Croley, Bethany
Cotton, Cristy	Flatt, Macey	Davis, Beverly
Cox, Bridgette	Green, Carol	Deibler, Marie
Dukes, Carrie	Green, Erika	Dixon, Lloyd
England, Katie	Grenz, Micah	Edwards, Bobbi Keeli
Goodwin, Jamie	Hawkins, Brittany	England, April
Hawes, Alice	Lopez, Kristin	Green, Laura C
Isbell, Samantha	Marlowe, Laurel	Ghotbi, Sheila
Johnson, Heather	McDonald, Cheryl	Hawkins, James
Jones, Caroline	Sparks, Robert	Hayes, Kathy
Kiser, Tamara	Troyer, Beth	Holton, Alexis
Morgan, Dana	Watkins, Stacey	Honeycutt, Karolyn
Patton, Willie	Wheeler, Sarah	Johns, Mary
Ridley, Tiffany		Keck, Abbie
Roberts, Natalie		McConnell, Katherine
Sather, Sheri		Morton, Lori
Sixkiller, Monica		Pryor, Alyssah
Smith, Kasey		Ramsey, Emily
Stewart, Tammy		Ramsey, Juanita
Whitson, Crystal		Simmons, Karrie
Willis, Jenell		Sitton, Michael
Wilson, Brandi		Swafford, Russell
Wilson, Janet		Swafford, Teresa
		Webb, Jo Ellen
		Wheeler, Rebecca
Renewed with Conditions		
Tenured	Non-Tenured	Non-Certified
Non-Renewed		
Tenured	Non-Tenured	Non-Certified
	Bailey, Denise	
	Tolbert, Danielle	

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

**Cumberland County High
Personnel Recommendations for Fiscal Year 2024/2025**

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Akin, Lindsey	Baker, Jenna	Arcovio, Tessa
Akin, Robert	Beaty, Melissa	Beaty, Joseph
Allen, Kiley	Butson, Teresa	Bennett, Linda
Atkinson, Jason	Calahan, Larry Scott	Cope, Laci
Atkinson, Rebecca	Carvell, Meghan	DeBruyn, Karen
Bowen, Stuart	Cook, Craig	DeMarcus, Kristy
Boyd, Michael	Copass, Hulen	Earhart, Laura
Brewer, Laura	Cram, Kimberley	Elliott, Deborah
Denney, Taylor	Daenell, Gretchen	Ellis, Casey
DiBiccaro, Michael	Daenell, Richard	Kleyweg, Roberta
Dixon, Roger	Eich, Bradley	Margrave, Angie
Filler, Daisy	Fields, Jolene	McCloud, Jannie
Foster, William	Hardt, Jesse	Moore, Christopher
Gilpin, Laura	Hawkins, Markie	Painter, Timothy
Hall, Brenda	Hobbs, Kaytlin	Pitts, David
Hall, Jonathan	Johnson, Bruce	Scianna, Matthew
Hull, Robin	Johnson, Jacob	Squires, Diana
Margrave, William	Houston-Lane, Megan	Stephens, Soukarana
McCoy, Emmy	Keith, Collin	Stewart, David
McInerney, Daniel	Lea, Maryselle	Webster, Patricia
Nelson, Patricia	Martin, Sistina	Whitcomb, James
Phipps, Darcy	Nivens, Justin	Whitcomb, Valerie
Phipps, Richard	Overman, Misty	Windom, Kollett
Pickard, Anna	Pardue, Charles	Young, Mary
Rickman, Vaughn	Pratt, Carla	
Robbins, Angela	Repasky, Noah	
Smith, Staci	Sitton, Benjamin	
Whitson, Jordan	Tumulty, Michael	
Wilson, Daniel	VanMeter, Christina	
Wright, Jeffery	Varner, Kimberly	
	Walker, David	
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
	Angel, Maria	
	Brossman, Bryanna	
	Horton, Dalenna	
	Poore, Marsha	

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

The Phoenix School

Personnel Recommendations for Fiscal Year 2024/2025

Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Delaney, Whitney	Betsinger, Laura	Barnes, Ali Jo
Jones, Anita	Hinds, Shaun	Barreto, Carol
Kemmer, John	Patton, Gregory	Bass, John
Kington, George	Robinson, Casey	Buckner, Amy
Lowe, Mitchell	Stokes, Trentan	Davenport, Kimberly
Miller, Linda		Davenport, Nancy
Norrod, Erin		Gaynor, Amy
Owens, Lavonda		Hargis, Emily
Pennington, Carrie		Knox, Sherry
Reeves, Tiffany		Lewis, Regina
Rimmer, Shella		Womack, Shawna
Shirley, Jr, Ross		Wyatt, Lisa
Smith, Donald		
Smith, Sherry		
Wheeler, Ginnie		
Wheeler, Harold		
Renewed with Conditions		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>
Non-Renewed		
<u>Tenured</u>	<u>Non-Tenured</u>	<u>Non-Certified</u>

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

**Stone Memorial High
Personnel Recommendations for Fiscal Year 2024/2025**

Renewed		
Tenured	Non-Tenured	Non-Certified
Berta, Drew	Akins, Galen	Cardwell, Zjhanna
Bilbrey, Brittany	Andrawes-Smith, Reem	Garrett, Sharon
Bolin, Mark	Bennett, Christopher	Hamby, Johnny
Bryant, Anna	Bernard, Michelle	Hamby, Patricia
Buck, Michael	Berta, Andrew	Headrick, Jalen
Burris, Christopher	Brown, Nathan	Hendrickson, Gloriela
Capps, Neil	Cooper, Aleysah	Holloway, Nicki
Fragopoulos, Eleni	Dunbar, Annalee	King, Logan
Goss, Samuel	Hawn, Ivan	King, Zakkery
Greene, James	Houston, Jordan	Kirkland, Nicholas
Harelson, Marcy	Hunter, Brent	Kling, Karl
Headrick, Kristina	Johnson, Alyxandra	Lewis, Travis
Hicks, Karen	Lewis, Aaron	Manning, Jeffery
Hoyt-Phillips, Caleen	Lewis, Kalyn	Mullinax, Hellen
Johnson, Kylee	Long, II, John	Murphy, Jackie
Keyes, Melissa	Martin, Kenny	Reagan, Vaneisa
Kidwell, Laura	Martin, Victoria	Schank, Lonna
Luetkemeyer, Tristessa	McClanahan, Rachel	Schwartzkopf, Dianne
Miller, Melissa	McDonald, Todd	Smith, Susie
Moldenhauer, Julie	McKie, Nicole	
Moore, April	Ness, Julie	
Parker, Brian	O'Neal, Shannon	
Phillips, Chelsea	Permenter, Victoria	
Raby, Jess	Presson, Kayla	
Saldana, David	Qualls, Justin	
Samber, Derik	Seay, David	
Smith, Carol	Smith, Jamie	
Smith, Kelly	Tarleton, Rodney	
Smith, Rebecca	Tipton, Ethan	
St Onge, Marcela	Troino, Matthew	
Tatum, Thomas	Vashaw, Kimberly	
Wyatt, Sharmain		
Wyatt, Tonia		
Renewed with Conditions		
Tenured	Non-Tenured	Non-Certified
Non-Renewed		
Tenured	Non-Tenured	Non-Certified

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores

**County Wide and Central Services
Personnel Recommendations for Fiscal Year 2024/2025**

Renewed			
Tenured	Non-Tenured	Non-Certified	
Andrews, Cynthia	Anderson, Andrea	Abston, Christina	McCartney, Diane
Burks, Tracy	Bernabei, Theresa	Alford, Terri	McClellan, Katy
Casteel, Robbie	Cantrell, Erica	Aytes, James	McGhee, Jason
Davis, Kristyn	Calahan, Patricia	Aytes, Joshua	Melton, Donald
Farley, Rebecca	Conforti, Jason	Breeding, Emalee	Miller, Christopher
Flowers, Rachel	Eldridge, Leslie	Brady, Michael	Noel, Marilyn
Garrett, Joy	Farmer, Amber	Bray, Kim	Norrod, Jennifer
Helton, Sandy	Fuhrman, Thomas	Burnett, Joseph	Patterson, Jay
Holton, Dorothy	Hobby, Karri	Burns, Vinson	Patton, Laura
Kerley, Karen	Kiley, Cheryl	Cox, Tiffany	Phipps, Penny
Keys, Allie	Lake, Kara	Farley, Elbert	Randol, Joshua
Lavoie, Joanna	Marsh, Maegan	Felton, Jennifer	Ross, Zenia
Maddox, William	Martin, Alexandria	Garren, Nancy	Segers, Curt
Magnusson, Ronny	Potter, Jennifer	Green, Deborah	Seiber, Robert
Overstreet, Patricia	Wendig, Christa	Hamby, Kathlene	Sherrill, Murel
Petersen, Lauren	Lewis, John	Hargrove, Rebecca	Sisco, Amy
Polson, Marsha		Hassler, Kimberly	Smith, Heather
Rofe, Jessica		Holloway, Michelle	Tollett, Elijah
South, Michele		Hull, Johnathan	Tripp, Billie
Tindell, Michelle		Hyder, Brenda	Turner, Vickie
VanWinkle, Breanna		Jolley, Neelie	Wanamaker, Sharon
VanWinkle, Julie		Kington, Mary	Webb, Jeffery
Warner, Cassie		Mathews, Cassie	Webb, Tabitha
Webb, Dreama			Wilson, Kelvin
Whittenbarger, Justin			
Renewed with Conditions			
Tenured	Non-Tenured	Non-Certified	
		Briggs, Wayne	
Non-Renewed			
Tenured	Non-Tenured	Non-Certified	

Bold * indicates tenure eligibility for FY 2024/2025 pending LOE scores



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

To: Cumberland County Board of Education
Mr. William Stepp, Director of Schools

From: Cumberland County School Nutrition Program

Date: April 24, 2024

Re: For Rehire, School Nutrition Staff

Cumberland County School Nutrition Staff are nominated annually in May for rehire. Attached is the list of the employees who are being recommended for the school year 2024-2025:

Barnwell, Inge	Hawkins, Heather	Price, Teresa	Walden, Deborah
Bivens, Rebecca	Hayes, Vanessa	Pryor, Sandra	Walley, Deborah
Blaylock, Cindy	Hood, Caela	Pugh, Theresa	Watson, Lisa
Boggs, Sheila	Houston, Teresa	Rector, Brenda	Webb, Jessica
Boryszewski, Anna	Hutchens, Tina	Richardson, Kayla	Whitcomb, Lita
Burgess, Emila	Jenkins, Sara	Roysdon, Tonya	Williams, Lois
Campbell, Brooke	Johnson, John	Russell, Sherry	Wofford, Brenda
Coley, Aimee	Johnson, Heather	Ryan, Lindsey	Wyatt, Stacey LeeAnn
Cooper, Leslie	Johnson, Paula Sue	Sharp, Tiffany	
Cooper, Shania	Kilby, Bonnie	Shepherd, Vickie	
Cooper, Virginia	Lansford, Jennifer	Smith, Amanda	
Corson, Dalton	Law, Emily	Smith, Holly	
Corson, Summer	Lee, Terry Ann	Stepp, Tammera	
Crawford, Debbie	Lewis, Elizabeth	Stoddard, Jessica	
Davis, Dakota	Lockridge, Michael	Strader, Dena	
Davis, Kisha	Martin, David	Tackett, Sharon	
Davis, Peggy	McCloud, Jodi	Tate, Betty	
Delk, Sonya	McCreery, Sarah	Taylor, Karen	
Derrick, Tabitha	Medina-Navarro, Isaias	Thomas, Nicolette	
Dillon, Donna	Melton, Barry	Tollett, Jessica E.	
Dunlap, MariLynn	Murphy, Margot	Treadway, Alice	
Eller, Vickie	Nail, Ashley	Treadway, James	
Fields, Kahly	Neal, Patience	Truran, Gloria	
Golliher, Hollie	Nolan, Teresa	Turner, Melissa L.	
Grayson, Crystal	Norrie, Tracy	Turner, Melissa R.	
Grayson, Sharon	Oyston, Benjamin	Tuttle, Meggan	
Green, Elesha	Parsons, Aleah	Valeri, Susan	
Haney, Connie	Phipps, Ashley	Velluto, Sharon	
Havrilka, James	Potter, Destiny	Vivace, Samantha	
Havrilka, Rebecca	Presley, Alexandria	Wagner, Deborah	



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

To: Cumberland County Board of Education
Mr. William Stepp, Director of Schools

From: Cumberland County School Nutrition Program

Date: April 24, 2024

Re: For Rehire with Conditions, School Nutrition Staff

Cumberland County School Nutrition Staff are nominated annually in May for rehire. Attached is the list of the employees who are being recommended with conditions for the school year 2024-2025:

Ballard, Ward
Clem, Sherry
Elmore, Albert Reed



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

To: Cumberland County Board of Education
Mr. William Stepp, Director of Schools

From: Cumberland County School Nutrition Program

Date: April 24, 2024

Re: Non Rehire, School Nutrition Staff

Cumberland County School Nutrition Staff are nominated annually in May for rehire. Attached is the list of the employees who are not being recommended for the school year 2024-2025:

Pamela Beaty

Transportation

Re-Hired

Non-Certified

Alley	Michelle	Douglas	Valorie	Lewis	James
Baldwin	Clifford	Edwards	Jerry	Martin	Kathleen
Bartelson	Lynn	Fallon	George	Martin	Rita
Bell	Kathie	Findley	Danny	Mathias	Ruby
Billups	David	Gardner	Kimberly	Melton	Dianne
Bowman	Patsy	Golliher	Karen	Morgan	Katie
Bowman	Sharon	Grenz	Gretchen	Morley	Karen
Bowman	Sherri	Grogan	Destiny	Nunley	Walter
Brown	Danielle	Guthmiller	Raymond	Phillips	Judith
Brubaker	Russell	Hall	Jamie	Ritchie	Rodney
Cole	John	Hargis	Gary	Robbins	Larry
Conatser	Brian	Heckathorn	Logan	Schwartzbeck	Daniel
Conda	Michele	Heiserman	John	Selby	Melissia
Conda	Travis	Howard	Christopher	Shanks	Scot
Cooper	Jeffery	Howard	Kevin	Sisco	Amy
Cooper	Sharon	Hubbard	Ronald	Skowron	Edward
Daenell	Richard	Ivey	Robert	Smith	Donald
Daniel	Jackie	Johnson	Stanford	Smith	Glenda
Davenport	Kimberly	Knox	Sherry	Squires	Linwood
Denton	Shawn	Lanier	Kelly	Swearengen Jr.	Matt
DeRossett	Jessica	Lavergne	Ronnie	Thompson	Daniel
Dishman	Steve	Lawson	Christopher	Upchurch	Wayne
				Webster	Teresa

Non-Renewed

Non-Certified

Retiring/Resigning

Non-Certified

Cumberland County School Transportation personnel are nominated annually in May for rehire. The above list details the employees that are being recommended for rehire as well as the ones who are not being recommended for rehire for the 2023-2024 school year.

Cumberland County Strategic Compensation/Differentiated Pay Plan
Final
Descriptive Summary
2024-2025

1. **Experience/Educational Degree:** Cumberland County will continue to differentiate pay according to years of experience and educational degree obtained.
2. **Hard to Staff (Total 3):** A total of \$3,000 will be reserved to attract, hire, and retain high quality candidates to fill hard to staff positions. This amount reflects \$3,000 for new hard to staff positions.

- a. The successful candidate would be eligible for a total of \$3,000 over a three-year period. An initial stipend (Year 1) of \$1,000 will be allocated for up to three identified and verified hard to staff positions for 2024-2025. If the teacher remains in that position for 2 additional years and maintains a Level of Effectiveness of at least a 3 for each of those years, then that teacher will receive an additional \$1,000 for year 2 and year 3.

Procedure:

- The Human Resource Supervisor, in a coordinated effort with the department supervisor and the principal of the school housing the hard to staff position, will authorize the initial stipend prior to the position posting. The steps to identify a “hard to staff position” will be:
 1. The HR Supervisor will review district historical data on positions and our ability to fill them with qualified
 2. Stipends for Year 3 will be paid in December. If the teacher leaves the “hard to staff position” during the school year, the stipend for that year will be prorated accordingly based on actual time worked, and final pay will be adjusted.
3. **Additional Roles:** A total of \$97,200 is set aside to differentiate pay according to assigned roles. Cumberland County will pay:

- a. **Lead Teachers (148):** In an ongoing capacity, these effective teachers (Level 3, 4, or 5) are selected by individual school principals to serve as leaders who may be assigned to:

- participate and redeliver state training regarding standards, best practices and assessments, both formative and summative
- lead PLC sessions among colleagues in the same grade and/or content area
- serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management
- Schools are allotted the following slots based on enrollment:

1. Brown	11
2. Crab Orchard	10
3. Homestead	15
4. Martin	15
5. North	13
6. Pine View	4
7. Pleasant Hill	12
8. South	12

9. Stone	15
10. CCHS	19
11. SMHS	19
12. Phoenix	3

- Lead teachers will be paid \$400 for their additional roles, for a districtwide total of \$59,200.

- b. **Textbook Leaders (26):** These school-level leaders will serve to train their school colleagues in the math textbook adoption process which will include standards alignment, resource appropriation, and effective instruction. A stipend of \$400 will be allocated for this role, for a total of \$10,400.
- c. **School Improvement Plan Chairman (12):** These individuals are charged with the data input and narrative responses in ePlan for their school's annual improvement plan. A stipend of \$400 will be allocated for these roles, for a total of \$4,800 districtwide.
- d. **School wide Positive Behavior Support (SWPBS) Chairman (24):** This person serves as the coordinator of the positive behavior support program and is charged with the design, implementation, communication, and record keeping of this essential system. A stipend of \$400 will be allocated for these roles, (\$800 per school) for a total of \$9,600 districtwide.
- e. **School-level IT Lead (24):** These individuals are tasked to provide technological support to the instructional programs at their home school. A stipend of \$400 will be allocated for these roles for a total of \$9,600.
- f. **On my way 2 K facilitators (9):** These individuals provide two one-hour sessions for pre-K parents to assist them in preparing their children for kindergarten. A stipend of \$400 will be allocated for these roles for a total of \$3,600.
- g. **Portfolium Peer Reviewers (6):** Portfolium Peer Reviewers are those teachers designated in PreK and kindergarten who are assigned to participate in the Portfolium scoring process on behalf of Cumberland County. The teachers selected must have the following qualifications:
 - Three years teaching experience in the grade level or subject area
 - Rich understanding of standards
 - Familiarity with scoring student work
 - Comfort with using technology
 - Participation in virtual training and a satisfactory score on the online certification test

These single session presenters will be paid \$20 per review. However, this money is reimbursed from the state, and is therefore, not included in the additional strategic compensation package.



William G. Stepp Director of Schools

Teresa Boston Board Chair

April 15, 2024

Dear Mr. Stepp and Cumberland County Board of Education:

RE: Project RAISE Grant Participation

I respectfully request approval to accept the Project RAISE Grant Award during FY'24 school year:

- Grant Award: Project RAISE Grant Total for FY 24s is \$9,999.

Sincerely,

A handwritten signature in black ink that reads 'Marlene Holton'.

Marlene Holton
Special Education Director

CC: Dr. Rebecca Farley, Chief Academic Officer
Mrs. Kim Bray, Chief Financial Office



William G. Stepp ● Director of Schools

Teresa Boston ● Board Chair

May 14, 2004

Mr. William Stepp
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Re: Approval to Apply for the No Kid Hungry Rural Summer Non-Congregate Grant

Dear Mr. Stepp and Cumberland County Board of Education,

The Cumberland County School Nutrition Program is requesting approval to apply for the No Kid Hungry Rural Summer Non-Congregate Grant for the Seamless Summer Option (Summer Meal Program). Up to \$5,000 is available to help supplement wage expenses.

Please see the attached 4 pages for information about the grant.

Respectfully,

Kathy Hamby
School Nutrition District Supervisor
Cumberland County Board of Education/Central Services



Application to Join Research on Innovative, Participant-Centered Rural Summer Non-Congregate Models

Background

The upcoming summer represents an historic opportunity to build on the learnings from the first official year of rural, non-congregate service in 2023 and to codify the models that are most beneficial to children and caregivers. No Kid Hungry's Program Innovation team seeks to capture and share best practices from strong, participant-centered programs. Additionally, there may be an opportunity to learn from sponsors who are piloting approaches this summer that address a unique participant challenge or opportunity identified in 2023.

In 2023, No Kid Hungry's Program Innovation team conducted user research to understand participants' experiences with the array of non-congregate models: grab-and-go, mobile meals, home delivery, and other combinations. Caregivers reported that the home delivery option was most convenient, letting them access meals regardless of constraints like transportation, a disability, needing to work, or childcare responsibilities. However due to the cost and complexity of home delivery, few sponsors were able to utilize home delivery. We would like to learn from a sponsor who operated a successful, sustainable home delivery model to share the model with others who are interested in adding it as another option for summer non-congregate service.

Caregivers also appreciated receiving multiple meals at one time, especially when the model offered them some choice in the foods they fed their children. Anecdotally, however, bulk meal service has been inconsistent. Program Innovation would like to identify an example of stellar bulk meal service to chronicle how this promising model can be beneficial to both sponsors and caregivers.

Finally, caregivers noted other elements that providers could incorporate or improve to create an enjoyable, de-stigmatizing program that meets their needs.

In summary, No Kid Hungry's Program Innovation team seeks partners who would be willing to share lessons in the following categories:

- **Partners who ran home delivery** in 2023 and will be doing so in 2024 who would be willing to share lessons and best practices that can be used by others interested in operating a home delivery model.
- **Partners who offered bulk meal models** (ingredients vs. prepared meals) or will be piloting bulk meals this summer. Research indicated that families appreciated multiple meals or ingredients that offer flexibility in how they are used over the week and we are

seeking to learn about innovative and successful bulk meal models that meet participants' needs and provide a high quality food experience.

- **Partners with other exemplary approaches to participant experience.**
 - Participant-centered outreach and communication
 - Models or approaches that meet the unique needs of high poverty communities
 - Models and approaches that reduce stigma and create joyful experiences
 - Programs experimenting with technology to improve caregiver and sponsor experience
 - Programs experimenting with allowing other types of meal choice.

Approach

The No Kid Hungry Program Innovation team will work with designated points of contact within the sponsor organization to learn about the model(s) and elevate best practices for implementation nationally. Methods used will include conference call-based discussions and focus groups with sponsoring organization staff, interviews and/or focus groups with participants, analysis of quantitative and qualitative data, and site visits when appropriate.

- **Introductions *May - June***
 - Introductory call to learn more about the model, lessons learned from last summer, questions for 2024, plan from outreach and enrollment
 - No Kid Hungry will share a template for the sponsor to input key features of the model (e.g., costs, staff, feedback from caregivers, etc.)
 - *Optional and depending upon timing of summer meal service:* Conversation with 2-3 summer-eligible participants for their advice on outreach and enrollment (No Kid Hungry can facilitate or provide questions)
- **Summer Meal Service *May - August***
 - Continue to share learnings about program logistics and operations. Call to discuss how the meal service is operating and tweaks that the sponsor may be making to respond to participant needs
 - Identify 5 participants to interview on their experience and suggestions (No Kid Hungry can facilitate or provide questions)
 - Possible No Kid Hungry site visit
- **Feedback from Participants *August - September***
 - Conduct interviews and/or focus groups with participants. Can be conducted over the phone, in-person with No Kid Hungry support, or as a survey
 - Possible No Kid Hungry site visit
- **Recommendations for Other Sponsors *September - November***
 - Review written findings and recommendations, draft prepared by No Kid Hungry

- Call to discuss refinements and how to disseminate learnings to other sponsors

Requirements

Applicants should be from school districts, community-based organizations, or other entities that plan to sponsor a rural, summer non-congregate model during the summer of 2024. They should be willing and able to devote 2-5 hours a month from June 2024 through October 2024 to share ideas and insights with No Kid Hungry and review written materials.

Grant Support

Participating organizations will receive a \$5,000 grant to cover time and expenses associated with joining calls, facilitating connections to participants, and reviewing recommendations and refined models developed through Summer 2024. If the organization is piloting the approach this summer, grant funds can be used to support the pilot.

Program Innovation

No Kid Hungry's Program Innovation team is leading this study, in concert with other teams throughout the organization. The Program Innovation team designs strategies that meet the needs of families facing economic insecurity and works to improve the user experience of federal nutrition programs.

If your program has already received funding for summer 2024 from No Kid Hungry, this grant will be processed as an addendum to the grant already created.

Application Questions

Applications will be reviewed and accepted on a rolling basis until June 1, 2024. We will schedule calls with the top candidates to determine if their program is a good fit for the research.

1. Name
2. Organization
3. Location
4. Please provide a short description of your program. How does it work? Who is it reaching? Is it a mobile program (e.g., taking meals to multiple locations), home delivery, grab-and-go, a combination, or another model?

5. What about your program makes it an exemplary experience for program participants? What can others learn from how your program operates and how it meets the needs and desires of children and caregivers? To what extent do you believe this model or approach is scalable and replicable in other locations?
6. Please confirm your willingness and capacity to:
- Conduct at least 4 calls with No Kid Hungry from May/June through November
 - Facilitate introductions to caregivers participating in summer non-congregate meal service for interviews, focus groups, or surveys
 - Support a possible site visit
 - Supply information for the report which could include but is not limited to budgets for the summer program, outreach materials, photos of service, etc.



Associate Licensed Training Provider Agreement

This **Associate Licensed Training Provider Agreement** ("Agreement") is by and between The American National Red Cross ("Red Cross") and **Cumberland County Schools** (the "ALTP") (each a "Party" and together the "Parties"), effective as of the last date of signature set forth below ("Effective Date"), for the purpose of licensing Red Cross training materials and curriculum to ALTP in order to permit ALTP to deliver instruction in the Red Cross training courses that are supported by **Covenant Health** ("Primary LTP") under its Primary Licensed Training Provider Agreement with the Red Cross.

1. ALTP Responsibilities. ALTP will:

- 1.1. Only permit an individual to teach a Course and submit Course Records (as defined below) on ALTP's behalf if that individual (i) has an active certification by Red Cross to teach the Course, and is otherwise in good standing as an instructor with Red Cross, when the Course is delivered, and (ii) has been authorized by ALTP to teach Courses on ALTP's behalf and enter records for completed Courses ("Course Records") on ALTP's behalf in accordance with section 5.1 below before the Course is delivered. (Individuals who satisfy all of these conditions are hereinafter referred to as "Instructors").
- 1.2. Cause Instructors to teach Courses using only Red Cross-approved instructional materials and such other copyrighted and proprietary educational content as Red Cross may provide from time to time to licensed training providers of Course instruction ("Course Materials"), in compliance with the most current Red Cross Training Provider Resource Guide ("Guide"), curricula, policies, and procedures, as the same may be amended or supplemented from time to time (collectively, the "Policies"), which Policies, as of the Effective Date, are available at <https://www.redcrosslearningcenter.org>.
- 1.3. Only sponsor, promote, and teach Courses and otherwise perform under this Agreement within the United States of America and its territories ("U.S."), as the Red Cross is only permitted to operate within the U.S.
- 1.4. Permit—or, upon Red Cross's request, obtain permission for—Red Cross to enter upon the premises at which Courses are taught so that Red Cross can observe ALTP's Courses. Red Cross will cooperate with ALTP in the scheduling of any such visit, but ALTP may not notify its Instructors in advance of a scheduled visit.
- 1.5. Enter accurate and complete records for each completed Course ("Course Records"), along with all other requested information, into the Red Cross's LMS within ten (10) calendar days of the date that any scheduling instance of a Course (each a "Class") has been completed, and comply with all terms and conditions of the LMS during such use.
- 1.6. Only issue Course completion certificates, using Red Cross-approved systems and forms, to students who have successfully completed a Course that has been administered by the required number of Instructors and otherwise in compliance with the Policies and this Agreement (it being understood that Red Cross may, in addition to other remedies, invalidate any Course completion certification not issued in conformity with this section).
- 1.7. Pay all fees payable under this Agreement when due, in accordance with section 5 below.
- 1.8. Be responsible for ALTP's acts and omissions, and the acts and omissions of its Instructors, in connection with the delivery of Courses under this Agreement.
- 1.9. Maintain insurance (or, if ALTP is a public entity, self-insure through a publicly recognized self-insurance program) to cover its performance under this Agreement, as Red Cross insurance does not ex-



tend to ALTP or its Instructors. If aquatics courses are included among the Courses that ALTP is authorized to deliver by Primary LTP, maintain, at minimum, the types and limits of coverage set forth in Appendix C. Provide proof of insurance coverage to Red Cross upon its request.

2. License to Course Materials; CPS.

- 2.1. Red Cross is the owner of Course Materials. Subject to the terms and conditions of this Agreement, Red Cross hereby grants ALTP a limited, non-exclusive, non-transferrable, and non-sublicensable license to publicly display and perform, Course Materials solely for the purpose of conducting Courses authorized under this Agreement. ALTP may not revise, edit or create derivative works of Course Materials, in whole or in part.
- 2.2. Course Materials will be made available to ALTP by digital download or other means as determined by Red Cross. ALTP shall only obtain Course Materials for Courses that ALTP is authorized to provide, and only through distribution means authorized by Red Cross.
- 2.3. Any certificates memorializing the successful completion of any Course may be issued only through the LMS. ALTP has no right or authorization to design or create its own Course completion certificates.
- 2.4. ALTP shall use reasonable efforts to protect the Course Materials from use not permitted under this Agreement. This Agreement does not constitute a transfer of ownership rights in the Course Materials. ALTP shall not use facts and information from the Course Materials to create its own courses and course materials.
- 2.5. ALTP may, from time to time, at its election, participate in Red Cross's Class Posting Service ("CPS"). Using the CPS, licensed training providers of Red Cross may advertise the availability of courses to prospective students on Red Cross's on-line store, for additional fees. ALTP agrees that its participation in the CPS will be governed by the terms and conditions contained in Red Cross's CPS User Guide, as the same may be amended from time to time. Red Cross may suspend or terminate the CPS with respect to all licensed training providers, including ALTP, at any time or from time to time, in its sole discretion.

3. Use of Names and Marks.

- 3.1. Red Cross grants ALTP the limited, non-exclusive, non-transferable and non-assignable license in the U.S. to use the name and logo of the Red Cross in the format set forth in the Guide (the "Authorized Mark") solely to promote that ALTP is an authorized provider of the Courses, and subject to all restrictions herein this Agreement and the Policies.
- 3.2. Except as expressly provided in this Agreement, neither Party may use the other Party's name(s), logos trademarks or other intellectual property in marketing materials, press releases, presentations other than Courses, or otherwise without the advance written consent of the other Party, which consent may be granted or withheld in the other Party's sole discretion.
- 3.3. ALTP shall not state or imply that Red Cross sponsors or endorses ALTP's business, products or services generally, or that any other training courses and services other than the Courses, are owned or endorsed by or otherwise associated or affiliated with Red Cross.
- 3.4. ALTP shall not (i) create a compound mark with the Authorized Mark or (ii) use the Authorized Mark with any other design, slogan or trademark when such combination would tend to cause confusion as to source or affiliation.
- 3.5. ALTP shall not in any instance, use a Greek red cross design in association with its business, goods or services.

4. Term and Termination.



- 4.1 Unless earlier terminated as provided below, this Agreement will be effective as of the Effective Date listed above and ends on the day before the thirty-six (36) month anniversary thereof; however, this Agreement will terminate immediately as of the date that (i) the Primary LTP no longer has a primary licensed training provider agreement in effect with the Red Cross, or (ii) the Primary LTP dissociates ALTP from Primary LTP's account with the Red Cross.
- 4.2 Red Cross may immediately terminate this Agreement if ALTP breaches this Agreement. Red Cross may also terminate this Agreement if ALTP breaches the terms of the CPS.
- 4.3 Either Party may terminate this Agreement with advance written notice to the other Party of at least thirty (30) days.
- 4.4 Notwithstanding expiration or any termination of this Agreement, the provisions of this Agreement will continue to govern with respect to any amounts payable to Red Cross for Courses completed prior to such expiration or termination. The Parties' obligations under sections 5.2 and 7 below will also survive expiration or any termination of this Agreement.

5. Fees; Primary LTP Agreement.

- 5.1 As of the Effective Date, ALTP warrants that it is part of a network of associated training providers supported by Primary LTP. ALTP is only authorized to deliver Courses that are available from its Primary LTP. Red Cross will not invoice ALTP for its training activities under the Agreement. Instead, ALTP shall enter Course Records under Primary LTP's account, or under such other account as may be designated by Red Cross from time to time, in the LMS, and, upon doing so, shall pay applicable fees, as communicated to ALTP by Primary LTP, to Red Cross by credit card (unless Red Cross and Primary LTP have agreed that Red Cross will invoice Primary LTP for such fees). Alternatively, if directed by Primary LTP and approved in writing by Red Cross, ALTP shall enter Course Records into a third-party learning management system, and pay applicable fees to Red Cross or Primary LTP, as directed by Primary LTP. ALTP acknowledges that Red Cross is not a party to any understanding or agreement that ALTP may have with Primary LTP. ALTP shall indemnify, hold harmless and defend Red Cross and its governors, employees and agents against any claim by Primary LTP that arises from or relates to an actual or alleged breach by ALTP of any understanding or agreement between ALTP and Primary LTP.
- 5.2 If the Red Cross determines that any course offered by the ALTP is not taught in accordance with Red Cross Policies, the ALTP will be responsible for any costs associated with re-training Course participants. Red Cross, at its sole discretion, will determine the appropriate party to conduct re-training, which may include the ALTP, or any Red Cross employee, volunteer, or third-party licensed training provider. ALTP's obligation to pay for retraining under this section will survive the expiration or earlier termination of this Agreement with respect to any such retraining that takes place after the effective date of expiration or termination.

6. **Notices.** Each Party's contacts for notices and billing under this Agreement is listed on Appendix A.
7. **Confidentiality.** Except as required by applicable law or as otherwise provided herein, ALTP will maintain in confidence pricing information for Courses. For the avoidance of doubt, Red Cross may share information about this Agreement, and ALTP's performance under it, with Primary LTP.
8. **Intellectual Property.**



- 8.1 Red Cross reserves all rights not expressly granted herein, in its registered and common law trademarks, service marks, names, emblems, logos and designs including without limitation, the Authorized Mark (the “Red Cross Marks”), and in the Course Materials in whole or in part (collectively the “Red Cross IP”).
- 8.2 ALTP acknowledges and agrees that the Red Cross IP is and shall remain the property of Red Cross, and that the license granted under this Agreement does not constitute a transfer to ALTP of any ownership rights in the Red Cross IP. Further, the Parties agree and acknowledge that ALTP’s use of the Red Cross IP shall inure solely to the benefit of Red Cross.
- 8.3 ALTP shall not commit, or cause any third party to commit, any act challenging, contesting or in any way impairing or attempting to impair Red Cross’s right, title and interest in and to the Red Cross IP, including seeking registration of the Red Cross IP in whole or in part, or of any confusingly similar trademark or service mark anywhere in the world or incorporating ALTP’s business under the Red Cross Marks or any aspect of the Red Cross Marks or any name confusingly similar to the Red Cross Marks.
- 8.4 Upon the expiration or termination of this Agreement, all rights in the Red Cross IP herein granted to ALTP immediately expire, and ALTP will immediately cease all use of the Red Cross IP.

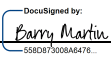
9. Miscellaneous.

- 9.1 Severability. In the event any provision of this Agreement is held invalid, illegal or unenforceable (any such provision, an “Invalid Provision”) in any jurisdiction, the Red Cross and the ALTP shall promptly negotiate in good faith a lawful, valid and enforceable provision that is as similar in terms to such Invalid Provision as may be possible while giving effect to the future benefits and burdens accruing to the Parties hereunder. But, in no way will the Invalid Provision affect the validity or enforceability of any other portion or provision of this Agreement, regardless of the ability of the Parties to negotiate a new provision.
- 9.2 Independent Contractors. Each Party is an independent contractor with respect to the other, and nothing herein shall create any partnership, franchise, or joint venture between the Parties or an employer-employee or agency relationship. No agent, employee or servant of any Party shall be, or shall be deemed to be, the employee, agent or servant of the other Party, and each Party shall be solely and entirely responsible for its acts and the acts of its agents, employees and servants.
- 9.3 Assignment. ALTP may not assign its rights under this Agreement, or delegate its obligations, in whole or in part, without the prior written consent of Red Cross. Any attempted assignment or delegation in violation of the foregoing will be null and void.
- 9.4 Governing Law. The Agreement is governed by the laws of the District of Columbia, without giving effect to its choice or conflict of law rules.
- 9.5 Inapplicability of Procurement Terms. This Agreement is not a contract for the purchase, sale, or use of personal property or for the rendering of personal or professional services by Red Cross. It is only a limited license in Red Cross IP. It is, therefore, not subject to policies, regulations, terms, conditions, or other requirements of ALTP or any third party (including, but not limited to, the Federal Acquisition Regulation and any agency supplement thereto, and the U.S. Office of Management and Budget’s Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) that relate only to suppliers and vendors of goods or services. Under this Agreement, Red Cross will not carry out part of any Federal award received by ALTP. Neither Red Cross, the host of its LMS, nor any other vendor to Red Cross in connection with this Agreement, will act as, nor may any of them be deemed, (i) a subcontractor to Red Cross or a first-tier or lower-tier subcontractor or sub-grantee to ALTP under any prime contract or grant, or (ii) a first-tier or lower-tier sub-processor of personal or other data for ALTP or any third party.



- 9.6 Data Processing. Red Cross operates the LMS as a nationwide system of course certification. It does not operate the LMS as a service to, or as an agent or for the benefit of, ALTP. Insofar as Red Cross collects, processes, transmits, stores, or otherwise manages data, including personal data, contained in Course Records, it will not be doing so for, or on behalf of, or as a service to, ALTP. Red Cross retains all rights in and to the LMS and any Course Records uploaded by ALTP into the LMS.
- 9.7 Entire Agreement. This Agreement constitutes the entire agreement between the Parties and supersedes all prior agreements, understandings and representations, both written and oral, between the Parties with respect to the subject matter of this Agreement.
- 9.8 Amendments and Waivers. Amendments, addenda and waivers to this Agreement will be effective only if made, in each case, by a non-preprinted document clearly understood by both Parties to be an amendment, addendum or waiver, as the case may be, and signed by both parties. Any additional or different terms or conditions contained in any purchase order, confirmation, receipt, invoice, click-through agreement, or similar documents will not be binding on either Party, whether or not such terms and conditions would materially alter this Agreement (and even if the receiving Party has signed or otherwise acknowledged such purchase order, confirmation, receipt, invoice, click-through agreement or similar document), and each Party hereby rejects all such additional or different terms and conditions.
- 9.9 Mutual Representations. Each Party is relying upon the truth and accuracy of the following warranties, as made by the other Party, as a material inducement to entering into this Agreement:
- ALTP warrants that any information it has tendered to Red Cross concerning its legal status, identities of its directors, officers, shareholders, or other principals and affiliates, financial condition, current and historical operations, insurance coverages, and all other information requested by Red Cross in connection with any inquiry into ALTP's capabilities and qualifications as a prospective licensed training provider of Red Cross, was, on the date it was provided to Red Cross and on the Effective Date, true and accurate in all respects and free of any misleading omissions. ALTP acknowledges that the foregoing warranty is a material inducement for the Red Cross to enter into this Agreement.
 - Each Party represents to the other that it is duly organized or incorporated and validly existing under the laws of the state where it is organized or incorporated (or, if it is organized under federal law, that it is duly organized and validly existing under the laws of the United States), that it has the power and authority to enter into this Agreement and carry out its provisions, that it has taken all actions required for it to enter into the Agreement prior to the Effective Date, that its representative who has signed this Agreement below is duly authorized to execute and deliver this Agreement, and that this Agreement is legally binding upon and enforceable against it.

The Parties, acting through their duly authorized officers, have executed this Agreement, which shall come into force as of the Effective Date. Execution of this Agreement confirms ALTP's receipt of the Training Provider Resource Guide, which may be updated from time to time.

ALTP Name: Cumberland County Schools	The American National Red Cross
ALTP Signature:	Red Cross Signature: 
Name: Marsha Polson	Name: Barry Martin
Title:	Title: Sales Representative
Date:	Date: 4/29/2024



**American
Red Cross**

Training Services
Associate Licensed Training Provider Agreement

**Associate Licensed Training Provider Agreement**
Appendix A – Contact Information**Associate Licensed Training Provider (ALTP) Information**ALTP: **Cumberland County Schools**ALTP Address: **368 Fourth St. Crossville, TN. 38555** ALTP Fax:ALTP Account Number: **SF21267437**ALTP Contact: **Marsha Polson**ALTP Contact Email: **mpolson@ccschools.k12tn.net**ALTP Contact Phone: **931 261 5575** Extension:*(NOTE: All Billing Contact information MUST be completed for a specific individual; not a system/generic email)*

ALTP Billing Contact Name:

ALTP Billing Contact Phone: Extension:

ALTP Billing Contact Email: **mpolson@ccschools.k12th.net**ALTP Billing Address: **368 Fourth St. Crossville, TN. 38555**

ALTP DUNS Number:

Email for Invoice Delivery (if electing electronic invoice delivery):

Notices to be delivered to ALTP Contact, above.

Red Cross sales representativeName: **Barry Martin**Phone: **(901) 208 3620** Ext.: Email: **Barry.Martin@redcross.org**Legal Notice to be delivered to your Red Cross sales representative with a copy to The American National Red Cross, Office of the General Counsel at 431 18TH Street NW, Washington, DC 20006.**Primary LTP – Support Office and Contact**Primary LTP: **Covenant Health**Office/Facility Name: **Covenant Health.**Office Address: **1410 Centerpoint Blvd Bldg B Suite 401 Knoxville, TN. 37932**Contact: **Lea Ann Sherril**Phone: **865 374 3143** Ext.: Email: **lsherril@covhlth.com**



Associate Licensed Training Provider Agreement
Appendix B
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Associate Licensed Training Provider Agreement

Appendix C – Insurance Requirements for Aquatics LTPs

ALTPs whose Primary LTP has the right to deliver Aquatics Courses under its licensed training provider agreement with the Red Cross are required to maintain General Liability insurance coverage in an amount not less than \$1,000,000 per occurrence naming the Red Cross as additional insured. The policy shall be written as primary policy coverage and not contributing with, or in excess of, any coverage which the Red Cross may maintain. Coverage limits may be met by a combination of primary and excess or umbrella policies. If ALTP is a self-insured public entity, ALTP must provide a certificate of self-insurance.

ALTP shall provide the Red Cross with certificates of insurance (“COIs”) evidencing the required insurance coverage and limits prior to the commencement of training activities under this Agreement, and renewal certificates, for as long as this Agreement is in effect, to the Red Cross contact referenced in [Appendix A](#). In addition, ALTP shall provide Red Cross with COIs that conform to the above requirements for each affiliate, division, operating unit, and branch office of ALTP that conducts training activities under this Agreement and maintains insurance coverage separate from ALTP.

ALTP agrees to notify the Red Cross prior to any cancellation or nonrenewal of the required insurance policies.

The Certificate of Insurance (COI) provided should be completed as follows:

Certificate Holder: **The American National Red Cross**
 431 18th Street, NW
 Washington, D.C. 20006

Description of Operations (shall read as follows):

RE: Licensed Training Provider Agreement.

THE AMERICAN NATIONAL RED CROSS, ITS GOVERNORS, OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, AND PERMITTED ASSIGNS ARE INCLUDED AS ADDITIONAL INSURED WITH REGARDS TO GENERAL LIABILITY. PRIMARY AND NON-CONTRIBUTORY POLICY LANGUAGE IS INCLUDED WITH RESPECT TO GENERAL LIABILITY WHERE REQUIRED BY CONTRACT.

All such insurance carriers shall be authorized to do business in the state in which Courses are being provided.



American Red Cross
Training Services

Training Provider

Resource Guide

Cumberland County Schools

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WELCOME

Thank you for choosing to be a Training Provider for the American Red Cross. As a Red Cross Training Provider, your organization joins a long tradition of providing life-saving education and training throughout the United States dating back to 1909.

Purpose of the Resource Guide

This American Red Cross Training Provider Resource Guide provides the basic information needed to serve as an American Red Cross Training Provider. It also establishes policies relating to the delivery of training services to an independent contractor of the American Red Cross that are binding upon your organization and made part of your Licensed Training Provider Agreement with the American Red Cross.

Your organization and any instructor for your organization who is authorized to conduct Red Cross-approved courses — whether that is an employee, volunteer, or independent contractor — must strictly comply with this Guide and the Licensed Training Provider (LTP) Agreement. Your organization is responsible for the quality of training conducted by any instructor (as defined by the LTP Agreement). Your organization is also responsible for that individual's acts and omissions in connection with that training. If your organization, or any of your instructors, violates any requirement of this Guide, the Red Cross retains sole discretion to take whatever action toward your organization or its instructors that it deems appropriate. This may include but is not limited to temporary suspension of your right to conduct courses and upload course records into Red Cross learning management system; temporary suspension of instructors; termination of an instructor's right to deliver training, or termination of your organization's LTP Agreement.

Licensed Training Providers

Licensed Training Providers ("LTP" or "Training Provider") are companies, organizations, or unincorporated sole proprietors licensed by the Red Cross to independently use Red Cross training materials, in the instruction of Red Cross training courses, based on an LTP Agreement with Red Cross. A Training Provider may choose to:

- Teach Red Cross courses "internally" to individuals within the LTP's company or organization.
- Teach Red Cross courses "externally" to outside companies, organizations, or individuals, either exclusively or in addition to internal training.

ABOUT THE RED CROSS

Proceeds from Red Cross training support the lifesaving, charitable mission of the Red Cross — including disaster relief, blood collection and service to the Armed Forces.

Global Red Cross and Red Crescent Network

The Global Red Cross and Red Crescent Network is the largest humanitarian network in the world, with a presence in almost every country. The global network is unified and guided by seven Fundamental Principles.

Humanity

The Global Red Cross and Red Crescent Network, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavors — in its international and national capacity — to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation, and lasting peace amongst all peoples.

Impartiality

It makes no discrimination as to nationality, race, religious beliefs, class, or political opinions. It endeavors to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

Neutrality

In order to continue to enjoy the confidence of all, the Network may not take sides in hostilities or engage at any time in controversies of a political, racial, religious, or ideological nature.

Independence

The Network is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

Voluntary Service

It is a voluntary relief movement not prompted in any manner by desire for gain.

Unity

There can be only one Red Cross or Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

Universality

The Global Red Cross and Red Crescent Network, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

Mission

The American Red Cross prevents and alleviates human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors.

Vision Statement

The American Red Cross, through its network of volunteers, donors, and partners, is always there in times of need. We aspire to turn compassion into action so that:

- All people affected by disaster across the country and around the world receive care, shelter, and hope;
- Our communities are ready and prepared for disasters;
- Everyone in our country has access to safe, lifesaving blood and blood products;
- All members of our armed services and their families find support and comfort whenever needed;
- In an emergency, there are always trained individuals nearby, ready to use their Red Cross skills to save lives.

History

Clara Barton and a circle of her acquaintances founded the American Red Cross in Washington, D.C., on May 21, 1881. Barton first heard of the Swiss-inspired global Red Cross network while visiting Europe following the Civil War. Returning home, she campaigned for an American Red Cross and for ratification of the Geneva Convention protecting the war-injured, which the United States ratified in 1882.

The American Red Cross Today

Today, the supporters, volunteers and employees of the American Red Cross provide compassionate care in five critical areas:

- People affected by disasters in America.
- Support for members of the military, their families and veterans.
- Blood collection, processing and distribution.
- Health and safety education and training services.
- International relief and development. For more information, visit [redcross.org](https://www.redcross.org).

CONDUCTING RED CROSS TRAINING PROGRAMS

Maintaining Training Standards

Quality, consistency and standardized delivery of courses are the highest priorities of the American Red Cross. Red Cross courses are designed with standardized instructor outlines and lesson plans based on well-defined objectives to provide an optimal learning experience for a variety of participants. Many courses are designed to meet workplace certification and training requirements of different occupational settings, such as day-care workers, workplace response teams, lifeguards, swim instructors, healthcare providers and other professional responders. Both the course participants and organizations that hire individuals with Red Cross certifications expect and depend on quality training.

To meet the objectives of the courses and ensure standardized delivery, all instructors must strictly follow the course outlines and lesson plans included in the manual. Omitting content or skills is prohibited. Adaptation of the course outline is allowed when those sections are not built off of previously covered teaching skills or content. Examples where adaptation may be necessary include facility availability; specific instructor-to-participant ratios; equipment-to-participant ratios and the physical constraints or needs of a participant. Adaptation based on participant physical constraints or participant needs must follow the guidance in the *Inclusion Resource Guide* found on the Red Cross Learning Center. Adapting the training does not mean that instructors or instructor trainers can add to, delete or change content or the requirements for certification. Adding, deleting or changing content or the requirements for certification will result in corrective action.

Training Provider Course and Price List

The *Training Provider Course and Price List* contains the courses available to Training Providers. This list of Product Packages includes course combinations and bundles for Training Providers and their students. When executing the LTP Agreement, each Training Provider selects the Product Package(s) with the courses they want to make available to their instructors.

The Red Cross publishes an annual price list that may include modest price adjustments, rather than larger increases that would more significantly impact our Training Providers.

The annual *Training Provider Course and Price List* can be found in the Red Cross Learning Center under Resources>Administrative Information. Advance notice of price changes is provided in accordance with the terms of the LTP Agreement.

To add Red Cross training courses to your *LTP Agreement*, contact your sales representative.

Red Cross Training Programs

The Red Cross offers a broad range of training programs for both public and professional responders in the areas of First Aid, CPR/AED, swimming and water safety, and caregiving.

An Instructor Bulletin and key information on instructor certification requirements and course options, can be found on each program page of the Red Cross Learning Center (www.redcrosslearningcenter.org) in the Course Materials page under the 'Classes' section.

Your *LTP Agreement* details the training program or programs that your organization is licensed to teach using Red Cross-certified instructors in good standing.

First Aid/CPR/AED

The purpose of the courses in the First Aid/CPR/AED program is to help participants recognize and respond appropriately to cardiac, breathing, and first aid emergencies; and to know how to care for a suddenly injured or ill person until more advanced medical personnel arrive and take over.

The First Aid/CPR/AED program is available in multiple formats: classroom (instructor-led), blended learning, virtual and online. The appropriate level of training is decided by the organization.

The program offers the flexibility of selecting First Aid, CPR and AED courses for adults, children and infants depending upon your training needs, with a variety of course options and delivery formats.

Spanish versions of the instructor-led program are available.

These supplemental training modules and Skill Boosts can be added for additional training and certification:

- Bloodborne Pathogens Training
- Skill Boost: Asthma and Quick-Relief Medication Administration
- Skill Boost: Anaphylaxis and Epinephrine Auto-Injector Administration
- Skill Boost: Opioid Overdose and Naloxone Administration
- Skill Boost: Life-Threatening Bleeding and Tourniquet Application*
- Skill Boost: Head, Neck, Muscle, Bone, Joint Injuries and Splinting*

* Additional instructor training and certification beyond First Aid/CPR/AED Instructor required to teach this Skill Boost. See Instructor Lifecycle> Bridging Resources in the Red Cross Learning Center for additional resources. Additional Skill Boosts may be offered from time to time.

Responding to Emergencies: Comprehensive First Aid/CPR/AED

Responding to Emergencies (RTE) is an extended, comprehensive First Aid and CPR/AED program designed primarily for high schools and colleges that require a curriculum that can be taught over the course of a semester and adapted to a variety of course outlines. The program is available in an instructor-led format and features classroom lectures, videos, simulated emergency situations, discussion, and hands-on skills practice.

Wilderness and Remote First Aid

The Wilderness and Remote First Aid program is designed to teach how to use first aid skills to help in emergency situations where help is delayed. The Wilderness and Remote First Aid program emphasizes experiential learning and major portions of the course are meant to be taught in outdoor settings. It is appropriate for youth-serving organizations as well as adults who participate in outdoor recreational activities or who work in remote settings where emergency medical services (EMS) response is more than one hour away.

Basic Life Support

The purpose of the Basic Life Support (BLS) program is to ensure that healthcare providers have the knowledge and skills necessary to respond to breathing and cardiac emergencies. The course emphasizes active, hands-on learning and uses scenario activities to help participants learn how to provide CPR, use an AED, and relieve an obstructed airway for adult, child, and infant patients. The Basic Life Support program is available in multiple formats: classroom, instructor-led, blended learning, and virtual.

Advanced Life Support

The American Red Cross Advanced Life Support (ALS) course provides participants with the knowledge and skills they need to assess, recognize, and care for patients who are experiencing a cardiovascular, cerebrovascular, or respiratory emergency. The course emphasizes providing high-quality patient care by integrating psychomotor skills, rhythm interpretation, electrical interventions and pharmacologic knowledge with critical thinking and problem solving to achieve the best possible patient outcomes. The Advanced Life Support program is available in two formats: classroom (instructor-led) and blended learning, featuring adaptive learning functionality.

Pediatric Advanced Life Support

The American Red Cross Pediatric Advanced Life Support (PALS) course provides participants with the knowledge and skills they need to assess, recognize, and care for pediatric patients who are experiencing a respiratory emergency, shock, or a cardiac emergency. The course emphasizes providing high-quality patient care by integrating psychomotor skills, rhythm interpretation, electrical interventions, and pharmacologic knowledge with critical thinking and problem solving to achieve the best possible patient outcomes. The Pediatric Advanced Life Support program is available in two formats: classroom (instructor-led) and blended learning, featuring adaptive learning functionality.

CPR/AED for Professional Rescuers

The CPR/AED for Professional Rescuers (CPRO) program trains individuals with a duty to act including lifeguards and other aquatic facility personnel to respond to breathing and cardiac emergencies in adults, children, and infants until more advanced medical personnel take over. The CPR/AED for Professional Rescuers program is available in two formats: classroom (instructor-led) and blended learning, featuring adaptive learning functionality.

Emergency Medical Response

The purpose of the American Red Cross Emergency Medical Response program is to train participants in the knowledge and skills of an emergency medical responder (EMR) to help sustain life, reduce pain and minimize the consequences of injury or sudden illness until more advanced medical personnel take over. Ideal for corporate emergency response teams, law enforcement, security officers or students wishing to begin a career in public safety or healthcare upon graduation. This instructor-led course is designed to meet or exceed National Emergency Medical Services Education Standards Emergency Medical Responder Instructional Guidelines.

Title 22 – California First Aid for Public Safety Personnel

In accordance with the requirements of Title 22 of the California Code of Regulations, the purpose of the First Aid for Public Safety Personnel (FAPSP) course is to train lifeguards, fire fighters, and peace officers in the knowledge and skills necessary to help sustain life, reduce pain and minimize the consequences of injury or illness until more advanced medical help arrive.

Lifeguarding

The purpose of the Lifeguarding program is to train lifeguards to act with speed and confidence in emergency situations both in and out of the water. Topics include water rescue skills, surveillance and recognition, first aid, breathing and cardiac emergencies, CPR, AED, and more.

Courses within the Lifeguarding Program include:

- Lifeguarding (for facilities with pool depths including 7 feet or more)
- Shallow Water Lifeguarding (for facilities with pool depths up to 5 feet, up to 6 feet, or up to 7 feet)
- Aquatic Attraction Lifeguarding (for facilities with aquatic attractions and pool depths less than or equal to 3 feet).

Lifeguarding courses are available in both classroom (instructor-led) and blended learning delivery types.

These supplemental training modules and Skill Boosts can be added to Lifeguarding courses to provide additional training and certification:

- Waterfront Skills
- Waterpark Skills
- Administering Emergency Oxygen*
- Skill Boosts (see First Aid/CPR/AED for additional details) *

* Additional instructor training beyond Lifeguarding Instructor is required to teach this Skill Boost. See the course materials page on the Red Cross Learning Center for additional details.

Swimming and Water Safety

The Swimming and Water Safety program teaches people of different ages and abilities how to be safe in, on or around the water and how to swim. The program covers the knowledge and skills needed for aquatic skill development in a logical progression. As participants develop these skills, they become safer and better swimmers.

The Swimming and Water Safety program includes basic level courses and presentations (e.g., Learn-to-Swim) and instructor courses including Water Safety Instructor™ and Basic Swim Instructor. The Swimming and Water Safety program is available in multiple formats: classroom (instructor-led), blended learning, and online. Delivery format varies by course.

Safety Training for Swim Coaches

The American Red Cross Safety Training for Swim Coaches program was developed in association with USA Swimming to teach those involved in competitive swimming, including coaches, officials, athletic trainers and aquatic exercise trainers. The Safety Training for Swim Coaches program is available in two formats: blended learning and online (for coaches who have current American Red Cross Lifeguarding/First Aid/CPR/AED or Shallow Water Lifeguarding First Aid/CPR/AED certification).

Longfellow's WHALE Tales

The American Red Cross created Longfellow's WHALE Tales to help teachers and youth leaders teach children about safe behavior in, on, and around the water. WHALE is an acronym for Water Habits Are Learned Early. The materials in the Longfellow's WHALE Tales K–6 Educational Packet are designed to give children an awareness of being safe around the water and to promote healthful aquatic recreation. These leader-led program materials are available on the Red Cross Learning Center (for instructors) and on redcross.org/whale-tales for individuals without access to the Learning Center.

Babysitter's Training

The purpose of the Babysitter's Training program is to provide the knowledge and skills necessary to safely and responsibly give care for children and infants. This course — designed for youth ages 11 to 15 — helps participants to develop leadership skills; learn how to develop a babysitting business, keep themselves and others safe and help children behave; and learn about basic childcare and basic first aid.

The Babysitter's Training program is available in two formats: classroom (instructor-led) and online.

RESOURCES FOR RED CROSS TRAINING PROVIDERS

Live demonstrations and overview sessions are regularly scheduled and hosted by the Implementation Team. To attend a session, contact your sales representative for registration instructions.

The Red Cross Learning Center (RCLC)

The Red Cross Learning Center (www.redcrosslearningcenter.org) supports the American Red Cross Training Services programs with the functionality to administer, track, report, and deliver training as well as maintain certification data. It is the learning management system (LMS) of the Red Cross and houses content used by students, instructors and third-party administrative provider contacts. Users will be able to access different resources and functionality based on their profile and roles (student, instructor, contract administrator).

Use the “Forgot Password” link on the Login page to reset or create a new password. Also see [Logging In for the First Time](#). Once logged in, launch the [Partner Portal Overview](#) or the [Instructor Portal Overview](#) for a brief orientation to the Learning Center.

RCLC Access for Students, Instructors or Administrators:

Students (non-instructors) taking online-only or blended learning courses will use the Red Cross Learning Center—Student Portal to:

- Access and launch online courses.
- Access relevant digital course materials.
- View their certifications.
- Link to the Red Cross store to purchase course materials and supplies.
- Learn more about the science behind the course content.
- Learn about other opportunities such as becoming an instructor.
- Get help from the Training Support Center.

The Instructor Portal can be used to:

- Manage classes you are teaching.
- View and print student certificates for all classes reported.
- Access the Red Cross store to purchase materials and supplies.
- Access instructor resources and course materials, including instructor manuals, videos and course presentations.
- Participate in the Forum to network with other instructors.
- Read the latest news from Red Cross.
- Chat or submit a case to the Training Support Center.

The Partner Portal includes everything that the Instructor Portal has, plus the ability to:

- Set up, manage and report classes on behalf of affiliated instructors.
- Manage instructors.
- View and print lists of all students certified through the provider organization.
- Post and list classes to the public on the Red Cross website (RCO).

- Report summary numbers for Centennial Campaign (for participating organizations).
- Register as a Learn-To-Swim facility.
- Read the latest news from Red Cross.
- Chat or submit a case to the Training Support Center

If you or your instructors do not have the correct level of access, please contact the Training Support Center via chat, email or dial 1-800-RED-CROSS.

Reporting and Setting Up Classes

There are a few ways to set up and report classes. Log in and access through the red buttons that appear on the right side of the homepage. Instructors will see Course Record Entry and Request Blended Class. Administrators will additionally see Request Online Class and List Class on RCO.

Processing Instructor Led Classes

To process an Instructor-Led course that has already been completed and taught in-person, or to report the completion of a blended learning in-person session by a student who took an online session, use the option for [Course Record Entry](#).

COURSE RECORD ENTRY

REQUEST BLENDED CLASS

REQUEST ONLINE CLASS

LIST CLASS ON RCO

Setting Up and Delivering Blended Learning Courses

There are several ways to deliver Blended Learning courses.

- [Request Online Class](#): Account administrators receive a registration link after they set up the online portion of a course. Only students with access to the link will be able to register for the online portion. Administrations must determine how many seats are needed for the online portion at the time of set up and it must be set up prior to conducting the in-person skill session. The Administrator is able to see student completion status. Students must complete the online portion prior to the in-person skill session. After completing the in-person skill session, instructors or administrators report via course record entry.
- [Request Blended Class](#): In this method, set a specific number of online access vouchers. The learners will need to complete the online training by a set date and attend a skills session that is set up in advance in the Red Cross Learning Center. The Instructor will be able to see student's online completion and progress. Once the class is complete, instructors and administrators must report student evaluations and close the class for students to receive certificates. If a student does not attend the skill session, they will need to be re-enrolled in a new class. Note: The student's progress will reset if they enroll in a new blended learning class.

Instructor & Instructor Trainer Updates, Recertification and Bridging

To view current instructor credentials, login to the Red Cross Learning Center and navigate to the “My Certification” tab in the top menu. To ensure all requirements for Recertification and Program Updates are met, navigate to the “Instructor Lifecycle” tab.

Instructor and IT bridging are expedited instructor and IT certification options that recognize an individual’s past certification and experience – either with the Red Cross or other national training organizations. Bridging allows for Red Cross certification without the need to attend a full instructor course. Most instructor and IT bridge courses are online and are free to eligible instructor or IT candidates.

Individuals who qualify for and complete an instructor or IT bridge will be granted the same instructor or IT certification as an individual who completed the full instructor course for the program. For additional information on bridging, including eligibility requirements, go to the “Instructor Lifecycle” tab and select “Bridging to Become an Instructor.”

eNewsletters

The *iConnection* newsletter is a monthly email sent to Red Cross instructors and instructor trainers to help them deliver Red Cross training programs. *iConnection* articles cover program updates and enhancements, answers to frequently asked questions related to content within Red Cross programs, and information on enhancements to instructor tools and resources.

To receive the *iConnection* newsletter, instructors and instructor trainers are required to maintain a current profile and email address in the Red Cross Learning Center.

We offer two additional monthly eNewsletters for customers:

- The Scan: Sent to all Red Cross aquatics customers who opt into receiving information from the Red Cross. This eNewsletter covers Lifeguarding and Learn-to-Swim programs as well features about lifesaving heroics, products to be used poolside and opportunities/events outside of a pool environment. To sign up, click [here](#).
- News & Resources: Sent to workplace and healthcare customers who opt in to receiving information from the Red Cross. This eNewsletter covers updates to course information for First Aid/CPR/AED and BLS/ALS/PALS, among other programs. It also features lifesaving heroics, a product-of-the-month, and events relevant to these customers such as trade shows. To sign up, click [here](#).

Training Support Center

The Training Support Center (TSC) is available to assist Training Providers with program inquiries, course record entry, billing inquiries, and other support functions for administrators, instructors, and instructor trainers. TSC representatives are available through the “Click to Chat” or “Create a Support Case” functionality on the Red Cross Learning Center (www.redcrosslearningcenter.org) “Questions” page, by e-mail at support@redcrosstraining.org, or by phone at 1-800-RED-CROSS.

The hours of operation for the TSC are:

Monday—Friday from 8:30 a.m. to 9 p.m. ET and Saturday from 8:30 a.m. to 5 p.m. ET

For a more in-depth overview and to ask questions live with our Onboarding Team, join one of the FREE orientations. Find a list of upcoming sessions and register on the homepage of RCLC in the Quick Actions & Links section.

Red Cross Store

The Red Cross Store is an online store offering a variety of training supplies and products, including:

- Training program materials such as instructor and participant manuals, textbooks, and DVDs.
- Training supplies including CPR manikins, AED training devices, breathing barriers and pocket masks.

For more information, visit the Red Cross Store at www.redcross.org/store or link to it from the Red Cross Learning Center at www.redcrosslearningcenter.org.

INSTRUCTORS AND INSTRUCTOR TRAINERS

Instructor Certification

Certification occurs when a candidate successfully completes the instructor course or the instructor bridge course (if qualified) and is issued an instructor certification indicating that all requirements have been met on that date.

Before an instructor can teach and gain access to the Red Cross Learning Center—Instructor Portal, s/he must be affiliated with a Training Provider. Once certified, an instructor may provide training based upon the affiliation with the Training Provider and the Training Provider’s agreement with the Red Cross.

Instructor Courses

Red Cross instructor courses are in a blended learning format featuring an online introduction to the instructor course and an in-person portion. Instructor courses train individuals to be able to teach the course(s) within a specific program. The online portion typically includes a review of the Red Cross mission and services, an overview of the training program and materials, and an introduction to the tools and resources available to instructors. Candidates must complete the online introduction before attending the first session of the in-person instructor course.

The in-person portion is led by a certified Red Cross Instructor Trainer (IT) in the specific program area. It

includes a pre-course skills assessment, a review of the training program and materials, and features one or more practice-teaching assignments. This allows instructor candidates the opportunity to practice the sections they will be teaching.

Individuals who successfully complete the instructor course will be granted a Red Cross Instructor certification permitting them to teach the course or courses within the training program area for a specific period of time, which is usually two years. Newly certified instructors must affiliate with a Training Provider in order to teach Red Cross courses and submit training records.

The specific prerequisites and details for instructor courses vary by training program. For information on instructor courses, visit the Red Cross Learning Center at www.redcrosslearningcenter.org (no login required).

To register for an instructor course, interested candidates can search for a class by location on the Red Cross website <https://www.redcross.org/take-a-class> or call 1-800-RED-CROSS.

The Red Cross offers organizations “Full Service” instructor courses in which a Red Cross Instructor Trainer delivers the course on-site to multiple candidates. For information on scheduling an instructor course at your location, contact your sales representative.

Instructor Trainers

Instructor Trainers are individuals certified to teach Red Cross instructor courses which certify new instructors. Similar to instructor requirements, in order for an instructor trainer (IT) to be able to teach instructor courses, the IT must:

- Successfully complete an instructor trainer course in each of the courses you wish to teach.
- Be affiliated with a Training Provider’s RCLC account—whether as an employee, volunteer, or independent contractor—with an active LTP Agreement with the Red Cross
- Agree to the Instructor Trainer Agreement.

Instructor and Instructor Trainer (IT) Agreement

All Red Cross instructors and instructor trainers (IT) are required to review and agree to the [Instructor Agreement](#) as part of the certification and recertification process. It outlines an instructor’s obligations in the conduct of Red Cross courses. Certified instructors and ITs can access and view the *Instructor Agreement* on the Red Cross Learning Center.

Instructor Get Started Guide

The [Instructor Get Started Guide](#) is a resource for newly certified Red Cross instructors detailing the key initial steps that an instructor needs to complete to begin teaching Red Cross programs based on their new Instructor certification. The *Instructor Get Started Guide* can be found under Resources>Administrative Information in the Red Cross Learning Center.

Instructor Trainer Academies

Instructor Trainer Academies are training courses where candidates achieve their IT certification by participating and successfully completing a training program led by a Red Cross Instructor Trainer Educator. IT Academy curriculum is focused on providing the IT candidates with the knowledge, skills and familiarity with the Red Cross training program area so the IT can train new instructors in:

- Skill, expertise and mastery in the training program area,
- Facilitation and classroom management, and
- Understanding of Red Cross training tools, resources, and processes.

IT Academies are available for the First Aid/CPR/AED, Lifeguarding, and Water Safety programs. To attend an IT Academy, interested individuals must meet the qualifications and are required to complete an online application that includes providing details of the individual's teaching experience to-date and information on the IT candidates' interest in becoming an IT. Once the application is submitted, the IT Academy Administrative Coordinator reviews the application and contacts approved IT candidates with the steps to register for an IT academy.

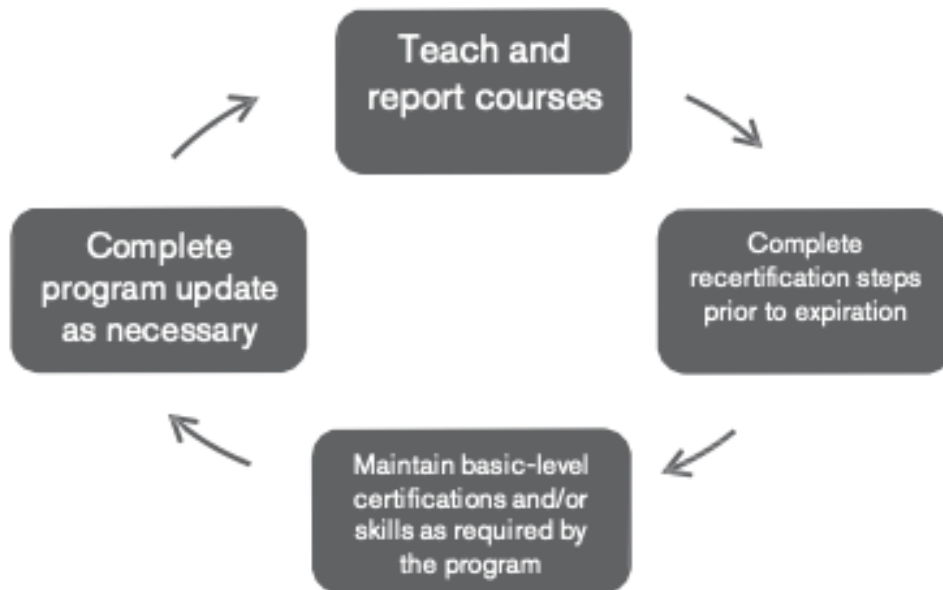
The nationwide IT Academy schedule and the specific requirements and process to apply to attend are available in the Instructor Lifecycle section on the Red Cross Learning Center.

The Red Cross is always interested in working with organizations that would like to host an aquatic Instructor Trainer Academy at their facility. Program facility needs and requirements depend on the specific program area. Potential host facilities for aquatic Academies can complete the "Host IT Academy" application form located in the Instructor Trainer Candidates page under the Instructor Lifecycle section of the Red Cross Learning Center. <https://www.redcrosslearningcenter.org/s/instructor-trainer-candidates>

Maintaining Instructor and Instructor Trainer Certification

Requirements to maintain instructor and IT certification varies by training program. However, requirements typically include maintaining a basic-level certification in the program area, teaching a minimum number of class during the two-year certification period, completing an online recertification assessment or – depending on the program area – an in-person review course, and completing any instructor/IT update course as required by the Red Cross following a program update. Online Instructor/IT recertification assessments and updates are typically available at no cost during the update period.

A visual of the typical instructor or instructor trainer lifecycle is provided below.



For more information on the instructor lifecycle and maintaining certification requirements, instructors and ITs should review the program Instructor Bulletin, instructor’s manual, and instructor trainer’s guide and should review the contents of the Instructor Lifecycle section of the Red Cross Learning Center.

Quality Assurance

The Red Cross is the leader in quality health and safety training. It maintains this status by ensuring instructors and instructor trainers have the tools, resources and information to allow them to adhere to Red Cross training standards. The purpose of the Quality Assurance program is to maintain the integrity of Red Cross training programs and ensure compliance by Training Providers and instructors with all Red Cross training standards and requirements, including those set forth in the LTP Agreement, the Instructor Agreement, and this Guide.

Quality Assurance has the right to fully review and take remedial measures for any classes that do not meet Red Cross standards, whether as a response to a reported concern or as a proactive measure to ensure quality. Among other measures, Quality Assurance may permanently or temporarily suspend the right of instructors and Training Providers to conduct courses, and to upload course records into the Red Cross Learning Center. Quality Assurance may terminate an instructor's training certification when the Red Cross has lost confidence in that instructor's ability to deliver courses in conformity with our standards and requirements, including those set forth in the Instructor Agreement.

Training Providers and instructors have the duty to cooperate in any inquiry or investigation undertaken by Red Cross Quality Assurance. They have a duty to furnish accurate and timely information, and provide Quality Assurance timely access to facilities, personnel, and records that are relevant to training activities, all upon the Red Cross's request. Training Providers and instructors are forbidden to retaliate against any person who raises concerns with the Red Cross about the quality of training delivered by them.

Any Quality Assurance questions or concerns should be addressed to qualityassurance@redcross.org

AWARDS AND ALLIANCES

American Red Cross Scientific Advisory Council

The American Red Cross Scientific Advisory Council is an independent panel of nationally recognized health and safety experts that helps establish the standard in first aid care and water safety. Drawing on a body of collective expertise from such diverse fields as emergency medicine, occupational health, sports medicine, school health, emergency medical services (EMS) response, and disaster mobilization, the Council advises the Red Cross in areas related to the development and dissemination of audience-appropriate information and training in first aid and water safety.

More information on the Scientific Advisory Council including scientific advisory statements and from the Council's bi-annual proceedings is available on the Red Cross Learning Center Science page or at www.redcross.org/science.

OSHA Alliance

On May 19, 2005, the American Red Cross and the Occupational Safety and Health Administration (OSHA) signed an Alliance agreement geared towards preparing employers and their employees to respond to disasters, life-threatening injuries, and other emergencies.

Through this agreement, the Red Cross and OSHA will provide information, guidance, and access to training resources on health and safety topics including emergency preparedness, disease prevention, and first aid in the workplace.

More information about the alliance is available on the OSHA National Alliances website: https://www.osha.gov/dcsp/alliances/red_cross/red_cross.html.

Lifesaving Awards

The Red Cross Lifesaving Award program began in 1911. The Red Cross believes everyone that helps save a life should be recognized and therefore the current program includes several types of awards. Over the years, the continued focus on lifesaving has provided the platform to grow this program to include:

The Certificate of Merit Award

The highest award given by the American Red Cross to an individual or team of individuals who save or sustain a life using skills and knowledge learned in a Red Cross Training Services course. This action exemplifies the highest degree of concern of one human being for another in distress. Certificate of Merit award is signed by the President of the United States, who is the Honorary Chairman of the American Red Cross, and the Chairman of the American Red Cross.

The Lifesaving Award (for Professional Responder and Healthcare Providers)

Given to an individual or team of individuals who saves or sustains a life outside of a medical setting and had an obligation to respond as part of employment (e.g., on-duty lifeguards; police, fire, and EMS personnel responding to a 9-1-1 call; professional health care workers). The certificate is signed by the Chairman of the American Red Cross and the President and CEO of the American Red Cross.

The Certificate of Extraordinary Personal Action

Awarded to individuals who step up in an emergency and help to save or sustain a life. The awardees exemplify the mission of the Red Cross to prevent and alleviate human suffering in the face of emergencies and are commended for their willingness to help others in distress. This award is given to individuals who are not Red Cross or are unable to provide evidence of Red Cross training.

The Instructor Lifesaving Award

One of the highest awards given by American Red Cross Training Services to instructors who taught an individual who used skills to save or sustain a life.

More information, including a nomination form for Red Cross Lifesaving Awards, can be found at www.LifesavingAwards.org.

MARKETING & BRAND GUIDELINES

American Red Cross Training Provider and Water Safety Instructor® Graphic Guidelines

We are pleased to offer Red Cross Training Providers the following graphics to use in your marketing materials:



Graphic and Wordmark Usage

The Red Cross has established graphic standards and guidelines for the use of these Red Cross Training Provider and Water Safety Instructor® graphics which Red Cross Training Providers must comply with all instances.

Training Providers may create their own marketing assets to promote training offerings. These assets may use any of the approved Training Provider and Water Safety Instructor graphics. A clear space equal to the size of the red bar/stripe must surround the graphic in all directions.

The Red Cross may also create and distribute marketing materials specifically for use by Training Providers.

Training Providers may use these assets to promote training offerings. These assets shall not be changed or altered in any way except in designated sections.

The terms “Water Safety Instructor” and “WSI” are trademarks of the Red Cross and must be used in conjunction with the words American Red Cross or Red Cross. Training Providers may use these terms to promote and advertise that they offer Red Cross courses. It is preferred that the trademark symbol for any of the terms indicated below is used in a header or title/headline. If it is not possible to use in a header or title/headline, the trademark symbol should be used upon first use in the body copy text of any of these terms as follows:

American Red Cross Water Safety Instructor™

American Red Cross WSI™

Red Cross Water Safety Instructor™

Red Cross WSI™

The graphics and wordmarks may not be altered in any way.

Subject to the license terms in their *Licensed Training Provider Agreement*, the terms in this document, and additional terms provided by the Red Cross in association with the download of approved logos and other marketing materials (collectively, the “Terms”), Training Providers may obtain downloadable files with approved graphics and branded marketing materials to promote and advertise that they offer Red Cross courses.

Usage – Approved

The following uses of the Red Cross name, Training Provider graphics, Water Safety Instructor graphics and Water Safety Instructor wordmarks by Training Providers are permitted subject to the Terms:

- Websites, web properties and social media pages of Training Providers to promote classes, including in streamed advertising videos.
- Brochures, flyers and promotional materials for Training Providers to post, email and make available in printed format in their location.
- Brochures, flyers and promotional materials developed by Training Providers, using an approved Training Provider graphic, an approved Water Safety Instructor graphic or use of the name American Red Cross, subject to our Brand Standards and the Terms.

All other uses must be approved in writing, in advance, by the Red Cross. Requests must be made via email sent to trainingsvcsmkting@redcross.org.

Usage — Prior Written Approval Required

The following uses of the Red Cross name and logo and Training Provider graphics, Water Safety Instructor graphics and Water Safety Instructor wordmarks require prior written approval in each instance:

- Paid advertising, including, but not limited to, print, digital, TV, and social media.
- Promotional items Training Providers develop such as apparel, hats, pins, cups, bottles, recognition plaques, etc. However, Training Providers may purchase promotional items from the Red Cross at redcrossstore.org without prior written approval.

Usage — Prohibited

The following uses of the Red Cross name and logo, the Training Provider graphics, the Water Safety Instructor graphics and Water Safety Instructor wordmarks are prohibited **in all instances** (Unauthorized Uses”):

- Altered versions of the Training Provider graphic or Water Safety Instructor graphics.
- Altered versions of marketing materials created by the Red Cross.
- Unauthorized versions of the Red Cross logo created by Training Providers or obtained in any manner other than by digital download directly from the Red Cross, unless the Red Cross expressly authorizes otherwise.
- Use of Red Cross logo on uniforms designed by Training Provider, with or without Training Provider’s logo.
- Registration of any Internet domain name or subdomain using the phrases American Red Cross or Red Cross.
- Hashtags using Red Cross or American Red Cross or other terms intended to reference Red Cross (such as ARC or RC), except as have been expressly authorized by Red Cross. NOTE: Use of the Red Cross handle on social media channels is permitted.
- Keyword search term advertising using Red Cross, American Red Cross or other terms intended to reference Red Cross (such as ARC or RC).
- Combination of the Red Cross name and/or logo with any other logo, slogan, statement.
- Presentation of the Red Cross name and/or logo in a way that causes confusion as to affiliation, endorsement or is otherwise misleading.
- Any use of the Red Cross name and/or logo after suspension or termination of one’s LTP Agreement.
- Use of the wordmarks “Water Safety Instructor” or “WSI” without use of the trademark symbol on first use in body copy.

- Use of the wordmarks “Water Safety Instructor” or “WSI” without their being preceded by the words “American Red Cross” or “Red Cross.”

The Red Cross **name** only as well as Water Safety Instructor or WSI wordmarks may be used on business cards and letterhead in conjunction with one of the statements set forth above. Neither the Red Cross **logo** nor the Training Provider or Water Safety Instructor **graphics** may be used on business cards and letterhead.

Usage Examples

These examples and recommendations are being offered to Training Providers so that the public can distinguish what is American Red Cross training and what is not.

For Training Providers That Teach Only Red Cross Programs

- The words “American Red Cross” should appear before every Red Cross course name.
- All Training Providers should use the course description provided by the Red Cross in the Water Safety Instructor fact sheet that can be found on the Red Cross Learning Center.

Instructor fact sheet that can be found on the Red Cross Learning Center.

We encourage but do not require the use of the phrase “Proud Provider of Red Cross Training” as well as use of one or both of the Water Safety Instructor Training graphics seen in this guide on Training Provider websites and in marketing materials for Red Cross courses and/or the Training Provider’s Red Cross programs in general.

For Training Providers That Teach Both Red Cross and Other Programs

- The words “American Red Cross” should appear before every Red Cross course name.
- Use the course description provided by the Red Cross in the Water Safety Instructor fact sheet that can be found on the Red Cross Learning Center.
- We encourage use of the “Proud Provider of Red Cross Training” graphic on course pages mentioning Red Cross training. Placement of any phrases or graphics need to be associated only with the Red Cross courses.
- We also encourage, but do not require, the use of one or both of the Water Safety Instructor Training and/or the “Proud Provider of Red Cross Training” graphics seen in this guide on Training Provider websites and in marketing materials related to Red Cross courses specifically.

Copyright Permission Requests

American Red Cross materials are proprietary and subject to copyright protection. Training Providers and Certified Instructors must take care to use Red Cross training materials only as authorized, and to protect those materials from unauthorized use, copying, or distribution. The American Red Cross vigorously protects its materials to preserve their integrity and to protect them against exploitation by others. Training Providers are not authorized to edit or modify any American Red Cross material without permission and must not remove any copyright notices from them. Further, you may not create derivative works of any American Red Cross material except as expressly permitted under your *Licensed Training Provider Agreement*. Under clearly defined criteria, the American Red Cross may grant permission to use text, photographs, illustrations and audiovisual material from the American Red Cross.

Improper use of American Red Cross materials or propriety content may result in immediate withdrawal of permission to use American Red Cross materials, and/or cancellation of the *Licensed Training Provider Agreement*. Training providers and certified instructors who have questions should contact their sales representatives or the Training Support Center.

Translations into Other Languages

The translation of American Red Cross materials into another language requires prior written approval from American Red Cross. Additional requirements may also apply.

Training Outside the Jurisdiction of the American Red Cross

The American Red Cross is not permitted to solicit, deliver services, or provide program support for instructors, companies, agencies, or organizations that are not within the jurisdiction of the United States or its territories unless permitted by or requested to do so by the Red Cross or Red Crescent Society of that country. Training overseas is generally confined to U.S. military installations and U.S. embassies and consulates. This includes accessing online only training.

ADDITIONAL PRODUCTS AND SERVICES

Automated External Defibrillators (AEDs)

The Consensus on Science and Treatment Recommendations for CPR and Emergency Cardiovascular Care (ECC) agrees that Sudden Cardiac Arrest can be treated most effectively by a combination of CPR and defibrillation. Along with providing comprehensive training on how to use an AED, the Red Cross contracts with leading manufacturers to help your organization obtain the devices you need to keep your workplaces, schools, and facilities safe. Contact your sales representative for current AED offers.

Aquatic Examiner Service

The Aquatic Examiner Service (AES) Program is designed to:

- Develop goals to improve operations, training, and performance.
- Increase lifeguard accountability, attention to safety, professionalism, and pride.
- Reinforce and strengthen the lifeguard's emergency response skills.
- Maintain high lifeguarding operational standards.

The AES program starts with a Red Cross examiner conducting an in-depth facility tour to understand your safety and lifeguarding operations. You'll then receive a comprehensive, objective evaluation based on American Red Cross Lifeguarding program standards. As a follow-up, unannounced site visits will evaluate on-the-job lifeguard performance including surveillance and rescue skills.

For more information and to request a quote, visit [redcross.org/aquaticexaminer](https://www.redcross.org/aquaticexaminer).

Emergency and First Aid Kits

In addition to training program materials, equipment and supplies, the Red Cross Store provides a variety of emergency and First Aid kits perfect for your workplace, for your home, or on the go. From car First Aid kits to bleeding control kits to ANSI-compliant emergency cabinets, the Red Cross Store can provide the emergency response equipment you need.

Visit <https://www.redcross.org/store> to browse our emergency and first aid products

Red Cross Mobile Apps

Put expert advice in the hands of employees, instructors and individuals with the Red Cross suite of free mobile apps. These apps can be downloaded from iTunes or Google Play.

First Aid App

Simple step-by-step instructions guide you through everyday first aid scenarios. The app is fully integrated with 9-1-1 and can call EMS at any time. Videos and animations make learning first aid fun and easy. The content is preloaded, giving you instant access to safety information at any time, even without reception or an Internet connection. View app user and lifesaving award stories, find a hospital near you, and easily find and sign up for a training class. You can even login to view digital certificates and receive reminders to certify (if you took a blended learning or online course on the Red Cross Learning Center). Ahora disponible en español. Download from iTunes or Google Play or text “GETFIRST” to 90999.

Pet First Aid App

Take care of your furry family member. The American Red Cross Pet First Aid app puts veterinary advice for everyday emergencies in the palm of your hand. With videos, interactive quizzes, and simple step-by-step advice it’s never been easier to know Pet First Aid. Respond to pet emergencies with size specific CPR techniques and locate your nearest emergency vet hospital or pet-friendly hotels. You can customize multiple pet profiles and set veterinary appointments. Interactive quizzes allow you to earn badges that you can share with your friends. Download from iTunes or Google Play or text “GETPET” to 90999.

Blood App

Find nearby Red Cross blood drives, schedule appointments, follow your blood journey from donation to delivery. Download from iTunes or Google Play or text “BLOODAPP” to 90999.

Hero Care App

Whether you’re the parent of a child joining the military or a family member of the military/veteran communities, Hero Care will connect you to important resources that can help you through both emergency and non-emergency situations. Ahora disponible en español. Download from iTunes or Google Play or text “GETHEROCARE” to 90999.

Emergency App

Monitor more than 35 different severe weather and emergency alerts, to help keep you and your loved ones’ safe. Ahora disponible en español. Download from iTunes or Google Play or text “GETEMERGENCY” to 90999.

Swim App

The Swim app helps the entire family by focusing on water competency which involves a combination of being water smart, having water safety and survival skills, and knowing what to do in a water emergency. This app teaches users the layers of protection to prevent drowning and about risks around water at home, in lakes, rivers and oceans, as well as in risky situations. You can learn water safety and drowning prevention through videos and quizzes, learn how to choose a quality swim lesson program, track water skills your young swimmer completes, and share badges when mastering knowledge and/or skills. Download from iTunes or Google Play or text "SWIM" to 90999.

**MEMORANDUM OF UNDERSTANDING
PROVISION OF TELEHEALTH SERVICES TO STUDENTS**

This MEMORANDUM OF UNDERSTANDING (“MOU”) is made and entered into by and between East Tennessee Children’s Hospital Association, Inc., located at 2018 Clinch Avenue, Knoxville, Tennessee, 37916 (“ETCH”) and Cumberland County School District (“District”), located at 368 4th Street Crossville, TN 38555(each a “Party” and together the “Parties”).

WHEREAS, District serves a wide range of students with varying medical and social needs; and

WHEREAS, District operates schools that are located in areas that are geographically-isolated from high-quality pediatric primary care; and

WHEREAS, ETCH is a provider of high-quality pediatric medical care, including primary care, and has the capability to provide primary care services to students of District via remote audio-visual means (the “Telehealth Services”); and

WHEREAS, ETCH is willing to provide the Telehealth Services to District and District desires for ETCH to provide such Telehealth Services;

NOW THEREFORE, in consideration of the mutual promises of the parties, and for other good and valuable consideration, it is agreed as follows:

A. ETCH Agrees:

1. To provide Telehealth Services to students of District, at schools or other educational facilities as the Parties may mutually agree (each a “Service Location”), at such times and in such manner as the Parties may mutually agree. Telehealth Services will be offered during normal school hours of operation.
2. To furnish necessary equipment for provision of the Telehealth Services.
3. To assure that the Telehealth Services are supplied by providers who are appropriately licensed in the State of Tennessee and credentialed by ETCH.
4. To maintain general and professional liability insurance coverage in the amount of \$1 million per incident and \$2 million aggregate, naming District as an additional insured under such policy(ies), and to provide evidence of such coverage to District upon request.
5. To assure that the services described above comply with applicable professional standards of practice, ethical boundaries of the profession, state regulations and/or licensure requirements.
6. To comply with all applicable District policies and procedures, including but not

limited to student confidentiality and standards of care.

7. To maintain accurate records of all Telehealth Services.

B. District Agrees:

1. To provide adequate space for the Telehealth Services.
2. To provide internet connectivity and supply ETCH personnel with appropriate login credentials.
3. To appoint a representative or school nurse at each Service Location to act as a liaison between ETCH and the students/patients.
4. To require school nurses, if any, to be appropriately licensed and insured.
5. To ensure that students receiving Telehealth Services have a consent to treatment completed by a parent or legal guardian on file. Patient information and consents will be distributed at the beginning of each school year and remain valid for the current school year.
6. To orient employee(s) of ETCH to applicable District policies and procedures including but not limited to student confidentiality, standards of care and required documentation.
7. If no Telehealth Services are conducted at any participating Service Location during a six (6)-month period, District understands that ETCH may remove the equipment provided to District for that Service Location and discontinue Telehealth Services at that Service Location.

C. Mutual Responsibilities:

1. The Telehealth Services will be supplied at the individual locations set forth on Exhibit A.
2. Both Parties will comply with all applicable provisions of the Family Education Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (“FERPA”), and related regulations of the U.S. Department of Education, 34 C.F.R. Part 99.
3. Both Parties agree to provide the Telehealth Services without regard to race, color, sex, sexual orientation, gender identity, age, religion, creed, national origin, military status, disability, marital status, or any other unlawful factor.
4. Each Party shall be considered to be an independent party and shall not be construed to be an agent or representative of the other Party. Neither Party shall be responsible for personal injuries or property damage or loss, except that resulting from its own negligence or the negligence of its employees or others for whom the Party is legally responsible. Subject to

the limits of the Tennessee Governmental Tort Liability Act, Tenn. Code Ann. § 29-20-101 (“GTLA”), each of the Parties agrees to indemnify the other Party from any third-party claims and resulting liability, damages, costs and expenses, including reasonable attorney’s fees (collectively, the “Loss”), to the extent the Loss was caused by the indemnifying Party’s negligence or by a violation of HIPAA or FERPA.

5. Each Party agrees not to use the other Party’s name, marks, or logos in any advertising, promotional material, press release, publication, public announcement, or through other media, written or oral, without the prior written consent of the other Party.

D. Miscellaneous Provisions:

1. This MOU will take effect as of July 1, 2024 and shall continue in effect until June 30, 2025 (termination date).

2. If either Party materially breaches any provision of this MOU, the other Party may terminate this MOU immediately upon written notice to the breaching Party. The Parties agree that, during the period after notification but before termination, each Party will continue to perform pursuant to the terms of the MOU. Either Party may terminate this MOU by giving thirty (30) days’ notice in writing to the other Party.

3. The Parties agree to comply at all times with applicable Tennessee Department of Health rules and with CDC best practices with respect to the COVID-19 pandemic.

4. This MOU shall be governed in all respects by, and be construed in accordance with, the laws of the State of Tennessee.

5. This MOU embodies the entire agreement between parties on the subject of Telehealth Services, and no prior representations, terms, conditions, promises, agreements or otherwise, between the parties other than contained herein are valid.

(Signatures on the following page)

District:

Cumberland County Schools

This document is approved by the _____ School District on the ____ day of _____, 20__, as reflected in its minutes, and certified by its Director of Schools.

Director of Schools – Signature

Director of Schools – Printed Name

Date: _____

ETCH:

East Tennessee Children’s Hospital Association, Inc.

Chief Operating Officer - Signature

Steven R. Godbold

Chief Operating Officer – Printed Name

Date: _____

EXHIBIT A

LOCATIONS FOR TELEHEALTH SERVICES

**Cumberland County High School
660 Stanley Street
Crossville, Tennessee 38555**

**Stone Elementary School
1219 Cook Road
Crossville, Tennessee 38555**

SERVICE AGREEMENT
BETWEEN
SERICIA SEIBER AND CUMBERLAND COUNTY SCHOOLS
FOR
SPEECH/LANGUAGE SERVICES

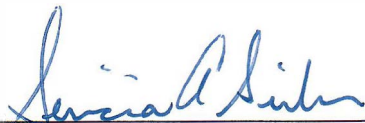
This agreement is entered into by and between the Cumberland County School System and Sericia Seiber, Speech/Language Pathologist (SLP).

It is hereby agreed that Sericia Seiber will provide speech/language services on an as-needed basis during the 2024-2025 school year.

Services will begin approximately July 1, 2024 and will terminate approximately June 30, 2025. The cost of these services will be \$90 per hour. Services will be provided no more than 160 hours per month. Documentation of services will be submitted each pay period. Mileage will be paid for travel in the county at the Cumberland County rate. Travel forms will be submitted monthly. Materials and supplies will be provided by the Cumberland County School System in the same manner as supplied for other speech providers employed by the school system.

The speech language services may consist of supervision, screening, assessment, therapy, consultation, participation in case management meetings, developing individual education plans (IEPs), case management paperwork, and communicating with other IEP team members. Educationally relevant speech services will be provided. No medically-billable services will be provided.

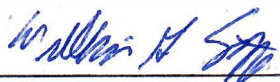
These services may be evaluated periodically to determine whether services are being rendered as agreed upon by the parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.



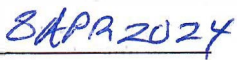
Sericia Seiber, Speech/Language Pathologist



Date



Cumberland County Schools



Date

SERVICE AGREEMENT
BETWEEN
CHELSEY HAMILTON AND CUMBERLAND COUNTY
SCHOOLS
FOR
SPEECH/LANGUAGE SERVICES

This agreement is entered into by and between the Cumberland County School System and Chelsey Hamilton, MS CCC-SLP (Speech Language Pathologist).

It is hereby agreed that Chelsey Hamilton will provide speech/language services on an as-needed basis during the 2024-2025 school year.

Services will begin approximately July 1, 2024 and will terminate approximately June 30, 2025. The cost of these services will be \$90 per hour. Services will be provided at a maximum of 160 hours per month. Documentation of services will be submitted each pay period. Mileage will be paid for travel in the county at the Cumberland County rate. Travel forms will be submitted monthly. Materials and supplies will be provided by the Cumberland County School System in the same manner as supplied for other speech providers employed by the school system.

The speech language services may consist of supervision, screening, assessment, therapy, consultation, participation in case management meetings, developing individual education plans (IEPs), case management paperwork, and communicating with other IEP team members. Educationally relevant speech services will be provided. No medically-billable services will be provided.

These services may be evaluated periodically to determine whether services are being rendered as agreed upon by the parties. Should it be determined that services are not being rendered as specified in the agreement, this service agreement will be subject to termination.

Chelsey Hamilton MS CCC-SLP

Chelsey Hamilton, Speech Language Pathologist

3/14/2024

Date

Wanda A. [Signature]

Cumberland County Schools

14 MAR 2024

Date



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ADMINISTRATIVE AND STAFFING SERVICES AGREEMENT

This Services Agreement (the "Agreement") is made on this 20th day of March 2024, by and between **Cumberland County Schools** (hereinafter known as "School District") with its principal office at, and **Stellar Therapy Services, LLC**, (hereinafter known as "Service Provider") with its principal office in Chattanooga, TN, 37421.

WHEREAS, School District is a local board of education of the State of Tennessee which, when required, provides healthcare services; and Service Provider is engaged in the business of providing healthcare workers; and School District desires to engage Service Provider for the purpose of providing certain therapy and other services in accordance with the terms set forth in this Agreement; and it is the intent of the parties hereto that Service Provider provide the Services as an independent Service Provider and not as an employee of School District, and

WHEREAS, the Centers for Medicare and Medicaid Services letter to State Medicaid Directors, SMD#14-006, dated December 15, 2014, states that Medicaid reimbursement is available for covered services that are provided to Medicaid beneficiaries regardless of whether there is any charge for the service to the beneficiary or the community at large; and the School District desires that the Service Provider provide billing and related administrative services in connection with healthcare services provided to School District students who are TennCare enrollees.

NOW, THEREFORE, in consideration of the mutual covenants and conditions set forth herein, School District and Service Provider hereby agree as follows:

1. **Term.** The term of this Agreement shall be from **July 1, 2024, through June 30, 2025.**
2. **Therapy Services.**
 - (a) Service Provider shall provide to School District the Therapy Services listed in Section 4 of this Agreement, in person or by telehealth, including direct and indirect service time, assessments, treatments, supervision of assistants, consultation, documentation, progress reports, meeting attendance, travel time between schools, documentation and prep time performed onsite or offsite, through service providers selected and employed by Service Provider.
 - (b) Service Provider represents and warrants that s/he possesses all licenses and qualifications necessary to perform the Services and agrees to maintain (at his/her expense) such licenses and



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qualifications, and to practice conduct in accordance with the professional Code of Ethics of AOTA, APTA, ASHA, NASP, and APA (as applicable) and all relevant rules and regulations applying to the performance of the Services throughout the term of this Agreement.

(c) School District is prohibited from hiring, causing to be hired, or contracting with in any capacity any person associated with the Service Provider without the expressed written consent of the Service Provider for a period of one year from the termination of this service agreement or the termination of working relationship of said person with Service Provider.

(d) Should the School District obtain the consent of the Service Provider and hire a person referred by the Service Provider, a recruiting fee is owed. Rates for recruiting services are 20% of the annual salary, inclusive of any sign-on bonuses, due within thirty (30) days from date of acceptance of employment offer by prospective employee. This provision shall not apply to a person hired by School District after the periods referred to in (c) above.

3. Administrative Services.

(a) Service Provider shall provide the following services to School District during the term of this Agreement (the “Administrative Services”):

- On behalf of School District, Service Provider shall prepare and submit to appropriate Managed Care Organizations (as defined under TennCare) all claims for identified eligible healthcare services that are provided to TennCare Eligible School District Students either by service providers who are directly employed by School District (“School District Providers”) or who have a current service agreement with Board of Education (“Service Providers”).
- Assist in obtaining all billing numbers and credentials required for the School District to receive Medicaid payments.
- Assist in obtaining billing numbers for School District Providers, including the acquiring and maintaining of required credentials associated with healthcare services provided to TennCare Eligible School District Students and billed by Service Provider hereunder.
- Train School District Providers or Service Providers as needed on documentation and clinical requirements related to school-based healthcare services submitted for Medicaid reimbursement.
- Provide and maintain online documentation system for provided services. Provide user training and help desk support as needed.



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- Review and assist School District in the identification of appropriate notices and consents required to be provided to students (or their parents or legal guardians) under applicable state and federal laws.
- Perform quality assurance reviews related to compliance with State and Federal regulations with results available to School District.
- Ensure that all consents and required orders on behalf of the TennCare Eligible School District Students are in place in order for Service Provider to bill for services provided thereto.
- Upon the date of expiration or termination of this Agreement for any reason (the "Termination Date"), Service Provider shall have the option to bill exclusively for all claims for services provided to Eligible School District Students by School District Providers or Service Providers having dates of service on or prior to the Termination Date (the "Pre-Termination Charges"). This option shall conclusively be deemed to have been exercised by Service Provider unless Service Provider notifies School District on or prior to the Termination Date that it has elected not to exercise this option. If Service Provider exercises such option, Service Provider shall bill exclusively for all Pre-Termination Charges and provide standard reports in connection therewith for a period of up to one hundred twenty (120) days following the Termination Date (the "Post-Termination Period"). Service Provider shall have the right to reduce the duration of the Post-Termination Period at any time by providing written notice to School District specifying the shorter Post-Termination Period. Service Provider shall continue to receive its monthly Administrative Services Fee on all Pre-Termination Charges collected during the Post-Termination Period. Upon expiration of the Post-termination Period, Service Provider shall cease providing the Post-Termination Services to School District.

(b) The parties agree to work together in good faith to address issues arising under applicable state and federal laws, policies, procedures, and requirements pertaining to the Administrative Services, so that the Administrative Services shall be structured and performed in accordance with such laws.

(c) All revenue and income resulting from the Administrative Services hereunder shall belong to and accrue to the benefit of School District, unless otherwise agreed by the parties. The parties shall work together to establish appropriate accounts into which such revenues shall be deposited in order to comply with applicable laws.

(d) During the term of this Agreement, School District will not use the services of any other billing or claims processing companies for the purpose of submitting claims for services performed by School District Providers or Service Providers for TennCare Eligible School District Students.



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4. Compensation.

(a) In consideration for the Administrative Services provided by Service Provider, School District agrees to pay Service Provider a Fee for Administrative Services equal to twenty-five percent (25%) of total revenues received in connection with services provided to Eligible School District Students by School District Providers or Service Providers and billed by Service Provider.

(b) In consideration for the Therapy Services provided by Service Provider, School District agrees to pay Service Provider its Fees for Therapy Services per the following rate schedule:

THERAPY SERVICES:

Physical Therapist	\$78/hour
Travel per diem (per provider)	\$75/day
Mileage between schools	Standard IRS rate, currently \$.655/mile

The hourly rate will be charged for all direct and indirect service time, assessments, evaluations, treatments, supervision of assistants, consultation, documentation, teletherapy, progress reports, meeting attendance, travel time between schools, documentation and prep time performed onsite or offsite and any other services requested by the School District or required as necessary for providing services. The Travel per diem is charged for any therapist who travels more than 25 miles from their residence to the assigned school. The mileage rate will be charged for travel between school sites. Other services may be added as needed with rates to be agreed upon in advance by both parties. The parties further agree that supplies, equipment and other expenses incurred by Service Provider in connection with the foregoing Therapy Services and approved in advance by School District shall be reimbursed by School District at Service Provider's cost. The minimum requirement for this Service Agreement will be a 2 1/2-hour minimum charge per therapist per day each provider works and is on site and 1 hour minimum charge for telehealth or offsite services.

(c) Service Provider shall invoice School District on a regular basis for the Administrative and Therapy Services provided under this Agreement, and School District shall be responsible for paying all Fees for those Therapy Services within twenty (20) days of receipt of Service Provider's invoice therefor; provider, however, that School District has the right to review and approve any invoiced Therapy Services and to disallow any charges it questions in good faith. Service Provider agrees to provide School District details of services provided with each invoice, including student names and dates of services upon request by School District.



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(d) The parties represent and warrant to the other that all compensation payable to Service Provider by School District hereunder has been determined in arms-length bargaining and is consistent with fair market value. Furthermore, the parties represent and warrant that all compensation hereunder was not determined in a manner that takes into account the volume or value of any referrals or other business generated between the parties.

(e) The Service Provider reserves the right to change the Rates listed above in 4(a) and will notify the School District in writing of such within thirty (30) days of effective date of changes. After receipt by the School District of rate changes of the Service Provider, School District shall have thirty (30) days from receipt of the rate changes to cancel this Agreement if School District does not agree with the rate changes. If School District cancels this Agreement because of unacceptable rate changes, neither party under this Agreement shall have any further obligations under this Agreement after the date of cancellation.

5. FERPA Compliance.

School District and Service Provider shall comply with the Family Education Rights and Privacy Act of 1974 (20 U.S.C. § 1232g) (FERPA) and its accompanying regulations (34 C.F.R. 99). Service Provider warrants that it is familiar with requirements of FERPA and its accompanying regulations and that it will comply with all applicable FERPA requirements in the performance of its duties in this Service Agreement. Service Provider agrees to cooperate with School District as required by FERPA and its regulations in the performance of its duties in this Service Agreement. Service Provider agrees to maintain the confidentiality of all education records and student information and use such records and information for the exclusive purpose of performing its duties in this Service Agreement (SEE ATTACHMENT).

6. SCHOOL DISTRICT RESPONSIBILITIES.

(a) School District agrees to provide or cause to be provided to Service Provider timely, accurate, complete and up-to-date information required by Service Provider to perform the Administrative Services, which information may include without limitation demographic, charge, diagnosis, patient or treatment related information. School District represents and warrants that all clinical documentation provided to Service Provider will be true, accurate and complete and up-to-date at the time of provision. School District will notify Service Provider when it becomes aware that any inaccurate or incomplete information has been supplied to Service Provider, including but not limited to errors that may affect CPT codes or ICD-10 codes or their equivalents. School District shall notify Service Provider promptly of all non-chargeable patient visits or services. (SEE ATTACHMENT)

(b) School District represents and warrants that the School District Providers and Service Providers will perform their services in accordance with standards adopted by the governing bodies of their specialty and that such services are and will be medically necessary, usual, customary and reasonable.



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(c) School District acknowledges that the timing and amount of collections generated by the Administrative Services are subject to numerous variables, and that School District's failure to comply with the requirements of this Agreement may materially interfere with the Administrative Services. School District additionally acknowledges that Service Provider's ability to perform the Administrative Services may be affected by the inability or failure of third party payors beyond the control of Service Provider to accurately process data, complete provider enrollment or credentialing on a timely basis, or adopt systems to comply with requirements imposed by federal or state laws.

(d) If Service Provider exercises its option to perform Post-Termination Services, then School District shall ensure that it provides to Service Provider all data and back-up information pertaining to the Pre-Termination Charges promptly after receipt thereof. The parties acknowledge that Service Provider cannot properly provide the Post-Termination Services without such data and information. If School District fails to comply with its obligations under this Section, School District agrees that it shall release and hold Service Provider harmless from any claims, losses or damages relating to or arising from Service Provider's performance of the Post-Termination Services.

7. **Professional Liability Insurance.** Service Provider will provide proof of insurance with coverage and limits satisfactory to School District's Office of Risk Management.

8. **Acknowledgments.**

(a) Service Provider and School District acknowledge and agree that Service Provider will act as an independent Service Provider in the performance of the Services, and that this Agreement shall not be deemed to create an agency, employment, partnership or joint venture relationship between School District and Service Provider. In that regard, while Service Provider is subject to general terms and conditions in connection with the performance of the Services, Service Provider and School District acknowledge that Service Provider shall, at all times, exercise independent discretion and control over the performance of the Services.

(b) Service Provider and School District acknowledge and agree that they have had a sufficient opportunity to review the terms of this Agreement.

(c) Service Provider and School District acknowledge and agree that in executing this Agreement it is not relying nor has it relied upon any other representation or statement made by either party or by any of either party's owners, partners, officers, employees or agents with regard to the subject matter hereof. Both parties have carefully read and fully understand all of the provisions of this Agreement and are voluntarily entering into this Agreement.

9. **Force Majeure.** Neither party shall be liable for any failure or delay in the performance of its obligations under this Agreement, due in whole or in part to any cause beyond its sole control, including without limitation fire, accident, labor dispute or unrest, flood, riot, war, terrorism, rebellion, insurrection, sabotage, transportation delays,



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shortage of raw materials, energy or machinery, acts of God or the civil or military authorities of the state or nature, or the inability, due to the aforementioned causes, to obtain necessary labor or facilities.

10. Tax Liabilities. All taxes applicable to any amounts paid by School District to Service Provider under this Agreement shall be Service Provider's liability and School District shall not withhold or pay any amounts for federal, state or municipal income tax, Social Security taxes, or unemployment or worker's compensation taxes. Service Provider hereby acknowledges its personal liability for the tax imposed by the Internal Revenue Code of 1986, and the payment, when applicable, of estimated quarterly taxes and the filing, when applicable, of quarterly Internal Revenue Service forms for the declaration of estimated tax by individuals. Upon request by School District, Service Provider agrees that he will provide documentation evidencing compliance with all applicable federal, state and municipal tax laws, rules and regulations. Notwithstanding the foregoing, School District shall be solely responsible for all taxes associated with revenues generated from the services provided the TennCare Eligible School District Students by School District Providers and submitted to Managed Care Organizations by Service Provider as a part of the Administrative Services.

11. Preservation of Records. Service Provider and School District agree that they shall cause the healthcare records generated in connection with the services of the School District Providers and Service Providers to be maintained for at least seven (7) years after the furnishing of any healthcare services pursuant to this Agreement. To the extent required by applicable law, Service Provider and School District shall, upon written request, make available to the Secretary of the Department of Health and Human Services (the "Secretary" or the Secretary's duly authorized representatives, the Comptroller General of the United States (the "Comptroller General") or the Comptroller General's duly authorized representatives, such books, documents or records as may be necessary to certify the nature and extent of the cost of any services rendered pursuant to this Agreement. All such books, documents and records shall be subject at all times to all applicable legal requirements, including, without limitation, such criteria and procedures for seeking and obtaining access as may be required in regulations promulgated by the Secretary.

12. Notices. Any notice or other communications required or permitted hereunder shall be sufficiently given if delivered in person or sent by registered or certified mail, postage prepaid, addressed as set forth under each parties signature to this Agreement. Such notice or communication shall be deemed to have been given as of the date so delivered or mailed.

13. Change Of Circumstances. In the event (i) Medicaid, TennCare, any applicable third-party payer or any federal, state or local legislative or regulatory authority establishes or has any law, rule, regulation, policy, procedure or interpretation thereof which establishes a material change or has an adverse effect in the method or amount of reimbursement or payment for the use of or services services provided to Eligible School District Students by School



Stellar Therapy Services, LLC

PO Box 8114, Chattanooga, TN 37414

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District Providers and submitted to Managed Care Organizations by Service Provider as a part of the Administrative Services, (ii) any or all of such payers/authorities establishes any law, rule, regulation, policy, procedure or interpretation thereof which establishes or creates a substantial risk of violation of any federal, state or local anti-fraud and abuse law, or (iii) any or all of such payers/authorities impose requirements which require a material change in the manner of either party's operations under this Agreement and/or the costs related thereto, then, upon the request of either party affected by any such change in circumstances or adverse effect, the parties shall enter into good faith negotiations for the purpose of establishing such amendments or modifications as may be appropriate in order to accommodate the new requirements and change of circumstances while preserving the original intent of this Agreement to the greatest extent possible. If, after thirty (30) days of such negotiations, the parties are unable to reach an agreement as to how or whether this Agreement shall continue, then either party may terminate this Agreement upon thirty (30) days prior written notice.

14. **Governing Law.** This Agreement is made and entered into the State of Tennessee and shall in all respects be interpreted, enforced, and governed under the laws of that state.

15. **Severability.** Should any provision of this Agreement be declared or determined by any court to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby and said illegal or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

16. **Entire Agreement.** This Agreement sets forth the entire agreement between the parties hereto, and fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter hereof. It is agreed that this Agreement may be modified only by written agreement, executed by both parties.

17. **Headings.** The headings inserted in this Agreement are for convenience only and are not intended to, and shall not be construed to, limit, enlarge or affect the scope or intent of this Agreement or the meaning of any provision hereof.

18. **Counterparts.** This Agreement may be executed in two counterparts, both of which shall constitute an original.



Stellar Therapy Services, LLC

PO Box 8114, Chattanooga, TN 37414

IN WITNESS WHEREOF, the parties hereto have executed this Agreement through their duly authorized representatives below.

School District

Stellar Therapy Services, LLC

By: William J. Smith

By: Holly C. Smith

Title: POB

Title: CFO

SEND INVOICES TO: Cassie Mathews

EMAIL: Cmathews@ccschools.k12tn.net

PHONE: 931.484.3301



Stellar Therapy Services, LLC

PO Box 8114, Chattanooga, TN 37414

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ATTACHMENT Authorization and Acknowledgement of Compliance of Privacy Laws

Whereas, School District has entered into a service agreement with Stellar Therapy Services, LLC, for the provision of administrative and billing services related to certain healthcare services described within the Service Agreement.

Whereas, The above referenced Service Agreement may require the disclosure by the School District to Stellar Therapy Services, LLC, of certain personally identifiable student information that is confidential under the Family Educational Rights and Privacy Act (FERPA).

Whereas, 34 C.F.R. 99.31 and 34 C.F.R. 99.35, authorize an educational agency or institution to disclose personally identifiable information from an education record of a student without the consent required by Sec. 99.30 to authorized representatives of School District and local educational authorities in connection with an audit or evaluation of Federal or state supported education programs, or for the enforcement of or compliance with Federal legal requirements which relate to those programs.

Therefore, the School District and Stellar Therapy Services, LLC, hereby agree as follows:

1. Stellar Therapy Services, LLC, is authorized to maintain certain student information for the sole purpose of compliance with the requirements of the above referenced Service Agreement. This personally identifiable student and parent information may include but not be limited to: Name, Social Security Number, Telephone Numbers, Attendance Record, Disability Information, Grades, Date of Birth, Address, Race, Gender, and Enrollment Record.
2. Stellar Therapy Services, LLC, as authorized representative of School District for the sole purpose of complying with the requirements of the above Service Agreement agrees to comply fully with FERPA by maintaining the confidentiality of all student information and to use the information solely to fulfill its obligations under the above referenced Service Agreement with School District.
3. Stellar Therapy Services, LLC, agrees to destroy all confidential student information when it is no longer needed for purposes of fulfilling its obligations under the above referenced Service Agreement.

SERVICE AGREEMENT

This Agreement, made and entered into this 14 day of March, 2024, by and between Cumberland County Schools Board of Education, (herein referred to as "Board of Education"), 368 4th Street, Crossville, TN 38555 and Deborah L. Curlee Communication Consultants, LLC, d/b/a Sidekick Therapy Partners, P.O. Box 32652, Knoxville, TN 37930-2652 (herein referred to as "Sidekick").

WHEREAS Board of Education is subject to and does operate in accordance with the requirements of the Individuals with Disabilities Education Act; and

WHEREAS Board of Education has the authority to enter into a service agreement for services from suitable agencies having appropriate programs, capacity, and competence where necessary to provide appropriate special education services to students; and

WHEREAS Board of Education, to provide a proper, comprehensive, and well implemented special education program, finds it desirable to enter into a service agreement for these services through an outside agency; and

WHEREAS Sidekick is an agency with appropriate programs to provide special education services for children who are the responsibility of the Board of Education.

NOW, THEREFORE, in consideration of the mutual benefits to be received by both parties hereto and certain other consideration, some of which is hereafter set out, and the sufficiency of all which is hereby acknowledged, Board of Education and Sidekick hereby agree as follows.

The term of this agreement shall be for the 2024-2025 school year, beginning on or about July 1, 2024, in case the Board of Education wishes to utilize Sidekick for summer services, and ending on May 31, 2025, or through July 2025 if seeking extended school year/ESY services. This agreement may be extended for an additional 1-year term at the option of the Board of Education and in the Board of Education's sole discretion, under such terms as Board of Education and Sidekick may mutually agree with respect to such extension(s).

1. The Board of Education shall develop an Individualized Educational Program (IEP) which will be specifically designed to meet the unique needs of each child enrolled with provision for all support materials, equipment, and services necessary for their education and which meets the requirements of State and Federal regulations and law.
2. The Board of Education ensures that the rights and privileges available to children attending schools of the Board of Education shall be available to the children served by Sidekick including the process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.
3. Any Sidekick speech and language services will be provided by qualified speech-language pathologists (SLP or SLPs) who have a master's degree and their Certificate of Clinical Competency or are completing their Clinical Fellowship period. All Sidekick SLPs are licensed or registered as

healthcare providers with the State Department of Health Board of Communication Disorders and Sciences. SLPs may be referred to individually as a therapist or collectively as therapists.

- a) Board of Education agrees for as long as SLPs are available to serve Board of Education's TennCare covered, eligible, and qualified students requiring therapy services (TennCare students) at the therapist's assigned school location, that Sidekick will be the sole and exclusive provider of services at that school location for any TennCare students whose services are billed to a TennCare insurance company (MCO).
- b) Sidekick will be the sole and exclusive provider of services to TennCare students billed to any TennCare MCO at the school locations agreed upon by Board of Education and Sidekick.
 - a. The Board of Education will refer all TennCare students at the school locations to Sidekick for services that can be billed to a TennCare MCO and will not serve such students with its own employees. If Sidekick's therapists do not have the time available on their schedule to serve the referred TennCare student, Sidekick will promptly notify the Board of Education that Sidekick cannot provide services. Upon receipt of notification, the Board of Education may begin serving such students with the Board of Education employees and – after Sidekick has declined services due to lack of therapist availability – may also bill the TennCare MCO for such services.
- c) Sidekick will make reasonable commercial efforts to provide enough qualified therapists to meet the anticipated TennCare and non-TennCare caseload at the school locations. If Sidekick cannot provide enough therapists at a specific school to meet the caseload at that location, then either Sidekick or Board of Education may reduce Sidekick's services at the affected school to the extent Sidekick therapists are not available to serve that specific location. In the case of such a reduction at a specific school location, the Board of Education's therapists may serve the TennCare students previously served by Sidekick and may bill the TennCare MCO for services to those students.
- d) As the school year progresses, Board of Education agrees that it will promptly assign other TennCare students at the school locations to Sidekick who have speech therapy services specified in their IEPs, when and to the extent such TennCare students become available. (The purpose of such assignments throughout the year is to maintain or expand the caseload of Sidekick's therapists in the school locations).
- e) With respect to TennCare students in the school locations served by Sidekick therapists, the Board of Education agrees that it will not refer those students to any other provider or third-party TennCare billing/consulting company (other providers). It is the intention of the parties that Sidekick will continue to work with Board of Education to obtain TennCare MCO authorizations for services, doctor orders or IEP signature pages, IEPs, IEP parental consents, and the like, in connection with all of the TennCare students Sidekick serves in the school locations and that any arrangements Board of Education has with other providers will not interfere with Sidekick's services under this agreement or interfere with Sidekick's therapists serving their own caseload in the school locations. In the event Sidekick cannot serve a TennCare student due to the lack of availability of a Sidekick therapist, then Board of Education may refer such student to other providers for assistance in dealing with the TennCare MCO in connection with services to be provided by Board of Education's own therapists.

4. Mileage and School Pay Services:

Sidekick provides the following services to TennCare-eligible students at **no cost to the School District**:

- Direct Therapy
- TennCare evaluations
- 9-week progress reports to be entered in TN Pulse by Sidekick therapists.

Sidekick **charges a fee (School Pay fee)** for any of the following services, at the district's option:

- Direct therapy for non-TennCare eligible students
- For additional testing above and beyond TennCare requirements
- Evaluations for non-TennCare eligible students
- 9-week progress reports for non-TennCare eligible students
- Initial eligibility testing
- Case management (e.g., setting up IEP meetings, sending out teacher observations, permission to test forms)
- Consultations with parents and teachers beyond 15 minutes
- Any additional testing that is required for 3-year re-evaluations
- Screenings
- Entering IEP information into TN Pulse
- Participation in IEP meetings when there is no school therapist, and on a case-by-case basis
- Sidekick also charges a fee for miles traveled by therapists beyond the distance from their home to Sidekick, based on actual distance traveled and logged

Generally, Sidekick does **not provide** the following services:

- Participation in IEP meetings if there is a school therapist
- Completion of state-related eligibility documents if there is a school therapist
- Completion of SSI documentation (However, Sidekick can provide our reports as input for this)
- Services at schools where there are less than 10 kids needing services (Though these can be provided via teletherapy)
- Services in homes (Though these can be provided via teletherapy)

When appropriate for the student's individual needs, and as agreed to by the IEP team, Sidekick prefers to provide:

- 1:1 direct therapy in 20-minute sessions (vs. 30-minute session group sessions) for TennCare-eligible students
 - Note: School Pay student groups are typically seen in 30-minute sessions with no more than 3 students per group
- a) The Board of Education will pay Sidekick a mileage reimbursement rate of forty-five (45) cents per mile per therapist per day, during the regular school year and during the school summer session (if Sidekick is requested to provide summer services). Mileage shall be calculated as (i) the distance between each Sidekick therapists nearest clinic/office and the schools that Sidekick can serve in the County or (ii) the distance between the residence of Sidekick's therapist and the schools served, whichever is less. Such mileage reimbursement rate also includes any travel within the County if Sidekick's therapist is traveling to more than one school in a day.

- b) At Board of Education's request and as mutually agreed by Sidekick, School Pay services may be provided for students whose services cannot be billed to a TennCare MCO.

For any such clinical School Pay services with an in-person or teletherapist, Board of Education will pay:

- **\$90.00 per hour for speech-language therapy services (or \$22.50 for any 15-minute increment thereof)**
- c) Provided additional TennCare students become available during the public school year to receive services from Sidekick, Board of Education will make a reasonable effort (depending on availability of TennCare-covered students) to maintain Sidekick's caseload at each school location served by Sidekick's therapists at the approximate levels of students served during the preceding public school year), including referring during the school year additional TennCare-covered students whose IEPs specify services to Sidekick for therapy at such locations, as such students become available and require services.

5. Teletherapy:

If the Board of Education recommends and Sidekick agrees that teletherapy is appropriate for a student, the Board of Education may request that Sidekick provide teletherapy services to that student in the home or in school.

- a) Sidekick will provide services to the student throughout the year, including over holidays/breaks, if able to schedule
- b) Consistent with students who are seen in-person in school, Sidekick will charge TennCare (in the case of a student covered by TennCare) or will charge Board of Education (in the case of a student not covered by TennCare) for these teletherapy sessions
- c) For students seen by Sidekick via teletherapy not covered by TennCare, Sidekick will charge the Board of Education as noted in section 4b
- d) Sidekick will submit monthly invoices for teletherapy services rendered, with the Board of Education agreeing to reimburse Sidekick for such charges within 30 days of receipt of the invoice
- e) Sidekick agrees to update schedules quarterly. This allows for moving children who qualify for TennCare to 20-minute sessions and billing TennCare for such sessions, rather than the school

If teletherapy is agreed upon, Sidekick will need the following before the start of the school year:

- Rosters
- Master schedule
- IEP access
- Tentative schedule from EA
- EA contact information

If Sidekick has not been given this info by two weeks after the 1st day of school or the agreed upon date, Sidekick will charge 6 hours of school pay per therapist per day (as these therapists were assigned to and held for the district.)

If teletherapy is agreed upon, the Board of Education agrees to:

- Provide initial eligibility testing. Sidekick typically does not complete initial eligibility testing via teletherapy
- Provide one Educational Assistant (“EA”) per school to assist with pulling students from class and placing them in front of a school-provided computer in a quiet room or with school-provided headphones for therapy, pulling another student if the one scheduled is absent or unavailable
- Provide Sidekick therapist with a detailed schedule of students to be seen at exact times within two weeks of engaging Sidekick for teletherapy. If serving students via “school pay,” Sidekick will not see students in groups of more than three at a time
- Keep an open line of communication between the EA and Sidekick therapist to let the therapist know about tardiness, absences, etc. within a reasonable timeframe and with sufficient notice
- Schedule students for make-up when student is unable to attend the originally scheduled session
- Ensure the student’s caregiver has provided teletherapy consent and that they are aware of teletherapy options

Teletherapy cancellation policy:

- If school is in session and teletherapy sessions are cancelled due to reasons outside of Sidekick control (i.e. EA unavailable, school power outage/internet issues, field trip, assembly/school event, student absent, student has not come to school but still active in the county, student seen at home through the district but cancelled/no show, no show or does not leave 15 minutes for the session, another service/teacher pulled student during speech time, student unavailable for scheduled time, cancellation and all students in the school have been seen/are scheduled to be seen, etc.) and other kids are not able to be scheduled, Sidekick will charge the hourly school pay rate listed in section 4b
- Sidekick teletherapists will not bill for cancellations due to school events, assemblies, or field trips if a 48-hour notice is provided by the school

6. Sidekick will submit monthly invoices for mileage charges with the Board of Education agreeing to reimburse Sidekick for such charges within 30 days of receiving the invoices.

7. Sidekick agrees to provide professional liability coverage for its employees serving schools under this service agreement. Proof of such insurance will be provided by Sidekick to the schools upon request.

8. The Board of Education will provide Sidekick with parental consent forms to begin the process of determining if students qualify for services and will provide a copy of the child’s current IEP to Sidekick by the start of the school year. The Board of Education will provide services until Sidekick provides notification that TennCare eligibility has been confirmed and services are authorized.

9. Sidekick shall submit Progress Reports for the grading periods specifying the progress of each TennCare child in achieving the short-term objectives specified in his/her IEP at no cost to the Board

of Education. Sidekick will provide information to special education personnel to allow them to update goals and objectives for each student served, at least, every nine weeks.

10. Sidekick will be responsible for preparing and submitting, at no cost to the Board of Education, all TennCare paperwork for qualifying children.

11. The Board of Education agrees that, should a child's therapy sessions submitted to TennCare be denied for eligibility, Sidekick will immediately stop serving such children, and it will be the Board's responsibility to have its own therapist incorporate such child into their school caseload, or the Board may elect that Sidekick serve the child via school pay.

12. Background Checks:

- a) Sidekick shall require all current employees providing services to Board of Education under this service agreement to supply a fingerprint sample and submit to a criminal history record check conducted by Tennessee Bureau of Investigation and/or the Federal Bureau of Investigation prior to permitting the employee to have contact with school children or enter the school grounds.
- b) Sidekick will not allow an employee providing services to Board of Education under this service agreement to come in direct contact with school children or enter the grounds of a school when children are present until the criminal history records check has been conducted.
- c) Sidekick shall not allow an employee providing services to Board of Education under this service agreement to come in direct contact with school children or with children in a child care program or enter the grounds of a school or child care center when children are present if the criminal history records indicate the employer or employee has been convicted of an offense that is classified as a sexual offense or the employee has been convicted as a violent sexual offender as defined in Tennessee Code Annotated § 40-39 – 2002.

13. Sidekick agrees to hold Board of Education harmless on account of any and all claims by third parties for damages due to personal injuries or property damage, arising from a school child using any premises owned or leased by Sidekick, including the use of materials provided by Sidekick for such child, except when such injuries or damages arise in whole or in part on account of the acts or omissions or negligence of Board of Education. Any obligation of Sidekick to indemnify and hold Board of Education harmless is limited to the terms of Sidekick's applicable liability insurance.

14. With respect to services provided by Sidekick to school children under this service agreement, Board of Education and Sidekick will work cooperatively to ensure that the rights and privileges available to children attending Board of Education shall be available to children served by Sidekick, including, to the extent applicable to Sidekick and the services provided to Board of Education under this agreement, due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.

15. If due to a change in applicable law or regulation or the interpretation thereof by any court, government agency, authority, or other entity that renders any provision of this Agreement unlawful, unenforceable, economically, administratively impracticable, or difficult of performance (a Law Change), the parties shall initiate good faith negotiations to amend this Agreement to eliminate the adverse effects of such Law Change. If either party determines that the parties are unlikely to agree upon and make alterations to this Agreement to eliminate the adverse effect of the Law Change, or


alternatively, either party determines that alterations to meet such requirements are not commercially practicable, reasonable, and satisfactory, then such party may terminate the Agreement on thirty (30) days prior written notice to the other party. A Law Change also includes any change by (i) a Federal, State, or local legislative, regulatory, judicial, or administrative authority, or (ii) any TennCare Managed Care Organization (MCO) or other third party payor with respect to: clinical or other services provided pursuant to this Agreement, MCO requirements regarding eligibility or qualification for healthcare services, MCO procedures for authorizing, approving, billing or providing payment for healthcare services (including the amount of payment or method of payment), or any other changes that adversely affect the arrangements and services provided to school system students pursuant to this Agreement.

16. Board of Education will not employ or receive services, either directly or indirectly (including services provided through a third party), from any therapist formerly employed by Sidekick for one year following the termination or expiration of this Agreement or cessation of such therapist's employment with Sidekick, whichever is earlier.

17. Sidekick herein agrees to hold Board of Education harmless on account of all claims by third parties for damages due to personal injuries or property damage, arising from each individual child using the premises, including the use of materials by the child, except when such injuries or damage arise in the acts of negligence of Board of Education. Any obligation of the Sidekick to indemnify and hold the Board of Education harmless is limited to the terms of Sidekick's liability insurance.

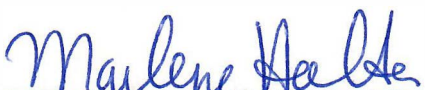
18. DISCRIMINATION: No person shall on the grounds of race, color, national origin, sex, age or ability to pay, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity operated by Sidekick or the Board of Education, it being the intention of Sidekick and the Board of Education to bind all agencies, disbursing units, or organizations, operating under its jurisdiction and control to fully comply with and abide by the spirit and intent of the Civil Rights Act of 1964.

In Witness Whereof:



William Stepp, Director of Schools
Cumberland County Schools

14MFA2824
Date



Marlene Holton, Director Special Education
Cumberland County Schools

3/14/24
Date



Krissie Self, COO
Deborah L. Curlee Communication Consultants, LLC
d/b/a Sidekick Therapy Partners

3/14/2024
Date

Occupational Therapy Services
Global Therapies, PLLC
Karyn Henderson
85 Walton Court
Rockwood, TN 37854
(865)310-3013

3-13-2024

RE: Proposal for a Service Agreement with Cumberland County School System for Occupational Therapy services provided by Karyn Henderson dba Global Therapies for the 2024-2025 school year.

1. Rate of compensation for services shall be both for IEP, school, and 504 billed treatments at \$75 per hour for occupational therapists and \$55 per hour for occupational therapy assistants for delivery of all occupational therapy services including but not limited to: direct treatment, evaluations, re-assessments, consultation, file review, screenings/observations in the classroom, attendance in scheduled meetings, progress reports, IEP goal writing and reviews, in-services, documentation time, evaluation write-up time, and supervisory visits.
2. Medically approved treatments will be submitted and billed to TN Care after appropriate paper work and any doctor referrals are provided as necessary and any pre-authorizations from the insurance which will be submitted by Cumberland County staff as needed. All paperwork including initial doctor referrals, yearly doctor referrals for students with a 504 plan, an initial TennCare release, and yearly patient information with current insurance information is required for insurance prior to billing. Any denials from the insurance will be resubmitted for billing to the school.
2. Payments to Global Therapies shall be made monthly according to the rates set out above, but only after an invoice is submitted and services are satisfactorily completed and documented. Monthly attendance forms will be provided.
3. Adequate space, evaluation materials, treatment materials and photo copying will be provided by the school system as needed.
5. Terms of this contract shall be from July 1, 2024-June 30, 2025.
6. This contract may be terminated by either party by giving written notice to the other at least sixty days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for work completed as of termination date.

Karyn Henderson, OTR/L

3-13-2024

William R. Egg
Cumberland County Schools

13 MAR 2024
Date

Agreement For Behavioral Services

This agreement is entered by and between the Cumberland County School District and *Easterseals Tennessee* as authorized by TCA 49-10-701, to begin August 7th, 2024 and terminating May 23rd, 2025.

It is agreed between the parties hereto:

1. *Easterseals Tennessee* will provide appropriately qualified practitioners as certified by *The Behavior Analyst Certification Board (BCBAs)* and *Licensed by the State of TN (LBA)* to provide Functional Behavior Assessments, Behavior Intervention Plans, and progress monitoring for identified students in the Cumberland County School District by administering appropriate evaluations, interventions, and data processing for the determination of educationally appropriate behavioral supports/services.

2. The Cumberland County School District and *Easterseals Tennessee* agree to the following fee schedule, billed monthly:

BCBA services including but not limited to: FBAs & BIPs data collection, observation, documentation, consultation, meetings, associated with the Cumberland County School District, and other duties and charges as agreed upon by both parties.

\$90 per hour

Mileage to and from the *Easterseals Tennessee* Lebanon office location (960 Maddox Simpson Parkway Lebanon, TN, 37090) and in-between site locations with the Cumberland County School District at the following rate.

\$0.65 per mile

Daily trip flat rate fee to accommodate travel to destinations.

\$100 per trip

3. *Easterseals Tennessee* is under no obligation to evaluate a minimum number of students and the Cumberland County School District is under no obligation to provide a minimum number of students to be evaluated or to provide services henceforth.

4. It is agreed by both parties that this agreement shall terminate upon a three (3) day written notice by either party.

5. Additional duties, responsibilities, and accompanying reimbursement may be added as both parties agree and determine necessary with proof of such as an addendum to this document and then made a part of.

6. **Easterseals Tennessee** agrees to hold the Cumberland County School District harmless on account of any and all claims by any party for damages due to personal injury for or property damage arising as a result of the services provided by this agreement.
7. **Easterseals Tennessee** agrees to hold professional liability insurance for the tenure of their agreement with the Cumberland County School District.
8. **Easterseals Tennessee** agrees to provide a letter stating the background screenings were completed per person working with students.
9. All work, testing and evaluations completed during the contracted time are property of the Cumberland County School District per state regulated documents.
10. The Cumberland County School District requires all to adhere to all FERPA guidelines.

It is understood that this agreement is subject to all applicable enactments of the General Assembly of the State of Tennessee.



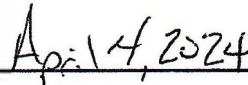
Cumberland County School District



Date



Tim Ryerson, CEO, Easterseals Tennessee



Date

**Partnership Agreement
Between
L.B.J. & C. Head Start
And
Cumberland County Board of Education**

This agreement is between L.B.J. & C. Head Start and Cumberland County School System for the period May 1, 2024 through April 30, 2025.

I. Purpose: Statement

The purpose of this agreement is to establish working procedures between L.B.J. & C. Head Start and Cumberland County School System in the provision of services to preschool children eligible for special education in compliance with regulation, federal and state laws.

It is the Intent of this Agreement to

1. Define which service will be provided by each agency.
2. Ensure that children eligible for preschool special education services receive a free and appropriate public education, as required by law, in the least restrictive environment.
3. Ensure that each Agency cooperatively maintains communication and shares leadership responsibilities at the local level and to ensure that available resources are utilized in the most effective manner.
4. Ensure that cooperative arrangements are developed, implemented and preserved.

II. Program Mandates

Responsibility of School District

1. Locate and identify all preschool children with disabilities within jurisdiction.
2. Provide services to preschool children with disabilities on a mandatory basis following (Expanded Requirements under the Individual with Disabilities Education Act as amended P.L. 102-119), including providing comprehensive evaluation of children with suspected disabilities by appropriate personnel using appropriate instruments.
3. Provide preschool children with disabilities a free and appropriate public education (FAPE) including the development and implementation of an Individualized Education Plan (IEP) or Individualized Family Service Plan (IFSP), which included all of the components of an IEP, procedural safeguards and the provision of related services.

4. Place preschool children with disabilities in the least restrictive environment with an opportunity to interact with non-disabled peers to the maximum extent appropriate.
5. Work with appropriate community agencies to provide services to preschool children with disabilities.

Responsibility of the Head Start Program

1. Recruit, enroll, and serve eligible children three to five years of age. At least 10 percent of the total number of enrollment in the Head Start program shall be available for children with disabilities.
2. Screen all enrolled children for potential problems in the areas of health and development.
3. Refer children found to be at risk to local public school for diagnostic evaluation.
4. Participate in the development and implementation of the IEP and Transition Plans following the IEP for children with disabilities, (with parent participation) based on diagnostic information.
5. Work closely with other agencies in order to provide services to children with disabilities.
6. At the beginning of each school year, share names of known children with disabilities enrolled in Head Start with school system special education department.

III. Service Implementation

1. Child Find and Screening

Local schools will

- a. Screen referrals for evaluations made by Head Start and observe when appropriate.
- b. Respond to parental requests for requested information and/or services.
- c. Share information on screening instruments used by the school system with appropriate Head Start personnel.

L.B.J. & C. Head Start will

- a. Conduct Community Assessment.
- b. Contact community agencies and individuals who serve children with disabilities.
- c. Advertise services through newspapers, flyers, radio spots and other printed materials and share staff and facilities for joint screening.
- d. Receive referrals from local school and other agencies.

- e. Screen all enrolled children within 45 calendar days of entry into the program in areas of health and development.
- f. Maintain a minimum of 10 percent enrollment of children with disabilities.

IV. Referral for Evaluation

Local schools will

- a. Review referrals, review assessments and interventions in place prior to referral, Development of Assessment Plan, and provide psycho-comprehensive educational and/or speech/language evaluations of children with suspected disabilities within the proper time frame. Write an Eligibility Report following evaluation of children. The Assessment Team has 60 calendar days after the LEA receives the informed parental consent. An initial meeting to develop an IEP must be conducted with (30) calendar days of the determination of eligibility.
- b. Maintain the Special Services Folder at the Head Start Centers with assistance by the Disabilities Area Specialist.

L.B.J. & C. Head Start will

- a. Refer children who fail screening and are suspected of having a disability in a timely manner to appropriate professionals.
- b. Conduct monthly tracking of children at risk as verified by screenings who are referred for evaluation.
- c. Contact and involve parents in the interventions, referral and evaluation process.
- d. Complete pre-referral data, provide parent rights, and obtain parental consent to discuss child with LEA.
- e. Encourage parents to attend/or participate in any scheduled kindergarten preparation classes or training opportunities on rights and responsibilities of parents with children in special education conducted in the community.
- f. Refer children needing alternative evaluations to other community agencies.
- g. Provide copies of screening results and interventions on children referred to assessment team.
- h. Provide copy of LAP-D assessment completed on referred children to assessment team.

V. Comprehensive Evaluation

Local schools will

- a. Review referrals, develop assessment plan, and provide psycho-comprehensive educational and/or speech/language evaluations of children with suspected disabilities within the proper period.
Write an Eligibility Report following evaluation of children. The assessment team has 60 calendar days from the date of consent to test to complete the evaluation.

L.B.J. & C. Head Start will

- a. Refer and obtain appropriate diagnosis for children suspected of having a disability.
- b. Coordinate sites and scheduling for comprehensive evaluations conducted through the school system.
- c. Coordinate paperwork to assure evaluation results can be shared between agencies when appropriate, including parent permission regarding evaluation and sharing of evaluation information.

VI. Individualized Education Program/Development

Local schools will

- a. Following the evaluation and using proper notification, facilitate the IEP-Team meeting to discuss evaluation results, involving the appropriate Head Start personnel and the parents.
- b. Develop a service plan or IEP and Transition Plan, when applicable, with the IEP-Team for children eligible for services.
- c. Facilitate the review of the IEP and Transition Plan on an as needed basis, but no less than on an annual basis.

L.B.J. & C. Head Start will

- a. Following the evaluation of a child by the assessment team and using proper notification forms, Head Start will coordinate the scheduling of an IEP-Team meeting and assure participation of appropriate Head Start staff and parents. Facilitate active involvement of parents. Develop a service plan or IEP and Transition Plan, when applicable, with the IEP-Team for children's eligible services.
- b. Coordinate annual review of IEP, including Transition Plan, with appropriate personnel from Head Start, public school, and parents.
- d. Provide space needs for IEP-Team meetings.

VII. Placement

Local schools will

- a. The IEP-Team will place pre-school children with disabilities in the least restrictive environment with opportunity to interact with non-disabled peers (Head Start, if appropriate).

L.B.J. & C. Head Start will

- a. Provide services for children in an all-inclusive environment in regular Head Start classrooms.
- b. Provide part-time/shared slots for dual placements in both local school and Head Start, if deemed necessary in IEP.

Specific Program Service Delivery

Local school will

- a. Ensure all services are being provided as designated in the child's IEP. Ensure all services are provided by, or under supervision of personnel Meeting state qualifications.

L.B.J. & C. Head Start will

- a. Seek related services designated in the IEP.
- b. Arrange for transportation, if needed to related services.
- c. Coordinate scheduling and space needs for service delivery.

VIII. Procedures for Reviewing/Monitoring Child's Progress

Local schools will

- a. Maintain special services folders following local public schools and Head Start protocol.
- b. Maintain annual review reports, and provide periodic consultation with Head Start staff.

L.B.J. & C. Head Start will

- a. Coordinate developing procedures and forms for reporting attendance.
- b. Coordinate developing procedures for progress reports and periodic consultation with Head Start staff by those providing related services.

IX. Confidentiality

The local schools and the L.B.J. & C. Head Start shall follow the requirements outlined in the Family Education Right to Privacy Act (FERPA).

X. Training and Technical Assistance

Local schools will

- a. Include Head Start in appropriate training and technical activities provided by the school system. Jointly plan training and technical assistance activities, include specific procedures and regulations for each agency.

L.B.J. & C. Head Start will

- a. Develop a system for staff needs assessment in the area of training.
- b. Jointly plan specialized training based on needs assessments.
- c. Notify local school staff of appropriate training and technical assistance activities.

Counting and Reporting

Local schools will

- a. Complete head count report.

L.B.J. & C. Head Start will

- a. Complete census forms and submits to local public schools whenever child is determined eligible for special educational services.
- b. Complete specially funded Quarterly Report.
- c. Complete annual Program Information Report (PIR).

XI. Involving Families

L.B.J. & C. Head Start and local schools will

- a. Develop supportive ways to contact, inform and solicit input from families.
- b. Develop ways for sharing of information, orientation and training for parents.
- c. Encourage parents to attend and/or participate in scheduled spring kindergarten registration and orientation activities at respective public schools.
- d. Encourage parents to attend and/or participate in any scheduled kindergarten preparation classes or training opportunities on rights and responsibilities of parents with children in special education conducted in the community.
- e. Provide training opportunities for parents on the rights and responsibilities of parents of children in special education.

XII. Transition

Work within the IEP-Team to develop a Transition Plan at the appropriate time for each eligible child to ensure a smooth transition from Head Start to kindergarten.

- a. Develop process for sharing information.
- b. Share information about file- and resources and school readiness goals and assessment information with eh LEA'S and families.
- c. Provide training about the local school systems and expectations from staff and families.
- d. Offer and arrange visits for Head Start children and families to the receiving schools.
- e. Complete special transition forms.
- f. Follow time lines for transition activities as developed by local school.

Termination/Review

This Partnership Agreement will be reviewed and revised by L.B.J.& C. Head Start and the Cumberland County School System on an as-needed basis or at least once annually. This agreement may be terminated by either party upon 30 days written notice.

Penny Meadows

Head Start Director

3/14/24

Date

Angela L R West

Head Start Disability Specialist

3/22/24

Date

Walter H. G.

Director of Schools

22 MAR 2024

Date

Maulene Halfan

Director of Special Education

3/22/24

Date



GOVERNMENTAL GRANT CONTRACT

(cost reimbursement grant contract with a federal or Tennessee local governmental entity or their agents and instrumentalities)

Begin Date July 1, 2024	End Date June 30, 2029	Agency Tracking # 34401-99415-Center	Edison ID 81013		
Grantee Legal Entity Name Cumberland County Board of Education			Edison Vendor ID 4173		
Subrecipient or Recipient <input checked="" type="checkbox"/> Subrecipient <input type="checkbox"/> Recipient		Assistance Listing Number 84.181A Grantee's fiscal year end June 30			
Service Caption (one line only) Provision of center-based statewide early intervention services to eligible infants and children with disabilities					
Funding —					
FY	State	Federal	Interdepartmental	Other	TOTAL Grant Contract Amount
2025	\$136,890.00	\$45,630.00			\$182,520.00
2026	\$136,890.00	\$45,630.00			\$182,520.00
2027	\$136,890.00	\$45,630.00			\$182,520.00
2028	\$136,890.00	\$45,630.00			\$182,520.00
2029	\$136,890.00	\$45,630.00			\$182,520.00
TOTAL:	\$684,450.00	\$228,150.00			\$912,600.00
Grantee Selection Process Summary					
<input checked="" type="checkbox"/> Competitive Selection		Suppliers to provide center-based developmental therapy are invited to complete a TEIS grant solicitation/application proposal process, including any supporting documentation, and submit the solicitation/application to the Department of Intellectual and Developmental Disabilities (DIDD), Tennessee's Early Intervention System (TEIS). The notice for the application process is posted to the TEIS website and the TEIS newsletter that is distributed monthly to all current TEIS contract agencies. Information about the application will be sent to the TEIS State Interagency Coordinating Council (SICC), all state and local supplier partners who are providing services to children with disabilities and their families and the national Infant and Toddler Coordinators Association (ITCA) for Part C of IDEA services. Applications along with all required documentation will be submitted by a designated date. Applications are reviewed and scored by a review committee using a rubric. Suppliers are notified at the completion of the application process if they were approved or disapproved for a contract.			
<input type="checkbox"/> Non-competitive Selection					

Budget Officer Confirmation: There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.

CPO USE - GG

Clayton Wells Digitally signed by Clayton Wells
Date: 2024.05.05 17:59:33 -05'00'

Speed Chart (optional)

Account Code (optional)

**GRANT CONTRACT
BETWEEN THE STATE OF TENNESSEE,
DEPARTMENT OF INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (DIDD)
AND
CUMBERLAND COUNTY BOARD OF EDUCATION**

This grant contract ("Grant Contract"), by and between the State of Tennessee, Department of Intellectual and Developmental Disabilities (DIDD), hereinafter referred to as the "State" or the "Grantor State Agency" and Grantee Cumberland County Board of Education, hereinafter referred to as the "Grantee," is for the provision of center-based statewide early intervention services to eligible infants and children with disabilities, as further defined in the "SCOPE OF SERVICES AND DELIVERABLES."

Grantee Edison Vendor ID # 4173

A. SCOPE OF SERVICES AND DELIVERABLES:

A.1. The Grantee shall provide the scope of services and deliverables ("Scope") as required, described, and detailed in this Grant Contract.

A.2. DEFINITIONS

- a. Award Notification- The formal notice sent by the State to applicants informing them that they have been selected to provide early intervention services, the geographic area the Grantee shall be obligated to serve, where applicable, the total number of service hours awarded per week and the total funding awarded to the agency for services for the total length of the contract term.
- b. Child find activity- Any activity or event structured to locate, identify and evaluate children birth through two years of age to determine a level of developmental delay or other disability which may qualify the children for TEIS services.
- c. Center Based Developmental Therapy- Services provided by an Early Interventionist (EI) in a group setting to help families support child development.
- d. Data System Service Request – The online form used to notify the State of any changes in providers of service delivery through hiring, termination or promotion and for password resets or assistance with erroneous data system entries.
- e. Developmental Assessments - Ongoing measurements of a child's progress toward achieving Individualized Family Service Plan (IFSP) outcomes.
- f. Developmental Delay(s) – The failure to meet certain developmental milestones, such as sitting, walking, and talking, at the average age.
- g. Developmental Therapy (DT) – A specific, individualized and focused intervention designed to promote an eligible child's motor, cognitive, communication and socio-emotional development as well as self-help skills. It consists of family training and special instruction as defined by the Individuals with Disabilities Education Act (IDEA). 34 CFR § 303.13(b)(3), (14).
- h. Early Intervention Resource Agency- a contracted agency that delivers developmental therapy to Part C eligible children.
- i. Eligibility - A child is eligible for TEIS services if the TEIS Eligibility Criteria is met as outlined on the website <https://www.tn.gov/didd/for-consumers/tennessee-early-intervention-system-teis.html>
- j. Extended Option - Provision of early intervention services for children already receiving Part C services beyond the age of three (3) who have also been determined eligible for Part B services.

- k. Family Guided Routines Based Intervention (FGRBI) - A service delivery model that is based on ongoing research focusing on developing and validating an early intervention approach that incorporates the Part C of IDEA mandates and the recommended evidence-based practices for supports and services for young children with special needs and their families.
- l. Individuals with Disabilities Education Act (IDEA) - Federal statute which is intended to maximize the development and school readiness of individuals with disabilities, birth through 21 years of age.
- m. Individualized Family Service Plan (IFSP) - The plan, developed for Part C eligible children, which includes individualized outcomes and supports and services as determined by the IFSP team. The IFSP guides the early intervention process.
- n. IFSP Meetings - Required periodic reviews of the IFSP by the IFSP team members.
- o. IFSP Team - Individuals who participate in the development of the IFSP, including the parents/caregivers of each Part C eligible child along with a TEIS service coordinator, and early intervention personnel as appropriate.
- p. IFSP Teaming - Activities that support IFSP team members to function collaboratively in the development and implementation of a functional IFSP, which services to align team members efforts to improve child-level progress.
- q. Interpretation - A procedural safeguard afforded to families when the mode of communication is other than English or a spoken language.
- r. Natural Environment – Settings which are natural and/or normal for the child’s same age peers who have no disabilities as set forth in Part C of the IDEA. Natural environments are places where children experience everyday typically occurring learning opportunities. These settings may include but are not limited to the home, community and childcare. Individuals with Disabilities Education Act (IDEA). 34 CFR § 303.26 and 34 CFR § 303.126.
- s. On-going Assessment - the process of collecting data at regular intervals to provide information regarding the developmental progress of a child, the progress toward goals, the effectiveness of the intervention strategies, and the effectiveness of the program. Assessment combines information from a variety of sources including assessment tools, observations, and parental input.
- t. Part B – A section of IDEA that governs how special education and related services are provided to school-aged children with disabilities.
- u. Part C - A section of the IDEA that assists states in operating a comprehensive statewide program of early intervention services for eligible children and their families.
- v. Point of Entry Office (POE) - One of nine Tennessee Early Intervention Offices responsible for the oversight and management of referrals upon entry and eligibility into the system, all service coordination activities and exit from the system.
- w. Public awareness program - The preparation and dissemination of materials and/or information to primary referral sources, parents and the general public on the availability of early intervention services.
- x. Statewide Data System - A web-based data system utilized for the collection and documentation of information for children referred to and enrolled in TEIS. This data system serves as the official child record for each child referred to or enrolled in the TEIS system.

- y. Tennessee's Early Intervention System (TEIS) – Tennessee's Part C Program of the IDEA, operating under the lead agency, the Department of Intellectual and Developmental Disabilities. TEIS is a comprehensive statewide program of early intervention services for infants and young children with disabilities and their families.
- z. TEIS Referral Team - A group of referral specialists that process referrals received by phone, fax, or email, and on-line submission to TEIS. TEIS Statewide Referral Specialists contact referral sources to clarify information and coordinate referral processing with POE and Eligibility Evaluation Agencies.
- aa. TEIS District Administrator (DA) - Individual that oversees the training, monitoring, coaching and daily operations of Point of Entry staff, including program coordinators, service coordinators, eligibility specialists, and administrative secretaires.
- bb. TEIS Service Coordinator – An individual that provides case management for families who have children enrolled in TEIS services.
- cc. Timely delivery of service - Any service that is delivered no longer than 30 calendar days from the date of parent consent on an IFSP for that service.
- dd. Transition Planning Conference (TPC) - The meeting held for a child in TEIS after the child is at least two years and three months of age and no more than three years of age for the purpose of discussing future placements, steps, and procedures to prepare the child for changes in service delivery, including steps to help the child adjust to and function in a new setting after the child transitions out of early intervention.

DELIVERABLES

Staffing requirements

- A.3. The Grantee shall ensure that staff, including supervisors, providing center-based developmental therapy, support the provision of developmental therapy services by providing the service within a model, determined by the State, that demonstrates best practices in the provision of IFSP services as required under Part C of IDEA.
- A.4. The Grantee shall implement a training plan that supports the provision of center-based developmental therapy services within a model, determined by the State, that demonstrates best practices in the provision of IFSP services as required under Part C of IDEA. The plan will be updated annually to address staff understanding and growth in the model. Failure to comply may result in a corrective action plan to ensure future compliance.
- A.5. The Grantee shall maintain qualified staff and supports sufficient to:
 - a. Conduct or participate in the timely ongoing assessments of children and families in accordance with Part C of IDEA and Federal and State Regulations.
 - b. Maintain capability for the provision of direct services to Part C eligible children, between the ages of 18 and 72 months, and their families and caregivers up to the total number of service hours set forth in the Award Notification.
 - c. Participate in either a six (6) month or annual IFSP meeting at a minimum of one (1) time per year per child. The mode of IFSP participation shall be delivered in the priority order of: 1) face-to-face with family and other team members during IFSP

meeting, 2) virtual with family and other team members during IFSP meeting, 3) telephone conferencing with family and other team members during IFSP meeting.

- A 6. The Grantee shall notify state staff within five (5) working days in writing when staffing and support cannot be maintained to provide direct services to children. The Grantee shall provide a written plan of action to rectify staffing issues.
- A 7. The number of service hours authorized by the State in the Award Notification will be based on the frequency and intensity of services specified on the IFSP's of children being served, at no more than 2.5 hours per day and 5 hours per week per individual child unless prior authorization from TEIS is granted.
- A.8. The Grantee shall ensure a minimum of one (1) FTE staff to provide supervision to providers of center-based developmental therapy. Supervisors will:
- a. Review, at a minimum, one statewide data system-service log entry for each early intervention staff one time per month for those who have been employed one year or less. Those who have been employed for over a year shall have their statewide data system service log entry reviewed once quarterly. The statewide data system service log entries will contain at a minimum detail as listed in paragraph A.18. below. Documentation will be maintained within an online system provided by the State.
 - b. Observe each early intervention center-based staff who has been employed with Grantee for one year or less at least one time per quarter during a developmental therapy session utilizing the State approved Checklist for the center-based setting. Early intervention staff who have been employed with the Grantee for longer than one year shall be observed at least once annually. Documentation will be maintained within an online system provided by the State.
 - c. Failure to comply with (a) and (b) above may result in a corrective action plan to ensure future compliance.
- A.9. The Grantee's staff maintained under this Grant Contract shall assist the IFSP Team as requested regarding a child's transition to other services and, as appropriate, participate in the transition process with the POE Office.
- A.10. The Grantee shall participate in public awareness programs and/or child find activities as requested by TEIS.

Delivery requirements

- A.11. The Grantee shall provide developmental therapy and on-going assessments to Part C eligible children and families in accordance with the child's IFSP.
- a. These services may include direct intervention and consultation and may be delivered in a variety of settings dependent upon the determination of the IFSP team. The specific settings for each eligible child will be documented in their IFSP.
 - b. Interpreting services - The Grantee shall provide interpreting services to facilitate communication between the family and the early intervention

- provider. All efforts shall be used to identify and utilize family resources and supports for ongoing service sessions.
- c. All services and supports, to the greatest extent possible, shall be provided in the child's Natural Environment as defined by IDEA, 34 CFR Part 303, and if the service is not provided in the natural environment, a justification will be included in the IFSP.
 - d. The Grantee shall maintain a pool of providers and supervisors with education, competencies, and experience in compliance with the State's minimum qualifications listed in paragraph A.28. Failure to maintain sufficient staffing, as demonstrated through actions such as repeated declining of referrals, may result in the State reducing the Grantee's number of children served and funding.
- A.12. The Grantee shall fully support the principles of early intervention and the POE staff in all contact with families and other community partners. The Grantee's early intervention staff shall work with the POE Office(s) and other providers in all phases of the IFSP process including:
- a. Provide support of IFSP goals, utilizing FGRBI model of service delivery for those children whom the Grantee has been identified as the responsible service provider on the IFSP, and maintain ongoing data on child progress. The Grantee shall comply with all State data use policies and procedures.
 - b. The Grantee shall convene parent group meetings two (2) times annually to provide information to families related to evidenced-based early intervention practices and/or Part C of IDEA services.
 - c. The Grantee shall convene individual conferences with families, at times and locations convenient for the family, four (4) times annually to discuss child and family IFSP goals. The TEIS service coordinator for the child and family will be invited to all individual conference meetings.
- A.13. The Grantee shall ensure that staff who provide early intervention services have been informed about the Rights of Infants and Toddlers under Part C of IDEA and share this information with families in a positive manner. Support for staff training on Part C rights and presentation to families is available from State staff as needed.
- A.14. The Grantee shall adhere to the TEIS Provider Guidance Manual and updates on policies and procedures pertaining to providers of center-based developmental therapy.
- A.15. The Grantee shall contact the TEIS Statewide Referral Team within two (2) business days regarding all potentially eligible Part C children who are referred directly to the Grantee.
- A.16. The Grantee shall not maintain a waiting list of children needing early intervention services. All referrals must be accepted by the Grantee, providing the agency has an opening. A failure to accept a referral when there is an opening may result in a reduction of funding to the Grantee. The Grantee shall within two (2) days of receiving a referral consult with the

appropriate POE Office regarding any child for whom they are unable to provide timely delivery of service as defined above.

- A.17. The Grantee shall provide prior notification and justification to the State for any declination of referrals or suspension of provision of service for any period of time. Written approval from the State must be obtained prior to any declination of referrals or suspension of services.
- A.18. The Grantee shall maintain a daily record for each child's service. The Grantee shall document the service in the Statewide Data System within five (5) calendar days to include a minimum of the service date, start/end times, actual setting, and service note detail. The Grantee shall also utilize the Statewide Data System's contact log to document all child/family communications. The State shall be provided access to review this documentation during monitoring, and/or upon request.
- A.19. The Grantee shall document and inform the IFSP team of ongoing progress for the duration of the child's participation in early intervention services. The Grantee may use curricula as supplemental resources to support IFSP goals.
- A.20. The Grantee shall have a written attendance policy, to include a parent participation requirement, and ensure the policy is shared with TEIS families. If that policy allows the Grantee to unilaterally discharge a child prior to completing his/her IFSP goals due to the child's failure to attend scheduled training sessions, the Grantee shall notify TEIS in writing at least 15 days in advance of discharging the child.

Training requirements

- A.21. The Grantee staff shall have access to, and participate in, ongoing training and meetings regarding State required procedures and best practices related to the provision of early intervention services. The Grantee shall provide training records a minimum of once per Grant Contract year. Failure to provide documentation of training received may affect the Grantee's eligibility for future contract years.
 - a. The Grantee staff (full-time, part-time and supervisors) shall participate in a minimum of 24 hours of in-service training per year including but not limited to trainings provided by the State. The Grantee may utilize up to 10 hours of trainings needed to maintain any licensures related to its provision of developmental therapy towards meeting this requirement.
 - b. For first year employees, prorated training hours are calculated using the fiscal year and must be equal to two hours for each month of employment including the month of hire.
 - c. Designated grantee staff, as identified by the agency, are required to attend State sponsored events as specified yearly by the State.
- A.22. The Grantee is responsible for paying for travel, hotel accommodation, and per diem if needed for attendance at trainings and meetings.

- A.23. The Grantee's reimbursement of expenses for staff participation for any out of state training or conference under this Grant Contract shall require prior written approval from the State.

Reporting requirements

- A.24. The Grantee shall participate in monitoring activities as directed by the State. Based on the results of these activities, the State may determine that Grantee corrective action is required. If corrective action is needed the Grantee shall implement and track progress in order to maintain and/or achieve program compliance to federal and state requirements.
- A.25. Performance Measures - The Grantee shall be evaluated monthly by the State using data from the Statewide Data System which will include an analysis and summary of the following:
- a. Maintain timely delivery of services 100 percent of the time.
 - b. Provision of early intervention services up to the full amount of service hours set forth in the Award Notification.
- A.26. The Grantee shall submit annual and final reports by email to the Grantor State Agency and designated State staff. The annual report will be submitted within three (3) months of the conclusion of each year of the term. For grant contracts with multiyear terms, the final report will take the place of the annual report for the final year of the term. At minimum, annual and final reports shall include: (a) the Grantee's name; (b) the Grant Contract's Edison identification number, term, and total amount; (c) a narrative section that describes the program's goals, outcomes, successes and setbacks, the Grantee's benchmarks or indicators to determine progress, and whether any proposed activities were not completed; and (d) other relevant details requested by the Grantor State Agency. Annual and final report documents to be completed by the Grantee shall appear on the Grantor State Agency's website or as an attachment to the Grant Contract. The report submitted to the Grantor State Agency may be the same report submitted to the Department of Finance and Administration (fa.audit@tn.gov) if required pursuant to the standard terms and conditions section of the Grant contract.
- A.27. The Grantee shall notify the State through a Data System Service Request within three (3) business days when any individual with a statewide data system user login on behalf of the Grantee ends employment or any other association with the Grantee.

Documentation requirements

- A.28. The Grantee shall submit documentation of provider and supervisor credentials upon request. A failure to do so may result in staff being prohibited from accepting referrals and all children currently served by such staff will be transferred to other early interventionists with appropriate qualifications.
- a. Grantee's staff providing center-based developmental therapy early intervention services must maintain the following qualifications:
 - 1) Must hold a minimum of a high school diploma or equivalency and be supervised by staff who meet minimum degree requirements as listed below in subsection 2).
 - 2) All supervisors must hold a baccalaureate and/or masters and/or doctorate degree in early childhood special education, early childhood education, child and family studies (child development), early intervention, deaf education or visual disabilities, special education K-12, elementary education, communication disorders, speech language pathology, occupational therapy, physical therapy, and/or related field. Related field can include, but is not

limited to, degree in social work, nursing, psychology, education administration, or sociology. Related field degrees require a minimum of one (1) year documented experience working with children with disabilities 0-5 years of age and their families. This requirement does not apply to Grantee staff who provided these services prior to July 1, 2014.

3) It is the responsibility of the Grantee to ensure all staff providing early intervention services have appropriate qualifications. The State will not conduct any prior review of potential staff seeking employment with the Grantee to authorize the hiring of the individual. However, TEIS will advise as to whether a degree not listed above constitutes a "related field" upon request by the Grantee.

- A.29. The Grantee shall retain each child's educational record, paper and/or electronic forms, for five (5) years after the child exits TEIS services. The Grantee may dispose of each child's educational record only after parents and/or caregivers are notified that personally identifiable information collected, maintained, or used in association with services rendered pursuant to this contract is no longer needed to provide services to the child under part C of IDEA, the GEPA provisions in 20 U.S.C. 1232f, and EDGAR, 34 CFR parts 76 and 80. A permanent record of each child's name, date of birth, parent contact information (including address and phone number), names of service coordinator(s) and early intervention service provider(s), and exit data (including year and age upon exit, and any programs entered upon exiting) will be maintained by the State. The actual destruction of records must meet FERPA guidelines.
- A.30. Licensure/credentials/professional liability insurance.
- a. The Grantee shall keep on file documentation of licensure/credentials as appropriate for each staff member's specialty area and/or copies of degrees/transcripts of all staff providing direct services to TEIS eligible children. Documentation will be available upon request.
 - b. The Grantee shall keep on file a current copy of the Grantee's Certificate(s) of Insurance (COI) pertaining to professional liability insurance(s) and other required insurance. Documentation will be available upon request.
- A.31. The Grantee shall be responsible for complying with all requirements established in both Titles 33 and 68. The Grantee shall also be responsible for verifying through the State of Tennessee websites or other appropriate databases that any individual having direct contact with or direct responsibility for persons receiving services under this contract on behalf of Grantees, including but not limited to, all of the Grantee's employees, subcontractors and volunteers regardless of hire date, are not listed on:
- a. The Tennessee Department of Health Elderly or Vulnerable Abuse Registry. The Department of Health pursuant to TCA § 68-11-1001, *et seq.*, maintains this registry for individuals substantiated for abuse, neglect, mistreatment and exploitation of vulnerable persons, which includes persons with intellectual disabilities. The law contains all pertinent provisions for notice to individuals and procedures for an administrative appeal before any registry placement;
 - b. The Tennessee Sexual Offender List. The Tennessee Sexual Offender List is maintained pursuant to TCA § 40-39-201, *et seq.*, and provides a list of individuals convicted by a court of law of sexual offenses in Tennessee or who have been judicially determined to have some other sort of qualifying condition. Such sexual offenses are contained in the law and in Tennessee Code Annotated, Title 39 of the state criminal code; and,

- c. DIDD's Substantiated Investigations Records Inquiry (SIRI) database. SIRI contains information about persons who have been substantiated at the Class I level for abuse, neglect, misappropriation of property of, or exploitation of, a vulnerable person; or who have three (3) or more Class II substantiations in separate investigations for incidents occurring or discovered within a twenty-four (24) month period, whether or not the substantiation(s) resulted in a referral for placement on the State's Abuse Registry. No substantiated perpetrator's name will appear on the SIRI unless that person has been first afforded an opportunity to exercise his/her due process rights to challenge the substantiation(s) pursuant to DIDD Rules 0465-03-.01, *et seq.*

- A.32. Sale or Closure of Business. The Grantee shall notify the State of any potential sale or closure of the business. The Grantee shall notify the State in writing at least 30 days before the closing of the business. The Grantee shall notify the State in writing at least 60 days before the sale of a business to another entity. In either instance, the Grantee shall work in good faith with the State to ensure timely transition of services to children and/or that all necessary steps are taken for the new business to continue serving children. The sale of a business does not guarantee a contract with the new owners.

Budget and Billing requirements

- A.33. The Grantee shall ensure that budget revisions are received in TEIS central office no later than June 15 of the current fiscal year to ensure all budget revisions are completed prior to the end of each fiscal year.
- A.34. The Grantee shall submit all invoices for services provided within the term of this Grant Contract no more often than monthly and within 60 days of the month of service to the State (for example May services must be submitted no later than July; June services submitted no later than August, etc.) June invoices for services should not be separated into two invoices, i.e., a June invoice and a "final" June invoice. One invoice with all June services expenditures shall be submitted no later than August 31 of each contract year.
- A.35. Incorporation of Federal Award Identification Worksheet. The federal award identification worksheet, which appears as Attachment A, is incorporated in this Grant Contract.

B. TERM OF CONTRACT:

This Grant Contract shall be effective for the period beginning on July 1, 2024 ("Effective Date") and ending on June 30, 2029, ("Term"). The State shall have no obligation to the Grantee for fulfillment of the Scope outside the Term.

C. PAYMENT TERMS AND CONDITIONS:

- C.1. Maximum Liability. In no event shall the maximum liability of the State under this Grant Contract exceed nine hundred twelve thousand six hundred dollars and zero cents (\$912,600.00) ("Maximum Liability"). The Grant Budget, attached and incorporated as Attachment B is the maximum amount due the Grantee under this Grant Contract. The Grant Budget line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Grantee.
- C.2. Compensation Firm. The Maximum Liability of the State is not subject to escalation for any reason unless amended. The Grant Budget amounts are firm for the duration of the Grant Contract and are not subject to escalation for any reason unless amended, except as provided in Section C.6.

- C.3. Payment Methodology. The Grantee shall be reimbursed for actual, reasonable, and necessary costs based upon the Grant Budget, not to exceed the Maximum Liability established in Section C.1. Upon progress toward the completion of the Scope, as described in Section A of this Grant Contract, the Grantee shall submit invoices prior to any reimbursement of allowable costs.
- C.4. Travel Compensation. Reimbursement to the Grantee for travel, meals, or lodging shall be subject to amounts and limitations specified in the "State Comprehensive Travel Regulations," as they are amended from time to time, and shall be contingent upon and limited by the Grant Budget funding for said reimbursement.
- C.5. Invoice Requirements. The Grantee shall invoice the State no more often than monthly, with all necessary supporting documentation, and present such to: TEIS.Invoices@tn.gov.
- a. Each invoice shall clearly and accurately detail all of the following required information (calculations must be extended and totaled correctly).
- (1) Invoice/Reference Number (assigned by the Grantee).
 - (2) Invoice Date.
 - (3) Invoice Period (to which the reimbursement request is applicable).
 - (4) Grant Contract Number (assigned by the State).
 - (5) Grantor: DIDD/TEIS.
 - (6) Grantor Number (assigned by the Grantee to the above-referenced Grantor).
 - (7) Grantee Name.
 - (8) Grantee Tennessee Edison Registration ID Number Referenced in Preamble of this Grant Contract.
 - (9) Grantee Remittance Address.
 - (10) Grantee Contact for Invoice Questions (name, phone, or fax).
 - (11) Itemization of Reimbursement Requested for the Invoice Period— it must detail, at minimum, all of the following:
 - i. The amount requested by Grant Budget line-item (including any travel expenditure reimbursement requested and for which documentation and receipts, as required by "State Comprehensive Travel Regulations," are attached to the invoice).
 - ii. The amount reimbursed by Grant Budget line-item to date.
 - iii. The total amount reimbursed under the Grant Contract to date.
 - iv. The total amount requested (all line-items) for the Invoice Period.
- b. The Grantee understands and agrees to all of the following.
- (1) An invoice under this Grant Contract shall include only reimbursement requests for actual, reasonable, and necessary expenditures required in the delivery of service described by this Grant Contract and shall be subject to the Grant Budget and any other provision of this Grant Contract relating to allowable reimbursements.
 - (2) An invoice under this Grant Contract shall not include any reimbursement request for future expenditures.
 - (3) An invoice under this Grant Contract shall initiate the timeframe for reimbursement only when the State is in receipt of the invoice, and the invoice meets the minimum requirements of this section C.5.
- C.6. Budget Line-items. Expenditures, reimbursements, and payments under this Grant Contract shall adhere to the Grant Budget. The Grantee may vary from a Grant Budget line-item amount by up to fifteen percent (15%) of the line-item amount, provided that any increase is off-set by an equal reduction of other line-item amount(s) such that the net result of variances shall not increase the

total Grant Contract amount detailed by the Grant Budget. Any increase in the Grant Budget, grand total amounts shall require an amendment of this Grant Contract.

- C.7. Disbursement Reconciliation and Close Out. The Grantee shall submit any final invoice and a grant disbursement reconciliation report within ninety (90) days of the Grant Contract end date, in form and substance acceptable to the State.
- a. If total disbursements by the State pursuant to this Grant Contract exceed the amounts permitted by the section C, payment terms and conditions of this Grant Contract, the Grantee shall refund the difference to the State. The Grantee shall submit the refund with the final grant disbursement reconciliation report.
 - b. The State shall not be responsible for the payment of any invoice submitted to the State after the grant disbursement reconciliation report. The State will not deem any Grantee costs submitted for reimbursement after the grant disbursement reconciliation report to be allowable and reimbursable by the State, and such invoices will NOT be paid.
 - c. The Grantee's failure to provide a final grant disbursement reconciliation report to the State as required by this Grant Contract shall result in the Grantee being deemed ineligible for reimbursement under this Grant Contract, and the Grantee shall be required to refund any and all payments by the State pursuant to this Grant Contract.
 - d. The Grantee must close out its accounting records at the end of the Term in such a way that reimbursable expenditures and revenue collections are NOT carried forward.
- C.8. Indirect Cost. Should the Grantee request reimbursement for indirect costs, the Grantee must submit to the State a copy of the indirect cost rate approved by the cognizant federal agency or the cognizant state agency, as applicable. The Grantee will be reimbursed for indirect costs in accordance with the approved indirect cost rate and amounts and limitations specified in the attached Grant Budget. Once the Grantee makes an election and treats a given cost as direct or indirect, it must apply that treatment consistently and may not change during the Term. Any changes in the approved indirect cost rate must have prior approval of the cognizant federal agency or the cognizant state agency, as applicable. If the indirect cost rate is provisional during the Term, once the rate becomes final, the Grantee agrees to remit any overpayment of funds to the State, and subject to the availability of funds the State agrees to remit any underpayment to the Grantee.
- C.9. Cost Allocation. If any part of the costs to be reimbursed under this Grant Contract are joint costs involving allocation to more than one program or activity, such costs shall be allocated and reported in accordance with the provisions of Department of Finance and Administration Policy Statement 03 or any amendments or revisions made to this policy statement during the Term.
- C.10. Payment of Invoice. A payment by the State shall not prejudice the State's right to object to or question any reimbursement, invoice, or related matter. A payment by the State shall not be construed as acceptance of any part of the work or service provided or as approval of any amount as an allowable cost.
- C.11. Non-allowable Costs. Any amounts payable to the Grantee shall be subject to reduction for amounts included in any invoice or payment that are determined by the State, on the basis of audits or monitoring conducted in accordance with the terms of this Grant Contract, to constitute unallowable costs.
- C.12. State's Right to Set Off. The State reserves the right to set off or deduct from amounts that are or shall become due and payable to the Grantee under this Grant Contract or under any other agreement between the Grantee and the State of Tennessee under which the Grantee has a right to receive payment from the State.

C.13. Prerequisite Documentation. The Grantee shall not invoice the State under this Grant Contract until the State has received the following, properly completed documentation.

- a. The Grantee shall complete, sign, and return to the State an "Authorization Agreement for Automatic Deposit (ACH Credits) Form" provided by the State. By doing so, the Grantee acknowledges and agrees that, once this form is received by the State, all payments to the Grantee under this or any other grant contract will be made by automated clearing house ("ACH").
- b. The Grantee shall complete, sign, and return to the State the State-provided W-9 form. The taxpayer identification number on the W-9 form must be the same as the Grantee's Federal Employer Identification Number or Social Security Number referenced in the Grantee's Edison registration information.

D. STANDARD TERMS AND CONDITIONS:

- D.1. Required Approvals. The State is not bound by this Grant Contract until it is signed by the parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this Grant Contract, the officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).
- D.2. Modification and Amendment. This Grant Contract may be modified only by a written amendment signed by all parties and approved by the officials who approved the Grant Contract and, depending upon the specifics of the Grant Contract as amended, any additional officials required by Tennessee laws and regulations (the officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).
- D.3. Termination for Convenience. The State may terminate this Grant Contract without cause for any reason. A termination for convenience shall not be a breach of this Grant Contract by the State. The State shall give the Grantee at least thirty (30) days written notice before the effective termination date. The Grantee shall be entitled to compensation for authorized expenditures and satisfactory services completed as of the termination date, but in no event shall the State be liable to the Grantee for compensation for any service that has not been rendered. The final decision as to the amount for which the State is liable shall be determined by the State. The Grantee shall not have any right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount for the State's exercise of its right to terminate for convenience.
- D.4. Termination for Cause. If the Grantee fails to properly perform its obligations under this Grant Contract, or if the Grantee violates any terms of this Grant Contract, the State shall have the right to immediately terminate this Grant Contract and withhold payments in excess of fair compensation for completed services. Notwithstanding the exercise of the State's right to terminate this Grant Contract for cause, the Grantee shall not be relieved of liability to the State for damages sustained by virtue of any breach of this Grant Contract by the Grantee.
- D.5. Subcontracting. The Grantee shall not assign this Grant Contract or enter into a subcontract for any of the services performed under this Grant Contract without obtaining the prior written approval of the State. If such subcontracts are approved by the State, each shall contain, at a minimum, sections of this Grant Contract pertaining to "Conflicts of Interest," "Lobbying," "Nondiscrimination," "Public Accountability," "Public Notice," and "Records" (as identified by the section headings). Notwithstanding any use of approved subcontractors, the Grantee shall remain responsible for all work performed.

- D.6. Conflicts of Interest. The Grantee warrants that no part of the total Grant Contract Amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Grantee in connection with any work contemplated or performed relative to this Grant Contract.
- D.7. Lobbying. The Grantee certifies, to the best of its knowledge and belief, that:
- a. No federally appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
 - b. If any funds other than federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this contract, grant, loan, or cooperative agreement, the Grantee shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.
 - c. The Grantee shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into and is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. § 1352.

- D.8. Communications and Contacts. All instructions, notices, consents, demands, or other communications required or contemplated by this Grant Contract shall be in writing and shall be made by certified, first class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by email or facsimile transmission with recipient confirmation. All communications, regardless of method of transmission, shall be addressed to the respective party as set out below:

The State:

Kelly Hyde, Assistant Commissioner
 Department of Intellectual & Developmental Disabilities/TEIS
 UBS Tower, 8th Floor
 315 Deaderick St
 Nashville, TN 37243-0380
Kelly.L.Hyde@tn.gov
 Telephone # (615) 532-4160

The Grantee:

Marlene Holton, Special Education Director
 Cumberland County Board of Education
 368 4th Street
 Crossville, TN 38555
mholton@ccschools.k12tn.net

Telephone # (931) 484-3301
 FAX # (931) 456-5898

A change to the above contact information requires written notice to the person designated by the other party to receive notice.

All instructions, notices, consents, demands, or other communications shall be considered effectively given upon receipt or recipient confirmation as may be required.

- D.9. Subject to Funds Availability. This Grant Contract is subject to the appropriation and availability of State or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the State reserves the right to terminate this Grant Contract upon written notice to the Grantee. The State's right to terminate this Grant Contract due to lack of funds is not a breach of this Grant Contract by the State. Upon receipt of the written notice, the Grantee shall cease all work associated with the Grant Contract. Should such an event occur, the Grantee shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Grantee shall have no right to recover from the State any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- D.10. Nondiscrimination. The Grantee hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by federal, Tennessee state constitutional, or statutory law. The Grantee shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- D.11. HIPAA Compliance. The State and the Grantee shall comply with obligations under the Health Insurance Portability and Accountability Act of 1996 (HIPAA), Health Information Technology for Economic and Clinical Health Act (HITECH) and any other relevant laws and regulations regarding privacy (collectively the "Privacy Rules"). The obligations set forth in this Section shall survive the termination of this Grant Contract.
- a. The Grantee warrants to the State that it is familiar with the requirements of the Privacy Rules and will comply with all applicable HIPAA requirements in the course of this Grant Contract.
 - b. The Grantee warrants that it will cooperate with the State, including cooperation and coordination with State privacy officials and other compliance officers required by the Privacy Rules, in the course of performance of this Grant Contract so that both parties will be in compliance with the Privacy Rules.
 - c. The State and the Grantee will sign documents, including but not limited to business associate agreements, as required by the Privacy Rules and that are reasonably necessary to keep the State and the Grantee in compliance with the Privacy Rules. This provision shall not apply if information received by the State under this Grant Contract is NOT "protected health information" as defined by the Privacy Rules, or if the Privacy Rules permit the State to receive such information without entering into a business associate agreement or signing another such document.
- D.12. Public Accountability. If the Grantee is subject to Tenn. Code Ann. § 8-4-401 *et seq.*, or if this Grant Contract involves the provision of services to citizens by the Grantee on behalf of the State,

the Grantee agrees to establish a system through which recipients of services may present grievances about the operation of the service program. The Grantee shall also display in a prominent place, located near the passageway through which the public enters in order to receive Grant supported services, a sign at least eleven inches (11") in height and seventeen inches (17") in width stating:

NOTICE: THIS AGENCY IS A RECIPIENT OF TAXPAYER FUNDING. IF YOU OBSERVE AN AGENCY DIRECTOR OR EMPLOYEE ENGAGING IN ANY ACTIVITY WHICH YOU CONSIDER TO BE ILLEGAL, IMPROPER, OR WASTEFUL, PLEASE CALL THE STATE COMPTROLLER'S TOLL-FREE HOTLINE: 1-800-232-5454.

The sign shall be on the form prescribed by the Comptroller of the Treasury. The Grantor State Agency shall obtain copies of the sign from the Comptroller of the Treasury, and upon request from the Grantee, provide Grantee with any necessary signs.

- D.13. Public Notice. All notices, informational pamphlets, press releases, research reports, signs, and similar public notices prepared and released by the Grantee in relation to this Grant Contract shall include the statement, "This project is funded under a grant contract with the State of Tennessee." All notices by the Grantee in relation to this Grant Contract shall be approved by the State.
- D.14. Licensure. The Grantee, its employees, and any approved subcontractor shall be licensed pursuant to all applicable federal, state, and local laws, ordinances, rules, and regulations and shall upon request provide proof of all licenses.
- D.15. Records. The Grantee and any approved subcontractor shall maintain documentation for all charges under this Grant Contract. The books, records, and documents of the Grantee and any approved subcontractor, insofar as they relate to work performed or money received under this Grant Contract, shall be maintained in accordance with applicable Tennessee law. In no case shall the records be maintained for a period of less than five (5) full years from the date of the final payment. The Grantee's records shall be subject to audit at any reasonable time and upon reasonable notice by the Grantor State Agency, the Comptroller of the Treasury, or their duly appointed representatives.

The records shall be maintained in accordance with Governmental Accounting Standards Board (GASB) Accounting Standards or the Financial Accounting Standards Board (FASB) Accounting Standards Codification, as applicable, and any related AICPA Industry Audit and Accounting guides.

In addition, documentation of grant applications, budgets, reports, awards, and expenditures will be maintained in accordance with U.S. Office of Management and Budget's *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.

Grant expenditures shall be made in accordance with local government purchasing policies and procedures and purchasing procedures for local governments authorized under state law.

The Grantee shall also comply with any recordkeeping and reporting requirements prescribed by the Tennessee Comptroller of the Treasury.

The Grantee shall establish a system of internal controls that utilize the COSO Internal Control - Integrated Framework model as the basic foundation for the internal control system. The Grantee shall incorporate any additional Comptroller of the Treasury directives into its internal control system.

Any other required records or reports which are not contemplated in the above standards shall follow the format designated by the head of the Grantor State Agency, the Central Procurement Office, or the Commissioner of Finance and Administration of the State of Tennessee.

- D.16. Monitoring. The Grantee's activities conducted and records maintained pursuant to this Grant Contract shall be subject to monitoring and evaluation by the State, the Comptroller of the Treasury, or their duly appointed representatives.
- D.17. Progress Reports. The Grantee shall submit brief, periodic, progress reports to the State as requested.
- D.18. Annual and Final Reports. The Grantee shall submit, within three (3) months of the conclusion of each year of the Term, an annual report. For grant contracts with a term of less than one (1) year, the Grantee shall submit a final report within three (3) months of the conclusion of the Term. For grant contracts with multiyear terms, the final report will take the place of the annual report for the final year of the Term. The Grantee shall submit annual and final reports to the Grantor State Agency. At minimum, annual and final reports shall include: (a) the Grantee's name; (b) the Grant Contract's Edison identification number, Term, and total amount; (c) a narrative section that describes the program's goals, outcomes, successes and setbacks, whether the Grantee used benchmarks or indicators to determine progress, and whether any proposed activities were not completed; and (d) other relevant details requested by the Grantor State Agency. Annual and final report documents to be completed by the Grantee shall appear on the Grantor State Agency's website or as an attachment to the Grant Contract.
- D.19. Audit Report. The Grantee shall be audited in accordance with applicable Tennessee law.
- At least ninety (90) days before the end of its fiscal year, the Grantee shall complete the Information for Audit Purposes ("IAP") form online (accessible through the Edison Supplier portal) to notify the State whether or not Grantee is subject to an audit. The Grantee should submit only one, completed form online during the Grantee's fiscal year. Immediately after the fiscal year has ended, the Grantee shall fill out the End of Fiscal Year ("EOFY") (accessible through the Edison Supplier portal).
- When a federal single audit is required, the audit shall be performed in accordance with U.S. Office of Management and Budget's *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.
- A copy of the audit report shall be provided to the Comptroller by the licensed, independent public accountant. Audit reports shall be made available to the public.
- D.20. Procurement. If other terms of this Grant Contract allow reimbursement for the cost of goods, materials, supplies, equipment, or contracted services, such procurement shall be made on a competitive basis, including the use of competitive bidding procedures, where practical. The Grantee shall maintain documentation for the basis of each procurement for which reimbursement is paid pursuant to this Grant Contract. In each instance where it is determined that use of a competitive procurement method is not practical, supporting documentation shall include a written justification for the decision and for use of a non-competitive procurement. If the Grantee is a subrecipient, the Grantee shall comply with 2 C.F.R. §§ 200.317—200.327 when procuring property and services under a federal award.
- The Grantee shall obtain prior approval from the State before purchasing any equipment under this Grant Contract.
- For purposes of this Grant Contract, the term "equipment" shall include any article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost which equals or exceeds five thousand dollars (\$5,000.00).
- D.21. Strict Performance. Failure by any party to this Grant Contract to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this Grant Contract is not a waiver or relinquishment of any term, covenant, condition, or provision. No term

or condition of this Grant Contract shall be held to be waived, modified, or deleted except by a written amendment signed by the parties.

- D.22. Independent Contractor. The parties shall not act as employees, partners, joint venturers, or associates of one another in the performance of this Grant Contract. The parties acknowledge that they are independent contracting entities and that nothing in this Grant Contract shall be construed to create a principal/agent relationship or to allow either to exercise control or direction over the manner or method by which the other transacts its business affairs or provides its usual services. The employees or agents of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.
- D.23. Limitation of State's Liability. The State shall have no liability except as specifically provided in this Grant Contract. In no event will the State be liable to the Grantee or any other party for any lost revenues, lost profits, loss of business, loss of grant funding, decrease in the value of any securities or cash position, time, money, goodwill, or any indirect, special, incidental, punitive, exemplary or consequential damages of any nature, whether based on warranty, contract, statute, regulation, tort (including but not limited to negligence), or any other legal theory that may arise under this Grant Contract or otherwise. The State's total liability under this Grant Contract (including any exhibits, schedules, amendments or other attachments to the Contract) or otherwise shall under no circumstances exceed the Maximum Liability originally established in Section C.1 of this Grant Contract. This limitation of liability is cumulative and not per incident.
- D.24. Force Majeure. "Force Majeure Event" means fire, flood, earthquake, elements of nature or acts of God, wars, riots, civil disorders, rebellions or revolutions, acts of terrorism or any other similar cause beyond the reasonable control of the party except to the extent that the non-performing party is at fault in failing to prevent or causing the default or delay, and provided that the default or delay cannot reasonably be circumvented by the non-performing party through the use of alternate sources, workaround plans or other means. A strike, lockout or labor dispute shall not excuse either party from its obligations under this Grant Contract. Except as set forth in this Section, any failure or delay by a party in the performance of its obligations under this Grant Contract arising from a Force Majeure Event is not a default under this Grant Contract or grounds for termination. The non-performing party will be excused from performing those obligations directly affected by the Force Majeure Event, and only for as long as the Force Majeure Event continues, provided that the party continues to use diligent, good faith efforts to resume performance without delay. The occurrence of a Force Majeure Event affecting Grantee's representatives, suppliers, subcontractors, customers or business apart from this Grant Contract is not a Force Majeure Event under this Grant Contract. Grantee will promptly notify the State of any delay caused by a Force Majeure Event (to be confirmed in a written notice to the State within one (1) day of the inception of the delay) that a Force Majeure Event has occurred, and will describe in reasonable detail the nature of the Force Majeure Event. If any Force Majeure Event results in a delay in Grantee's performance longer than forty-eight (48) hours, the State may, upon notice to Grantee: (a) cease payment of the fees until Grantee resumes performance of the affected obligations; or (b) immediately terminate this Grant Contract or any purchase order, in whole or in part, without further payment except for fees then due and payable. Grantee will not increase its charges under this Grant Contract or charge the State any fees other than those provided for in this Grant Contract as the result of a Force Majeure Event.
- D.25. Tennessee Department of Revenue Registration. The Grantee shall comply with all applicable registration requirements contained in Tenn. Code Ann. §§ 67-6-601 – 608. Compliance with applicable registration requirements is a material requirement of this Grant Contract.
- D.26. Charges to Service Recipients Prohibited. The Grantee shall not collect any amount in the form of fees or reimbursements from the recipients of any service provided pursuant to this Grant Contract.

- D.27. No Acquisition of Equipment or Motor Vehicles. This Grant Contract does not involve the acquisition and disposition of equipment or motor vehicles acquired with funds provided under this Grant Contract.
- D.28. State and Federal Compliance. The Grantee shall comply with all applicable state and federal laws and regulations in the performance of this Grant Contract. The U.S. Office of Management and Budget's Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards is available here: http://www.ecfr.gov/cgi-bin/text-idx?SID=c6b2f053952359ba94470ad3a7c1a975&tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl
- D.29. Governing Law. This Grant Contract shall be governed by and construed in accordance with the laws of the State of Tennessee, without regard to its conflict or choice of law rules. The Grantee agrees that it will be subject to the exclusive jurisdiction of the courts of the State of Tennessee in actions that may arise under this Grant Contract. The Grantee acknowledges and agrees that any rights or claims against the State of Tennessee or its employees hereunder, and any remedies arising there from, shall be subject to and limited to those rights and remedies, if any, available under Tenn. Code Ann. §§ 9-8-101 through 9-8-408.
- D.30. Completeness. This Grant Contract is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions agreed to by the parties. This Grant Contract supersedes any and all prior understandings, representations, negotiations, or agreements between the parties, whether written or oral.
- D.31. Severability. If any terms and conditions of this Grant Contract are held to be invalid or unenforceable as a matter of law, the other terms and conditions shall not be affected and shall remain in full force and effect. To this end, the terms and conditions of this Grant Contract are declared severable.
- D.32. Headings. Section headings are for reference purposes only and shall not be construed as part of this Grant Contract.
- D.33. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101, *et seq.*, addressing contracting with persons as defined at Tenn. Code Ann. §12-12-103(5) that engage in investment activities in Iran, shall be a material provision of this Grant Contract. The Grantee certifies, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
- D.34. Debarment and Suspension. The Grantee certifies, to the best of its knowledge and belief, that it, its current and future principals, its current and future subcontractors and their principals:
- a. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or state department or agency;
 - b. have not within a three (3) year period preceding this Grant Contract been convicted of, or had a civil judgment rendered against them from commission of fraud, or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;
 - c. are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in section b. of this certification; and

- d. have not within a three (3) year period preceding this Grant Contract had one or more public transactions (federal, state, or local) terminated for cause or default.

The Grantee shall provide immediate written notice to the State if at any time it learns that there was an earlier failure to disclose information or that due to changed circumstances, its principals or the principals of its subcontractors are excluded or disqualified, or presently fall under any of the prohibitions of sections a-d.

- D.35. Confidentiality of Records. Strict standards of confidentiality of records and information shall be maintained in accordance with applicable state and federal law. All material and information, regardless of form, medium or method of communication, provided to the Grantee by the State or acquired by the Grantee on behalf of the State that is regarded as confidential under state or federal law shall be regarded as "Confidential Information." Nothing in this Section shall permit Grantee to disclose any Confidential Information, regardless of whether it has been disclosed or made available to the Grantee due to intentional or negligent actions or inactions of agents of the State or third parties. Confidential Information shall not be disclosed except as required or permitted under state or federal law. Grantee shall take all necessary steps to safeguard the confidentiality of such material or information in conformance with applicable state and federal law.

The obligations set forth in this Section shall survive the termination of this Grant Contract.

- D.36. State Sponsored Insurance Plan Enrollment. The Grantee warrants that it will not enroll or permit its employees, officials, or employees of contractors to enroll or participate in a state sponsored health insurance plan through their employment, official, or contractual relationship with Grantee unless Grantee first demonstrates to the satisfaction of the Department of Finance and Administration that it and any contract entity satisfies the definition of a governmental or quasigovernmental entity as defined by federal law applicable to ERISA.

E. SPECIAL TERMS AND CONDITIONS:

- E.1. Conflicting Terms and Conditions. Should any of these special terms and conditions conflict with any other terms and conditions of this Grant Contract, the special terms and conditions shall be subordinate to the Grant Contract's other terms and conditions.
- E.2. Family Educational Rights and Privacy Act & Tennessee Data Accessibility, Transparency and Accountability Act. The Grantee shall comply with the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. 1232(g)) and its accompanying regulations (34 C.F.R. § 99) ("FERPA"). The Grantee warrants that the Grantee is familiar with FERPA requirements and that it will comply with these requirements in the performance of its duties under this Grant Contract. The Grantee agrees to cooperate with the State, as required by FERPA, in the performance of its duties under this Grant Contract. The Grantee agrees to maintain the confidentiality of all education records and student information. The Grantee shall only use such records and information for the exclusive purpose of performing its duties under this Grant Contract. The obligations set forth in this Section shall survive the termination of this Grant Contract.

The Grantee shall also comply with Tenn. Code Ann. § 49-1-701, *et seq.*, known as the "Data Accessibility, Transparency and Accountability Act," and any accompanying administrative rules or regulations (collectively "DATAA"). The Grantee agrees to maintain the confidentiality of all records containing student and de-identified data, as this term is defined in DATAA, in any databases, to which the State has granted the Grantee access, and to only use such data for the exclusive purpose of performing its duties under this Grant Contract.

Any instances of unauthorized disclosure of data containing personally identifiable information in violation of FERPA or DATAA that come to the attention of the Grantee shall be reported to the State within twenty-four (24) hours.

E.3. Environmental Tobacco Smoke. Pursuant to the provisions of the federal “Pro-Children Act of 1994” and the “Children’s Act for Clean Indoor Air of 1995,” Tenn. Code Ann. §§ 39-17-1601 through 1606, the Grantee shall prohibit smoking of tobacco products within any indoor premises in which services are provided to individuals under the age of eighteen (18) years. The Grantee shall post “no smoking” signs in appropriate, permanent sites within such premises. This prohibition shall be applicable during all hours, not just the hours in which children are present. Violators of the prohibition may be subject to civil penalties and fines. This prohibition shall apply to and be made part of any subcontract related to this Grant Contract.

E.4. Personally Identifiable Information. While performing its obligations under this Grant Contract, Grantee may have access to Personally Identifiable Information held by the State (“PII”). For the purposes of this Grant Contract, “PII” includes “Nonpublic Personal Information” as that term is defined in Title V of the Gramm-Leach-Bliley Act of 1999 or any successor federal statute, and the rules and regulations thereunder, all as may be amended or supplemented from time to time (“GLBA”) and personally identifiable information and other data protected under any other applicable laws, rule or regulation of any jurisdiction relating to disclosure or use of personal information (“Privacy Laws”). Grantee agrees it shall not do or omit to do anything which would cause the State to be in breach of any Privacy Laws. Grantee shall, and shall cause its employees, agents and representatives to: (i) keep PII confidential and may use and disclose PII only as necessary to carry out those specific aspects of the purpose for which the PII was disclosed to Grantee and in accordance with this Grant Contract, GLBA and Privacy Laws; and (ii) implement and maintain appropriate technical and organizational measures regarding information security to: (A) ensure the security and confidentiality of PII; (B) protect against any threats or hazards to the security or integrity of PII; and (C) prevent unauthorized access to or use of PII. Grantee shall immediately notify State: (1) of any disclosure or use of any PII by Grantee or any of its employees, agents and representatives in breach of this Grant Contract; and (2) of any disclosure of any PII to Grantee or its employees, agents and representatives where the purpose of such disclosure is not known to Grantee or its employees, agents and representatives. The State reserves the right to review Grantee’s policies and procedures used to maintain the security and confidentiality of PII and Grantee shall, and cause its employees, agents and representatives to, comply with all reasonable requests or directions from the State to enable the State to verify or ensure that Grantee is in full compliance with its obligations under this Grant Contract in relation to PII. Upon termination or expiration of the Grant Contract or at the State’s direction at any time in its sole discretion, whichever is earlier, Grantee shall immediately return to the State any and all PII which it has received under this Grant Contract and shall destroy all records of such PII.

The Grantee shall report to the State any instances of unauthorized access to or potential disclosure of PII in the custody or control of Grantee (“Unauthorized Disclosure”) that come to the Grantee’s attention. Any such report shall be made by the Grantee within twenty-four (24) hours after the Unauthorized Disclosure has come to the attention of the Grantee. Grantee shall take all necessary measures to halt any further Unauthorized Disclosures. The Grantee, at the sole discretion of the State, shall provide no cost credit monitoring services for individuals whose PII was affected by the Unauthorized Disclosure. The Grantee shall bear the cost of notification to all individuals affected by the Unauthorized Disclosure, including individual letters and public notice. The remedies set forth in this Section are not exclusive and are in addition to any claims or remedies available to this State under this Grant Contract or otherwise available at law. The obligations set forth in this Section shall survive the termination of this Grant Contract.

E.5. Federal Funding Accountability and Transparency Act (FFATA).

This Grant Contract requires the Grantee to provide supplies or services that are funded in whole or in part by federal funds that are subject to FFATA. The Grantee is responsible for ensuring that all applicable FFATA requirements, including but not limited to those below, are met and that the Grantee provides information to the State as required.

The Grantee shall comply with the following:

- a. Reporting of Total Compensation of the Grantee's Executives.
- (1) The Grantee shall report the names and total compensation of each of its five most highly compensated executives for the Grantee's preceding completed fiscal year, if in the Grantee's preceding fiscal year it received:
- i. 80 percent or more of the Grantee's annual gross revenues from Federal procurement contracts and federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and sub awards); and
 - ii. \$25,000,000 or more in annual gross revenues from federal procurement contracts (and subcontracts), and federal financial assistance subject to the Transparency Act (and sub awards); and
 - iii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. § 78m(a), 78o(d)) or § 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

As defined in 2 C.F.R. § 170.315, "Executive" means officers, managing partners, or any other employees in management positions.

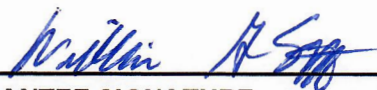
- (2) Total compensation means the cash and noncash dollar value earned by the executive during the Grantee's preceding fiscal year and includes the following (for more information see 17 CFR § 229.402(c)(2)):
- i. Salary and bonus.
 - ii. Awards of stock, stock options, and stock appreciation rights. Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
 - iii. Earnings for services under non-equity incentive plans. This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives, and are available generally to all salaried employees.
 - iv. Change in pension value. This is the change in present value of defined benefit and actuarial pension plans.
 - v. Above-market earnings on deferred compensation which is not tax qualified.
 - vi. Other compensation, if the aggregate value of all such other compensation (e.g. severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the executive exceeds \$10,000.

- b. The Grantee must report executive total compensation described above to the State by the end of the month during which this Grant Contract is established.
- c. If this Grant Contract is amended to extend its term, the Grantee must submit an executive total compensation report to the State by the end of the month in which the amendment to this Grant Contract becomes effective.
- d. The Grantee will obtain a Unique Entity Identifier (SAM) and maintain its number for the term of this Grant Contract. More information about obtaining a Unique Entity Identifier can be found at: <https://www.gsa.gov>.

The Grantee's failure to comply with the above requirements is a material breach of this Grant Contract for which the State may terminate this Grant Contract for cause. The State will not be obligated to pay any outstanding invoice received from the Grantee unless and until the Grantee is in full compliance with the above requirements.

IN WITNESS WHEREOF,

CUMBERLAND COUNTY BOARD OF EDUCATION:

	<i>10 MAY 2024</i>
GRANTEE SIGNATURE	DATE
<i>William Stepp</i>	<i>May 10-24</i>
PRINTED NAME AND TITLE OF GRANTEE SIGNATORY (above)	

DEPARTMENT OF INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (DIDD):

BRAD TURNER, COMMISSIONER	DATE
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ATTACHMENT A**Federal Award Identification Worksheet**

Subrecipient's name (must match name associated with its Unique Entity Identifier (SAM))	Cumberland County Board of Education
Subrecipient's Unique Entity Identifier (SAM)	SXTNU919LHN6
Federal Award Identification Number (FAIN)	H181A230009; H181A230009-23A
Federal award date	July 1, 2023
Subaward Period of Performance Start and End Date	July 1, 2023-September 30, 2025
Subaward Budget Period Start and End Date	July 1, 2023-September 30, 2025
Assistance Listing number (formerly known as the CFDA number) and Assistance Listing program title.	84.181A
Grant contract's begin date	July 1, 2024
Grant contract's end date	June 30, 2029
Amount of federal funds obligated by this grant contract	\$13,106,686.88
Total amount of federal funds obligated to the subrecipient	\$228,150.00
Total amount of the federal award to the pass-through entity (Grantor State Agency)	\$13,106,686.88
Federal award project description (as required to be responsive to the Federal Funding Accountability and Transparency Act (FFATA))	PL 105-17 Part – C Individual with Disabilities Education Act Special Education – Grants for Infants and Families with Disabilities
Name of federal awarding agency	US Department of Education
Name and contact information for the federal awarding official	Gregory Corr, (202) 245-7309, gregg.corr@ed.gov
Name of pass-through entity	Tennessee Department of Intellectual & Developmental Disabilities
Name and contact information for the pass-through entity awarding official	Kelly L. Hyde, (615) 523-4160, Kelly.L.Hyde@tn.gov
Is the federal award for research and development?	No
Indirect cost rate for the federal award (See 2 C.F.R. §200.331 for information on type of indirect cost rate)	N/A

ATTACHMENT B

GRANT BUDGET				
Cumberland County Board of Education				
The Grant Budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable				
Period: BEGIN: July 1, 2024 END: June 30, 2029				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$794,122.00	0.00	\$794,122.00
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$17,218.00	0.00	\$17,218.00
11. 12	Travel, Conferences & Meetings	\$10,000.00	0.00	\$10,000.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	0.00
20	Capital Purchase ²	0.00	0.00	0.00
22	Indirect Cost	\$91,260.00	0.00	\$91,260.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	\$912,600.00	0.00	\$912,600.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>).

² Applicable detail follows this page if line-item is funded.

142 School Federal Programs
Budget Summary for 2024-2025

Career and Technical Education-CTE Perkins Basic \$153,400.89

CTE equipment, instructional supplies and materials, industry credentials, student and staff club competition travel, and professional development for CTE staff.

Special Education (IDEA Preschool and Part B)(ARP IDEA Preschool and Part B)
\$1,804,125

-IDEA Preschool 911 (3 and 4 year old preschool with special needs) \$58,487.00

Special Education instructional supplies and materials, other supplies and materials, special education equipment, travel and staff development cost.

-IDEA Part B 901 (PreK through age 22 with special needs) \$1,745,638.00

24 teacher assistants, 2 Behavior Specialist, 3.5 Compliance Coordinators, and 1 Diagnostician salaries and benefits, special education equipment, instructional supplies and materials, other supplies and materials, maintenance repair and services, travel, in-service and staff development, and contracted services.

-TEIS Baby Birds (18 months to 36 months) \$182,520.00

2.0 Teacher and 4.0 teacher assistants, salary and benefits, contracted with private agencies, maintenance and repair services, instructional supplies and materials, other supplies and materials, special education equipment, travel, inservice/staff development.

FY25 Federal Programs: \$12,622,940.98

-Consolidated Administration – \$463,360.00

Funds support the cost to administer Federal Programs: directors, bookkeepers, secretaries, supplies.

-Title I – \$1,592,730.00

Funds support improving academic achievement for disadvantaged students in nine elementary schools and Phoenix High School, supplemental interventionists and assistants, instructional facilitators, professional development, tutoring, software, hardware, parental involvement programs, homeless student support, foster care transportation.

-Title II – \$430,062.46

Funds support preparing, training and recruiting high quality teachers and principals: 3.8 instructional coaches, staff development, mentor teacher program. Title IV funds are transferred to support the instructional coaching program and are reflected in the total for Title II.

-Title III – \$21,143.25

Funds support language instruction for limited English proficient, immigrant students: instructional equipment, supplies and professional development for ESL personnel.

-ATSI_23 – \$75,000.00

Funds support improving academic achievement for the SWD subgroup at Stone Elementary School, which was identified as an Additional Targeted Support and Intervention (ATSI) school based on TCAP data.

-ESSER 3.0 - \$9,878,398.62 (as of May 17, 2024)

Funds related to preventing, preparing for, and responding to COVID-19 while addressing learning loss resulting from the COVID-19 pandemic.

-ARP Homeless 1.0- \$36,659.08 (as of May 17, 2024)

Funds support the identification, enrollment, participation, and success of children and youth experiencing homelessness and to provide them with wrap-around services in light of the COVID-19 pandemic.

-ARP Homeless 2.0 - \$63,487.87 (as of May 17, 2024)

Funds support the identification, enrollment, participation, and success of children and youth experiencing homelessness and to provide them with wrap-around services in light of the COVID-19 pandemic.

-Homeless System Navigator - \$62,099.70 (as of May 17, 2024)

Funds support the identification, enrollment, participation, and success of children and youth experiencing homelessness and to provide them with wrap-around services in light of the COVID-19 pandemic.

142 Federal Budget Approved as Presented _____(date)

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Cumberland County School Nutrition Program

Central Cafeteria Fund Proposed Budget (143)

For the Fiscal Year Ending

June 30, 2025



Summary

- All students can receive a breakfast, lunch and afterschool snack at no charge due operating under the Community Eligibility Provision (CEP)
- No free/reduced meal applications will be collected due to operating under the Community Eligibility Provision (CEP)
- No meal price increases for staff/adults
- Includes an increase in federal reimbursement rates AND increase in reimbursement % due to the additional Medicaid Free students
- All staff receiving a step raise plus 4%
- The budget is approximately 43% Wages, 46% Food, and 11% Other Items

A handwritten signature in blue ink, appearing to read 'A. Hamby', is located in the bottom right corner of the page.



USDA Food and Nutrition Service: Child Nutrition Programs Community Eligibility Provision



Overview

The Community Eligibility Provision (CEP) is a National School Lunch Program (NSLP) and School Breakfast Program (SBP) meal service option that allows schools and school districts located in high poverty

areas to offer breakfast and lunch at no cost to all enrolled students. CEP was authorized by the Healthy, Hunger Free Kids Act of 2010 (HHFKA, Public Law 111-296; December 13, 2010).

Rather than collecting school meal applications to make individual student eligibility determinations, schools that adopt CEP are reimbursed using a formula based on the percentage of students who automatically qualify for free meals based on their household's participation in specific means-tested programs; or their status as a foster, homeless, migrant, or runaway child; or Head Start enrollee.

Benefits

Students	Increases access to nutritious school meals at no cost to students. Increases student participation. Improves the learning environment. Eliminates social stigma.
Households	Eliminates paperwork. No need to submit applications for students to receive free or reduced price school meals. No meal charges.
Schools	Eases administrative burden and improves program efficiency. Eliminates unpaid meal balances.

Eligibility

School districts, groups of schools or individual schools may participate.



To be eligible, they must:

- Ensure that at least 25 percent of enrolled students are identified students (≥ 25 percent) as of April 1 in the prior school year.
- Participate in both the NSLP and SBP.
- Offer lunches and breakfasts to all students at no charge.

- Notify their State agency of their intent to participate in CEP by June 30.

Identified Students = Those certified for free meals without the use of household applications (for example, those directly certified through the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), or the Food Distribution Program on Indian Reservations (FDPIR)).

Once elected, schools operate SBP and NSLP using CEP for a four-year cycle.

Calculating the Identified Student Percentage (ISP) & Claiming Percentage

$$ISP = \frac{\# \text{ Identified Students}}{\# \text{ Enrolled Students}} \times 100$$

Claiming Percentage = The ISP is multiplied by a factor of 1.6 to determine the total percentage of meals reimbursed at the Federal FREE rate; the remaining meals (up to 100%) are reimbursed at the Federal PAID rate. No reduced-price meals are claimed by CEP schools.

$$\% \text{ Free} = ISP \times 1.6$$

Financial Considerations

Participation in CEP is a local decision and one that requires careful consideration of many factors by local educational agencies (LEAs), including financial viability. Eligible LEAs and schools must consider their ability to provide meals at no cost and cover their operating costs with Federal assistance and any other available funds, including State and/or local funds.

Learn More!

CEP Resources:

<https://www.fns.usda.gov/cn/community-eligibility-provision>

Contact your State for more information:

<https://www.fns.usda.gov/nslp/program-contacts>

2024-2025 Cafeteria Employee Pay Scale w/ 4% Increase

YEAR	A	B	C
0	11.36	12.44	14.06
1	11.59	12.69	14.34
2	11.82	12.94	14.63
3	12.05	13.20	14.92
4	12.29	13.47	15.22
5	12.54	13.73	15.53
6	12.79	14.01	15.84
7	13.04	14.29	16.15
8	13.30	14.57	16.47
9	13.57	14.86	16.81
10	13.84	15.16	17.14
11	14.12	15.46	17.48
12	14.40	15.78	17.84
13	14.70	16.09	18.19
14	15.00	16.41	18.55
15	15.29	16.74	18.93
16	15.60	17.08	19.30
17	15.83	17.33	19.59
18	16.07	17.59	19.88
19	16.31	17.86	20.19
20	16.56	18.13	20.49
21	16.81	18.40	20.79
22	17.06	18.67	21.10
23	17.32	18.95	21.42
24	17.58	19.24	21.75
25	17.84	19.52	22.07
26	18.11	19.81	22.40

- A All cafeteria employees excluding those in columns B and C
- B Cafeteria assistant managers, bookkeepers, and manager trainees
- C Cafeteria managers and field managers

CCSNP employees in columns B and C who *achieve and maintain* certification with the School Nutrition Association will receive a one-time pay increase of:

- Level 1 Certification \$0.25
- Level 2 Certification \$0.50 (or \$0.25 additional if Level 1)
- Level 3 Certification \$0.75 (or \$0.25 additional if Level 2)
- Level 4 Certification \$1.00 (or \$0.25 additional of Level 3)

Longevity Pay:

- 16-20 3% of total projected salary
- 21-25 3.5% of total projected salary
- 26&UP 4% of total projected salary

Existing pay scale:

- 2% to 16th year
- 1.5% 16th thru 26th year

Table/Café Renovation List

South Cumberland Elementary	In Progress
Stone Memorial High School	2025-2026 Tentitive
Phoenix School	2026-2076 Tentitive
Stone Elementary	COMPLETE
Pleasant Hill Elementary	COMPLETE
Homestead Elemenatary	COMPLETE
Brown Elementary	COMPLETE
Pine View	COMPLETE
Crab Orchard Elementary	COMPLETE
North Cumberland Elementary	COMPLETE
Glenn Martin Elementary	COMPLETE
CCHS	COMPLETE

Central Cafeteria Fund

Statement of Proposed Operations For the Fiscal Year Ending June 30, 2025

Account #	Description	2022-2023	2023-2024	April 30th	2023-2024	2024-2025	Increase	Increase/decrease based on what was approved last year
		Audited	Approved	Year-To-Date	Expected Year End	Proposed	(Decrease)	
Estimated Revenues								
43000	Charges for Current Services							
43500	Education Charges							NOTES:
43521	Lunch Payments - Children	\$ 225,225	\$ -	\$ -	\$ -	\$ -	\$ -	All schools participating in Community Eligibility Provision (CEP)
43522	Lunch Payments - Adults	\$ 54,736	\$ 54,600	\$ 55,313	\$ 62,315	\$ 64,185	\$ 9,585	No meal price increase
43523	Breakfast Payments - Children	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	All schools participating in Community Eligibility Provision (CEP)
43523	Breakfast Payments - Adults	\$ 6,889	\$ 6,850	\$ 5,847	\$ 6,695	\$ 7,030	\$ 180	No meal price increase
43525	A la Carte Sales	\$ 314,493	\$ 330,660	\$ 237,501	\$ 295,946	\$ 325,540	\$ (5,120)	10% increase
43990	Other Charges for Services							
	Banquet - Other Charges	\$ 10,298	\$ 12,100	\$ 12,063	\$ 15,550	\$ 17,105	\$ 5,005	10% increase
	Total Charges for Services	\$ 611,641	\$ 404,210	\$ 310,724	\$ 380,506	\$ 413,860	\$ 9,650	
44000	Other Local Revenues							
44100	Recurring Items							
44110	Investment Income	\$ 18,542	\$ 8,540	\$ 17,209	\$ 19,341	\$ 15,575	\$ 7,035	Using excess fund balance to purchase equipment and café renovations
44170	Miscellaneous Refunds	\$ 18,705	\$ 16,695	\$ 19,476	\$ 20,975	\$ 23,075	\$ 6,380	10% increase
44570	Gifts & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total Other Local Revenue	\$ 37,247	\$ 25,235	\$ 36,685	\$ 40,316	\$ 38,650	\$ 13,415	
46000	State of Tennessee							
46500	State Education Funds							
46520	State Matching	\$ 43,350	\$ 45,500	\$ 45,187	\$ 45,187	\$ 45,500	\$ -	Amount set by the State based on prior year's lunches served
46980	Other State Grants	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total State of Tennessee	\$ 43,350	\$ 45,500	\$ 45,187	\$ 45,187	\$ 45,500	\$ -	
47000	Federal Government							
47100	Federal Through State							
47111	Federal Reimbursement via State - Lunch	\$ 3,441,857	\$ 3,885,905	\$ 2,311,074	\$ 3,594,515	\$ 4,565,645	\$ 679,740	w/ 25% increase in reimbursement rates + increase in participation
47112	USDA Foods - Commodities	\$ 554,263	\$ 480,000	\$ -	\$ 408,525	\$ 500,000	\$ 20,000	Wash account for tracking purposes, amount set by USDA
47113	Federal Reimbursement via State - Breakfast	\$ 1,594,904	\$ 1,799,610	\$ 1,152,553	\$ 1,784,950	\$ 2,381,190	\$ 581,580	w/ 25% increase in reimbursement rates + increase in participation
47114	Snack)	\$ 503,742	\$ 649,210	\$ 621,903	\$ 701,376	\$ 876,720	\$ 227,510	w/ 25% increase in reimbursement rates + increase in participation
47590	Other Federal Through State	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	
47301	COVID-19 Grant #1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Total Federal Government	\$ 6,094,766	\$ 6,814,725	\$ 4,145,530	\$ 6,489,366	\$ 8,323,555	\$ 1,509,830	
48000	Other Governments and Citizens Groups							
48600	Citizens Groups							
48610	Donations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	Other	\$ 60,617	\$ -	\$ -	\$ 5,000	\$ -	\$ -	NKH Grants
	Total Other Government and Citizens Groups	\$ 60,617	\$ -	\$ -	\$ 5,000	\$ -	\$ -	
	Total Estimated Revenues	\$ 6,847,621	\$ 7,289,670	\$ 4,538,126	\$ 6,960,375	\$ 8,821,565	\$ 1,531,895	

Cumberland County School Nutrition Program (143)
 Central Cafeteria Fund
 Statement of Proposed Operations (continued)

Account #	Description	April 30th				Increase		
		2022-2023	2023-2024	2023-2024	2023-2024			2024-2025
		Audited	Approved	Year-To-Date	Expected Year End	Proposed	(Decrease)	
	<u>Estimated Expenditures</u>							
73000	Operation of Non-Instructional Services							
73100	<u>Food Service</u>							
105	Supervisor/Director (Classified)	\$ 64,814	\$ 73,598	\$ 60,970	\$ 73,598	\$ 77,307	\$ 3,709	Year 25 + pay scale 4% increase (Hamby)
119	Bookkeeper	\$ 98,866	\$ 105,560	\$ 87,846	\$ 108,560	\$ 110,805	\$ 5,245	Step Increase + 4% (2 full time)
165	Cafeteria Personnel	\$ 1,967,571	\$ 2,450,700	\$ 1,694,606	\$ 1,998,950	\$ 2,597,742	\$ 147,042	Step Increase + 4% (104 employees)
167	Maintenance Personnel	\$ 87,428	\$ 144,528	\$ 102,669	\$ 125,228	\$ 153,892	\$ 9,364	Step Increase + 4% (2 full time and 1 part time)
186	Longevity Pay	\$ 18,023	\$ 24,430	\$ 21,706	\$ 21,706	\$ 23,184	\$ (1,246)	Based on 17 employees
189	Other Salaries and Wages	\$ 28,347	\$ 38,075	\$ 16,847	\$ 35,075	\$ 40,057	\$ 1,982	Step Increase +4% (Courier + Perfect Attendance Payments)
201	Social Security	\$ 172,388	\$ 185,500	\$ 151,083	\$ 180,778	\$ 229,729	\$ 44,229	7.65%
204	State Retirement	\$ 109,090	\$ 115,525	\$ 98,670	\$ 120,525	\$ 128,965	\$ 13,440	42 full time positions at 9%
206	Employee Insurance-Life	\$ 1,206	\$ 1,455	\$ 1,067	\$ 1,299	\$ 1,405	\$ (50)	no rate increase w/ 42 full time positions
207	Employee Insurance-Health	\$ 350,073	\$ 370,790	\$ 301,227	\$ 363,536	\$ 385,063	\$ 14,273	3% rate increase w/ 42 full time positions
208	Employee Insurance-Dental	\$ 13,996	\$ 14,055	\$ 11,487	\$ 13,828	\$ 14,052	\$ (3)	no rate increase w/ 42 full time positions
210	Unemployment Compensation	\$ 1,088	\$ 3,500	\$ -	\$ -	\$ 3,500	\$ -	
307	Communication	\$ 7,746	\$ 8,075	\$ 6,005	\$ 7,405	\$ 7,775	\$ (300)	
336	Maintenance & Repair Services-Equipment	\$ 14,999	\$ 10,000	\$ 12,025	\$ 15,000	\$ -	\$ (10,000)	Outside maintenance repair service when not fully staffed
337	Maintenance & Repair Services-Office Equip	\$ 1,773	\$ 2,325	\$ 2,221	\$ 2,625	\$ 2,755	\$ 430	Copier service
347	Pest Control	\$ 4,515	\$ 4,320	\$ 3,769	\$ 4,570	\$ 4,800	\$ 480	
354	Transportation-Commodity Delivery	\$ 11,954	\$ 12,550	\$ 7,619	\$ 7,619	\$ 8,000	\$ (4,550)	Projected 5% rate increase
355	Travel	\$ 972	\$ 900	\$ 698	\$ 1,400	\$ 1,500	\$ 600	In county
359	Disposal Fees	\$ 35,542	\$ 36,000	\$ 29,210	\$ 37,000	\$ 38,850	\$ 2,850	
399	Other Contracted Services	\$ 41,238	\$ 44,590	\$ 27,844	\$ 35,344	\$ 38,880	\$ (5,710)	POS and BOH Software, Fire suppression inspections, w/ 10% price
418	Equipment and Machinery Parts	\$ 53,955	\$ 57,015	\$ 43,364	\$ 53,365	\$ 56,035	\$ (980)	Decrease based on current plus 5% cost increase
422	Food Supplies	\$ 3,217,237	\$ 3,280,365	\$ 3,078,288	\$ 3,630,287	\$ 4,028,710	\$ 748,345	Current plus 8% cost increase
435	Office Supplies	\$ 10,510	\$ 10,450	\$ 7,589	\$ 8,789	\$ 9,230	\$ (1,220)	Current plus 5% cost increase
451	Uniforms	\$ 4,770	\$ 7,875	\$ 6,607	\$ 6,607	\$ 8,925	\$ 1,050	\$85 per person/105 employees
469	USDA Foods - Commodities	\$ 554,263	\$ 480,000	\$ 475,000	\$ 408,525	\$ 500,000	\$ 20,000	Wash account for tracking purposes
499	Other Supplies and Materials	\$ 283,453	\$ 317,814	\$ 189,745	\$ 248,814	\$ 268,720	\$ (49,094)	Current plus 8% cost increase
524	In-Service Training	\$ 19,237	\$ 26,070	\$ 4,163	\$ 22,550	\$ 24,805	\$ (1,265)	Based on in person trainings and conference w/ 10% increase
599	Other Charges	\$ 13,985	\$ 33,615	\$ 21,819	\$ 25,725	\$ 35,295	\$ 1,680	*see page 3 + 5% increase + wall graphics
710	Food Service Equipment	\$ 559,890	\$ 156,465	\$ 30,642	\$ 235,000	\$ 20,000	\$ (136,465)	Unexpected replacement small equipment, new fryer for Brown and saving for SMHS Café Renovation NEXT SY
	Total Estimated Expenditures	\$ 7,748,929	\$ 8,016,145	\$ 6,494,786	\$ 7,793,708	\$ 8,819,981	\$ 803,836	
	<i>(Minus) Accrued Payroll Difference (22 SY/23 SY)</i>	\$ 30,230						
	<i>Encumbrances (Difference from previous and current)</i>	\$ 553,865						Waiting for 2 bids to open on May 29th*
	Total Expenditures Obligated	\$ 8,272,564						

Cumberland County School Nutrition Program (143)
 Central Cafeteria Fund
 Statement of Proposed Operations (continued)

	2022-2023	2023-2024	April 30th 2023-2024	2023-2024	2024-2025	Increase (Decrease)
	Audited	Approved	Year-To-Date	Expected Year End	Proposed	
Total Estimated Revenues	\$ 6,847,621	\$ 7,289,670	\$ 4,538,126	\$ 6,960,375	\$ 8,821,565	\$ 1,531,895
Total Estimated Expenditures	\$ 7,748,929	\$ 8,016,145	\$ 6,494,786	\$ 7,793,708	\$ 8,819,981	\$ 803,836
Excess of Estimated Revenues Over/(Under) Estimated Expenditures	\$ (901,308)	(726,475)	(1,956,660)	(833,333)	1,584	728,059
Beginning Fund Balance, July 1	\$ 3,950,959	2,320,075	\$ 2,320,075	\$ 2,320,075	\$ 1,486,742	\$ (833,333)
Difference of Revenues and Expenditures	\$ (901,308)	(726,475)	(1,956,660)	(833,333)	1,584	\$ 728,059
Encumbrances	\$ (729,576)	-	\$ -	\$ -	\$ -	\$ -
Ending Fund Balance, June 30	\$ 2,320,075	\$ 1,593,600	\$ 363,415	\$ 1,486,742	\$ 1,488,326	\$ (105,274)
*Ending Fund Balance adjusted for Inventory and Accrued Wages				\$ 85,000		
				<u>\$ 1,571,742</u>		

Recommended 2-3 months
 Fund balance right at 2 months

Items charged to account 73100-599 Other Charges:

- Health Department permits
- Decorations and promotional items
- Paint for cafeterias and kitchens
- Decorated lunch sacks
- Keys and charges for rekeying locks
- Repair charges for maintenance trucks, and old bus
- Postage charges
- School Nutrition Association /TSNA yearly membership dues for employees

Cumberland County Board of Education

2023-2024 Annual Planning Calendar

JULY

- Summer Law Institute
- Approval of DHA Board Members 6.317
- Appoint System Testing Coordinator
- Annual Utilization Report SRO's
- Celebration and Orientation for New Teachers
- Vendor Contracts – School

AUGUST

- Service Celebration (Convocation)
- Professional Achievement Celebration (Convocation)
- Annual Notification of Student Rights 6.601
- Retirement Celebration
- Apply for Grants CSH and SS

SEPTEMBER

- Election of Officers
- Appointment of TLN Representative 1.105
- Appoint Committees 1.300
- Fall District Meeting
- TSBA Boardmanship Code of Ethics & New Board Member In-service

OCTOBER

- School Compliance Document
- Approval of Compliance Report

NOVEMBER

- Food Service Annual Report
- Director of Schools Evaluation
- Board Self Evaluation
- TSBA Leadership Conference/Annual Conference
- TASBO

DECEMBER

- Budget Preparation Calendar 2.200
- Student Activity Funds Audit Report 2.900
- Distribute Budget Requests to Staff
- School/System Report Card
- DEC 1 Report-HR
- Accountability Presentation

WORK SESSIONS OR RETREAT TOPICS

- School System Report Card
- Coordinated School Health
- Facility Planning
- 5-year Capital Improvement Plan
- Salary and Benefits Review

- Pending Task
- Initiated Task/Ongoing
- Completed Task
- Disregard Task
- Non-Applicable This Year

JANUARY

- State Financial Audit Review
- Prioritize Budget Request
- Insurance Benefits Review
- BOE Retreat – Annual Review of Strategic Plan
- Strategic Plan Update

FEBRUARY

- Legislative and Legal Institute
- Safety committee 3.201
- Budget Preparation
- Tenure Teacher Election and Celebration

MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

APRIL

- Budget Preparation
- Present Preliminary Budget

MAY

- Employee Non-Rehire Notification
- Submit Budget and Salary Scales for Approval
- Director of Schools Evaluation
- Board Self Evaluation
- Approve Tuition Fees 6.204
- Approval of Travel Compensation Rates 2.804
- Review Attorney Contract (bi-annually)
- Review SRO Contracts
- Strategic Compensation Plan Approval
- Non-Rehire/Non-Tenure Notifications 5.201

JUNE

- Approve Annual Budget 2.200
- Submit Budget to County Government
- Federal Consolidated Plans (ESSA, IDEA, CTE, VPK, Homeless, 21st CCLC)
- Coordinated School Health Report

ON GOING

- Attendance Monthly Report
- Financial Monthly Report
- Maintain Board of Distinction
- Policy Review and Update
- School Visits
- Administrative Evaluations
- Monthly Administrative Meetings
- Personnel Report
- Work Sessions
- TSBA Training



William G. Stepp ● Director of Schools

Teresa Boston ● Board Chair

May 15, 2024

Mr. Stepp and Cumberland County Board of Education,

I am submitting to you the Cumberland County School Nutrition Program’s staff changes:

New Hires:

Name	Location	Date	Replacing
Barry Melton	SMHS Café	04/18/2024	Misty Stover
Heather Johnson	Pleasant Hill Café	04/19/2024	Racheal Genovese
Kaley Mitts	Pleasant Hill Café	05/02/2024	Heather Johnson

Resignations/Retirements:

Name	Location	Date	Status
Nicole Cohen	South Cumberland Café	04/22/2024	Resignation
Michelle Rodgers	Stone Elementary Café	04/22/2024	Resignation
Shannon Lance	Pleasant Hill Café	04/22/2024	Resignation
Heather Johnson	Pleasant Hill Café	04/29/2024	Resignation
Tonya Roysdon	Martin Elementary Café	05/06/2024	Resignation
Sherry Clem	South Cumberland Café	05/10/2024	Resignation
Lois Williams	Martin Elementary Café	05/24/2024	Resignation
Isaias Medina-Navarro	Martin Elementary Café	05/24/2024	Resignation

Transfers:

Name	Location (From/To)	Date	Replacing
N/A			

Terminations:

Name	Location	Date	
N/A			

All background check requirements have been completed.

Respectfully,
Kathy Hamby

Kathy Hamby
 School Nutrition District Supervisor
 Cumberland County Board of Education – Central Services

Resignations/Retirements

Name	Location	Date	Status
Skye Thomason	CCHS	5/24/24	Resign
Vanessa Hurley	Phoenix	5/24/24	Resign
Amanda Anderson	SMHS	5/24/24	Resign
James Tanner Jones	SMHS	5/24/24	Resign
Mackenzie Clark	MES	6/1/24	Resign
Rachel McDonald	SES	6/30/24	Resign
Katelyn Stevens	SES	6/30/24	Resign
Wanda McDonald	SMHS	5/24/24	Retire
Crystal Lee	SMHS	5/24/24	Resign
Tabitha Leahy	NCE	5/24/24	Resign
Lillian Trivett	NCE	5/24/24	Resign

Transfers

Name	From/To	Date

Terminations

Name	From/To	Date

NON-CERTIFIED

New Hires:

Name	Location	Date	Replacing
Kelly Lanier	Transportation	4/15/24	New FT Driver
Marcus Davis	Transportation	5/14/24	Sub Driver
Edna Scarbrough	HES	4/29/24	Brittney Wade
Charlie Erickson	HES	4/30/24	Rick Holderman

Resignations/Retirements:

Name	Location	Date	Status
Michael Dolinich	CCHS	6/28/24	Retire
Michele Pagano	MES	5/24/24	Retire
Sherrie Kurek	SMHS	5/8/24	Resign

Transfers

Name	From/To	Date

Terminations

Name	School	Date
Jennifer Temple	HES	5/13/24

SUBSTITUTES

<u>NAME</u>
Ellis, Deidre
Elmore, Aaron
Hedgecoth, Gabrielle
Herring, Jordan
McElhaney, Wendy
North, Brian

BES May 2024 Newsletter



FRANK P. BROWN
ELEMENTARY SCHOOL



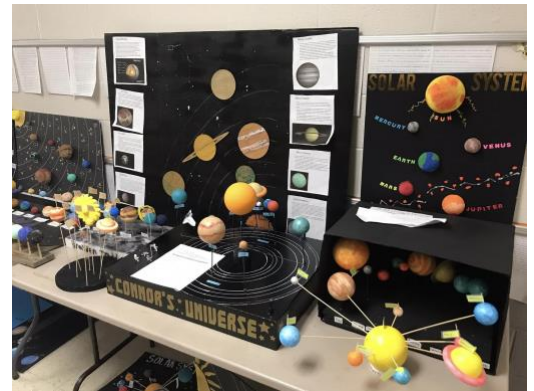
BES students recognized CCHS seniors at the Graduation Parade. On left, former BES students gathered for a photo. Congratulations to the Class of 2024!



BES Eighth Grade 2024 Superlatives



Brown Elementary School teachers and staff received such wonderful gestures of gratitude during Teacher Appreciation Week. BES PTO made breakfast for everyone on Monday, May 6. Fourth grade teachers Heather Hazel, Jamie Hill, and Suzanne Beaty are pictured with PTO officers Jane Hulburt, left, and Crystal Bruce, right.



Fifth grade students made models of the solar system just in time for the eclipse.



Brown Elementary students enjoyed the BOGO bookfair.



PE classes had some "old school" fun bowling and jumping rope.



Mrs. Hill's fourth grade science classes participated in a sidewalk chalk challenge where groups picked a science topic and had to represent their topic by drawing, labeling, and speaking about it. Everyone had a great time, and they had some fabulous diagrams and speakers to teach (review) what they learned all year.

CCHS May Newsletter



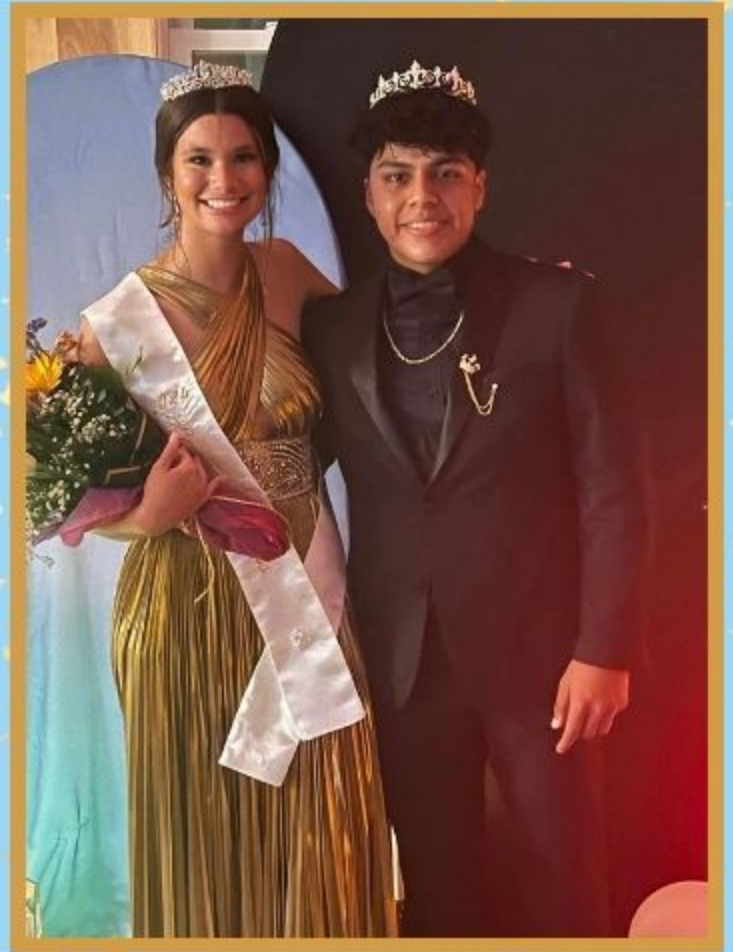
The annual Cumberland County CTE Spring Advisory awards banquet to recognize outstanding CCHS students.



Almost 20 students plan on attending a TCAT program this summer or fall.



Prom night



Congratulations to
our King and Queen
Jacob Atkinson
&
Hallie Evans!

Congratulations to
our Prince and Princess
Jaime Perez
&
Marleigh Gargac!

CTE

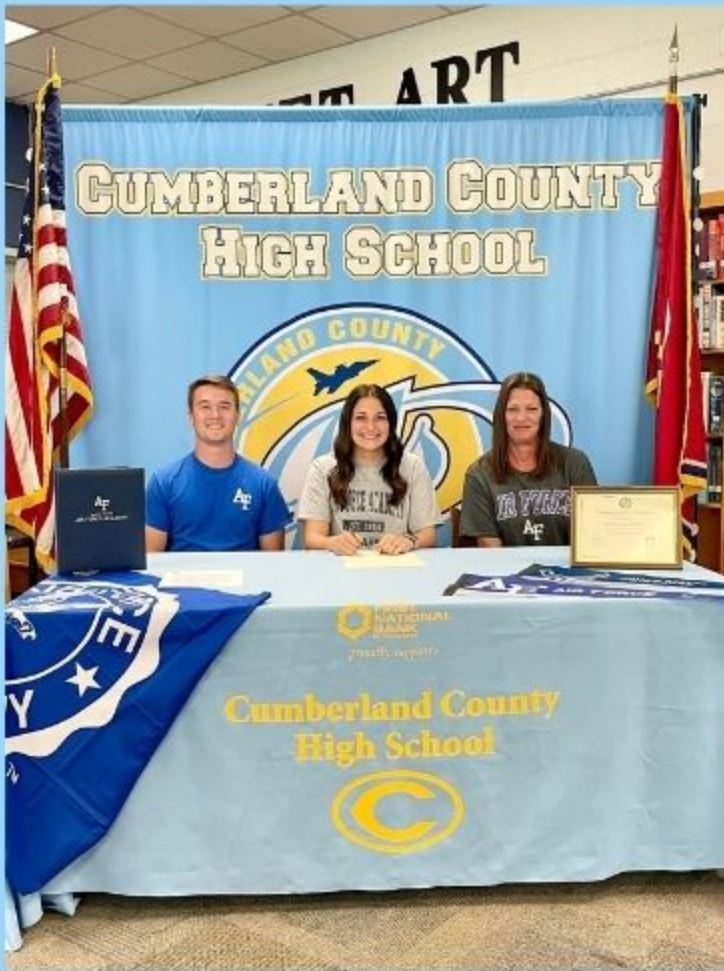
MR. HARDT'S ENGINEERING CLASS ENJOYED TOURING THE CITY OF CROSSVILLE'S ENGINEERING OPERATIONS.



BREAKING NEWS!



Congratulations to our Senior Kelly McCartt. She accepted a scholarship valued at over \$600,000 to attend the United States Air Force Academy in Colorado.



GRAD WALKS




CRAB ORCHARD NEWS



May 2024



Our PTO reached out to The Scoop, to provide all students and staff in our school an ice cream treat, because they think we are all "legen-dairy."

2022  2023

REWARD SCHOOL

Crab Orchard Elementary



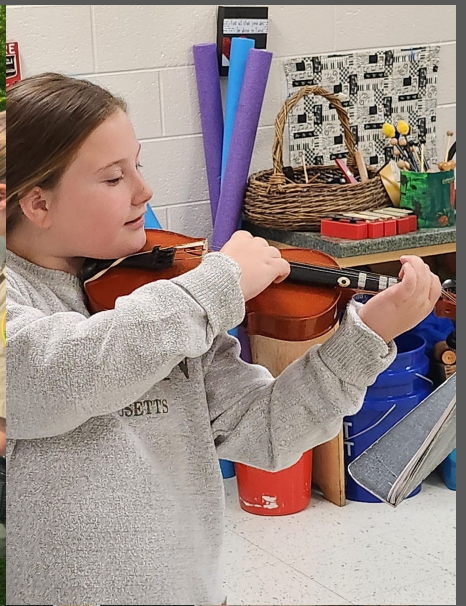
The Fairfield Glade Rotary group helped sponsor school wide pizza to celebrate our Reward Status. They think our students are real "pizza" works.

WORLD BOUND



We are proud to announce that our Elementary bullseye team has qualified for the world tournament to be held in Daytona, Florida on June 6-8. Also, a huge shoutout to Reagan Eaton for becoming the NASP/IBO 3D Elementary Boys NATIONAL CHAMPION!!!





Homestead Elementary



We love getting to welcome our students back and congratulate them on all of their accomplishments.



MES Students creating a banner for the graduation walk.

6th grade art students are learning about Japanese artist Hokusai's famous work "The Great Wave". They then painted their own wave using tempera paint and sharpies!





Second Grade students had a great trip to the Oakley Stem Center at Tennessee Tech University.



Kindergarten Students are so excited and ready for Field Day!



5th and 6th grade students participated in the “Soiling My Underpants” experiment in science class. Students buried underpants on campus in September and dug them up in May to study the effects of decomposition.



County Wide Field Day Champions!

Coach Baxter, Coach Barker and Coach Sam were so proud of all of our athletes on Field Day! Way to go Eagles!

NCE



Children FIRST Excellence Always

STEAM

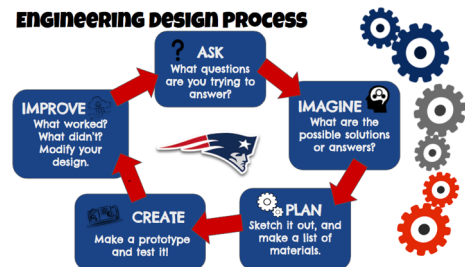
NCE 7th graders have worked on building, coding, and more! On Wednesday, May 15th they will demonstrate their knowledge at the first annual Robotics competition at RSCC.



Upcoming Events

- | | |
|-----------|------------------------------------|
| 5/12-5/16 | 8 th grade to D.C. |
| 5/14 | PTO Buddy-a-thon |
| 5/15 | Robotics Competition |
| 5/17 | Honors Programs Pk-7 th |
| 5/17 | 8 th grade dance |
| 5/20 | 8 th grade night |

ENGINEERING DESIGN PROCESS



NCE is Engineering Excellence

The ARTS

Pre-K – 8th grade participated in the NCE spring program. Younger students sang, while the middle school band students played their instruments. The program was held for the whole school to enjoy, as well as parents and visitors. Students spent many hours preparing for the program, and it was a great success. We are proud of our students and staff at NCE.



PATRIOT PULSE

NCE Clinic was able to purchase AED batteries through a generous donation from Pastor Hank Jones, and Simple Life Church. We want to say THANK YOU! Thank you for allowing us to be prepared to keep our students and staff safe at North Cumberland.

PARENT & FAMILY INVOLVEMENT

North Cumberland hosted our first annual student career fair. 7th and 8th grade students have learned all school year about their chosen careers. They displayed that knowledge with a human wax museum. Each student researched their chosen career fields, and then brought their career to life with a speech, and human wax figure portraying the career. Classroom teachers brought their classes through to enjoy what the older students had prepared. Parents and guests visited as well.



Science

North Cumberland FFA students spent their spring break week in Gatlinburg at the State FFA convention. While there, students participated in different sessions, and the Agriscience Fair. North Cumberland FFA was very successful. The chapter brought home Superior Chapter honor, as well as, a 10 % rise in membership honor. FFA members shined in the Agriscience Fair. LeiElla Draper & Ellie McCoy won 1st place in the Environmental division. Ryder Hayes brought home 1st place in the Plant Science division. These teams will be going on to Indianapolis to compete at Nationals in the fall. Karlie Overly & Macy Randolph competed in the Food Science category, winning 2nd in State. We are proud of our FFA members. GO Patriots!



Teacher Feature



I am Misty Goss. I have been married to Andy for 28 years, and have a daughter named Annah, that is 20. I have 25 years of teaching experience. I love to see students laughing and enjoying exercising. My philosophy of physical education begins with a healthy lifestyle, physically and mentally, shown for myself. Physical Education is about student development and teaching life- long movement, teamwork skills, and how to embrace individual success. It is through helping students achieve their goals in a fun and safe environment. Physical Education I important in strengthening the body, and the mind. It is important for the growth, overall well-being, and development of each student.

Paraprofessional Spotlight



My Name is Betty Fox. I have a 17 year old son named Caden. We also have a dog named Pepper. I have been at North for 24 years. I have been a custodian, paraprofessional, and am now the secretary. My words of wisdom after working in the school system for 24 year, and seeing lots of changes would be to be yourself, and work together as a team. We are all here for our students, as well as each other.

Academics

NCE BETA went to Dollywood this past Saturday. Students had to earn at least 10 service hours to qualify for the trip. We welcomed back our seniors this week with the senior walk. We are proud to say 9 of them made it to the top 15! GO PATRIOTS! We are proud of you.



Technology & Mathematics

Our NCE Gym has a new Lu Interactive system. Mrs. Loretta Goss applied for a grant, and received the money to purchase the interactive system for our gym. This device turns our gym into an interactive playground. Bringing the P.E. classes to life. Thank you, Mrs. Loretta for applying for the grant for NCE students.



CONGRATULATIONS TO THIS YEAR'S NCE GRADUATING SENIORS!

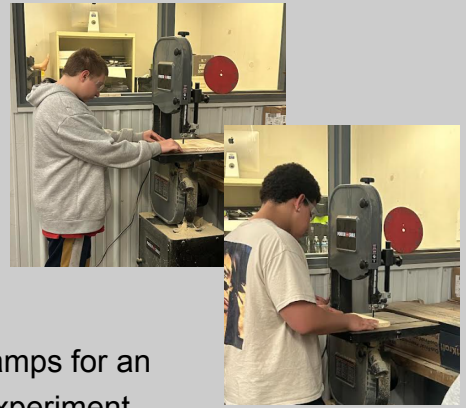
We welcomed back our seniors this week with the senior walk. We are proud to say 9 of them made it to the top 15!
GO PATRIOTS! WE ARE PROUD OF YOU!





Physical Science

Students in Physical Science got a lesson in wood cutting when making



ramps for an experiment with inclines.

Phoenix Happenings

Front Sidewalk....

Planters in the front of the school are looking lovely thanks to our CTE classes. Knockout Roses, Sperengeri Ferns, and Impatiens all grown in house welcome visitors to Phoenix.



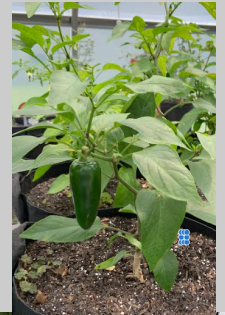
An Enchanted Evening was the 2024 Phoenix Prom theme.



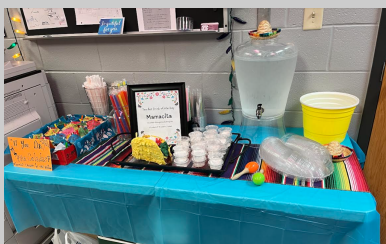
Prom Queen was Marlayna Myers and Prom King was Austin Warner



Math Enrichment students built this outstanding raised wooden picnic table. Students did a fabulous job and learned lots while doing it. They were even heard saying that they enjoyed math while doing this project.

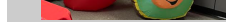


Tomatoes....Who doesn't love fresh, red, ripe tomatoes? Students are working growing tomatoes and peppers for the cafe.



Teacher Appreciation.....

Teachers loved the great food and treats each day. Teachers also received a gift bag sponsored by Chick-fil-A, Extreme Tax Service, and Daphne Elise, licensed cosmetologist.





Congratulations!



SMHS BOUND!



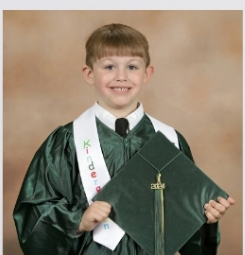
Washington, DC



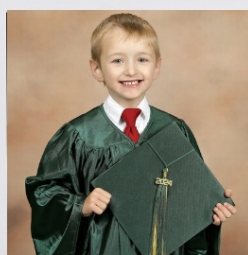
Highest Academic Achievement



On our way to Kindergarten!



Render



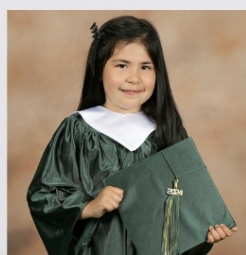
Hunter



Brookelynn



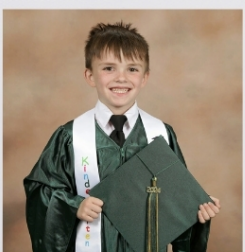
Parker



Tiffany



Ben



Caden

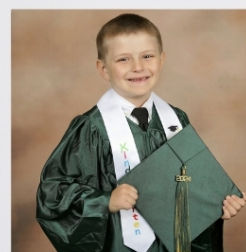


Skylar

Congratulations
Pioneers



Caylee



Braxton

SMHS

Class of

2036



Clayton



Tate



Justin



Dameon



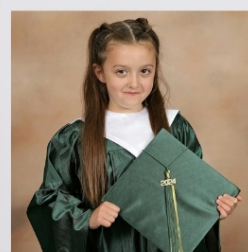
Izzy



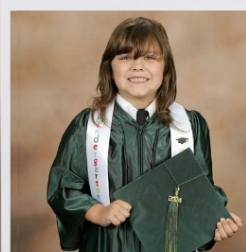
Melody



Aryella



Lily



Wyatt



Ava

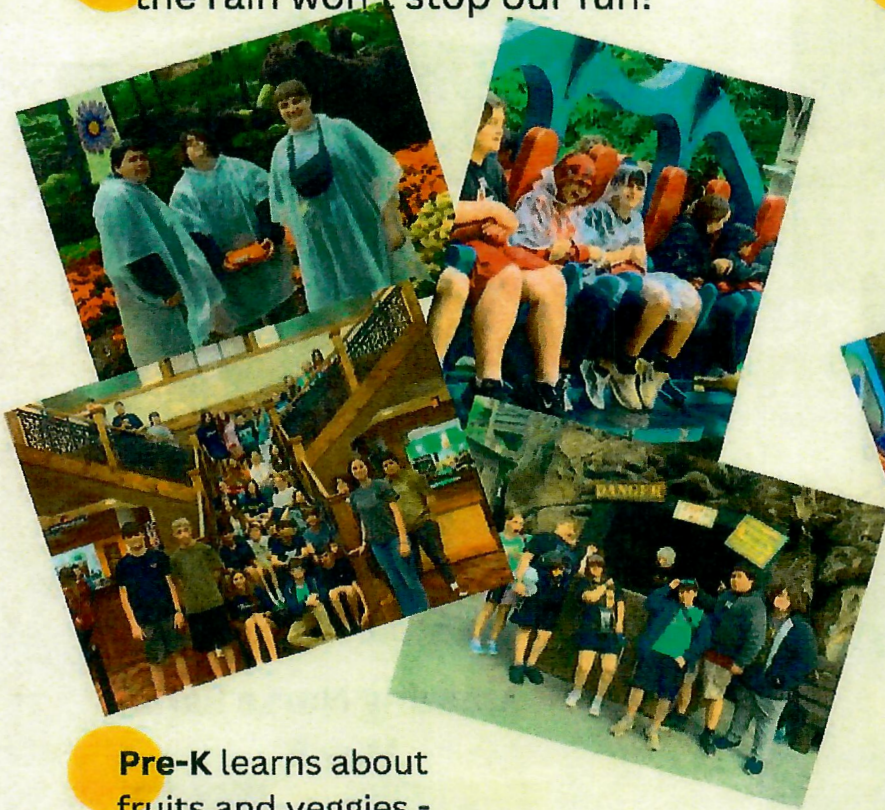


PLEASANT HILL ELEMENTARY

We Bring the Sting!!

MAY 2024

**8th Grade Trip to Dollywood -
the rain won't stop our fun!**



**4th Grade AR Field
Trip to Chuckles**



**Pre-K learns about
fruits and veggies -
taste testing day!**



**Year-long
Walking
Challenge
culminates in
a 5K!**



**Millionaire Readers -
we've read over a
million words!!**



PHS celebrates the Staff!

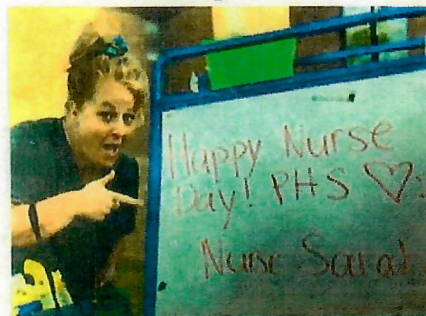
Teacher Appreciation Week May 6-10

Teen Living prepared lunch for the staff!



Our amazing Nurse Sarah!
May 8

Office Staff Appreciation
April 24



Cafeteria Lunch Heroes
April 26



SMHS

NEWSLETTER

MAY
2024



Look What We Accomplished

SKILLS USA

- **Quiz Bowl (3rd Place):**
 - Jaylee Morse, Dalton Platz, Sydney Rally, Bryson Reeves, Andrew King, Bella Moore & Ben Lewis
- **Photography (3rd Place):**
 - Isabelle Smith
- **Web Design (3rd Place):**
 - Emmanuel Blaylock & Wyatt Gundler
- **TV/Video Production (3rd Place):**
 - Sam Ferrell & Shiloh Biber
- **Sublimation (2nd Place):**
 - Sara Maciejewski
- **Web Design (2nd Place):**
 - Kalaisha Ralphs & Damian Alberigo
- **Job Interview (2nd Place):**
 - Leilah Crawford
- **Mock Trial (1st Place):**
 - Morgan Neal, Madison Clark & Kortney Headrick
- **Promotional Bulletin Board (1st Place):**
 - Cambree Dolinich, Jackson Miller & Michaela Smith

POSTER CONTEST

- Abby Hazelton placed 1st in 7th-9th grade category
- Heidi Melton placed 1st in the 10th-12th grade category

What's New?

SMHS HOSTED TRACK EVENT FOR THE FIRST TIME IN TEN YEARS

- SMHS hosted day two of a dual meet with CCHS. The event was the first track event hosted at SMHS in nearly ten years.



Flag Football



- SMHS has welcomed a girls flag football team this year to our sports lineup. The ladies are doing great and have accomplished several wins.



Wrestling Signing



- Dalton Platz signed a NLI with Cumberland University in Lebanon, TN. He will continue his wrestling career with the Phoenix Wrestling Program.



Our Staff & Admin

- SMHS is beyond proud of our staff and admin, along with all their accomplishments.
- SMHS Employee of the Year: Josh Aytes
- SMHS and District High School Teacher of the Year: Anna Bryant
- District Principal of the Year: Kelly Smith



Important Upcoming Dates



- SDC Makeup Exams: May 2nd
- Relay For Life Antique Car Show: May 4th
- Spring RTI Benchmarks: May 8th , 9th
- Senior Walk and Picnic: May 8th
- Panther Palooza: May 9th
- Class Night: May 13th
- SMHS Graduation: May 16th
- Underclassmen Finals 1st, 3rd, & 5th: May 21st
- Underclassmen Finals 2nd & 4th: May 22nd
- Admin Day: May 23rd
- Last Day Dismissal/Grade Cards Go Home: May 24th

Summer

Volleyball Signing



- Hailee McDonald, senior, signed to play volleyball with Mary Baldwin University.



Tennis



- Congratulations to our tennis team for their win against Upperman. Also, a huge congratulations to the seniors on the team, as they were celebrated.



MONTHLY NEWSLETTER MAY '24

[HTTPS://SCES.CCSCHOOLS.K12TN.NET/](https://sces.ccschools.k12tn.net/)

WELCOME BACK

SOUTH CUMBERLAND ELEMENTARY SCHOOL WELCOMED BACK THE GRADUATING CLASS OF 2024 TO WALK THE HALLS ONE LAST TIME AS STUDENTS OF CUMBERLAND COUNTY SCHOOL. CONGRATULATIONS TO ALL OUR GRADUATES! GO REBELS!



South
Cumberland
REBELS
Every Child.
Every Day.

X

TEACHER AND SUPPORT STAFF OF THE YEAR

CONGRATULATIONS TO MRS. JILL MCANALLY, MRS. ANDI CASEY, AND MR. JAMES DOTSON AS BEING VOTED ON BY THEIR PEERS AS TEACHERS AND SUPPORT STAFF OF THE YEAR!



X

WASHINGTON D.C.

8TH GRADERS FROM SCES TOOK A TRIP TO THE NATIONS CAPITAL TO VISIT AND LEARN ABOUT HISTORIC BUILDINGS AND LOCATIONS THAT HELPED START OUR GREAT NATION.



X

4X100 CHAMPIONS

SOUTH CUMBERLAND CAME IN 2ND OVERALL AT DISTRICT FIELD DAY, AND A HUGE PART OF THAT WAS DUE TO THE FIRST PLACE FINISH BY THE 4X100 BOYS TEAM. GREAT JOB, REBELS!!!



FOLLOW US ON

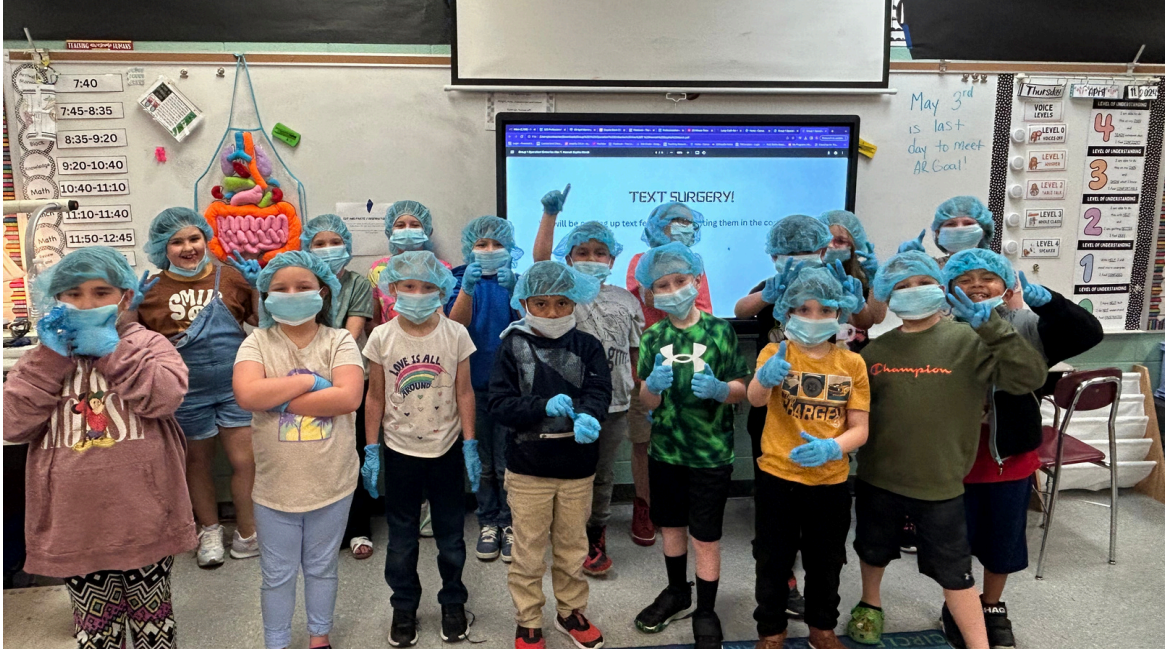


@SOUTHCUMBERLANDELEMENTARY

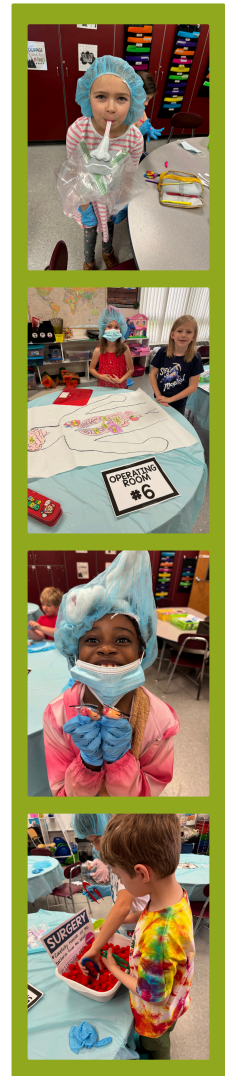
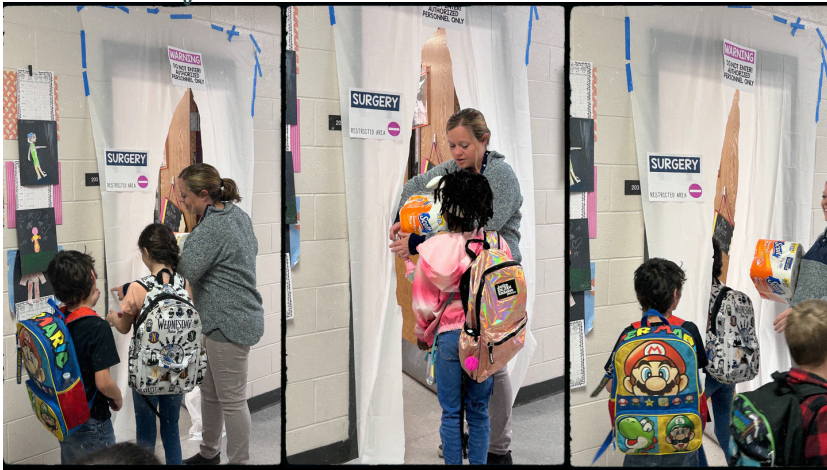


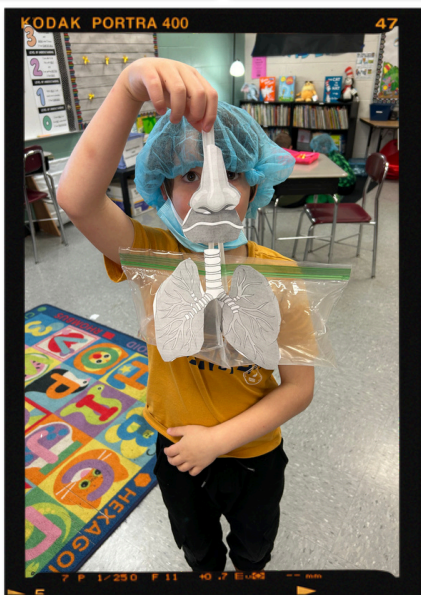
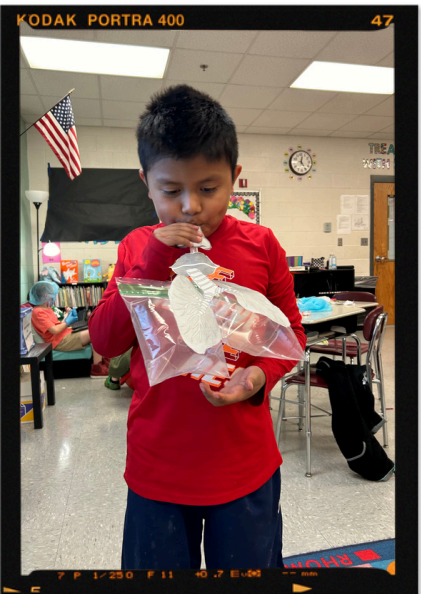
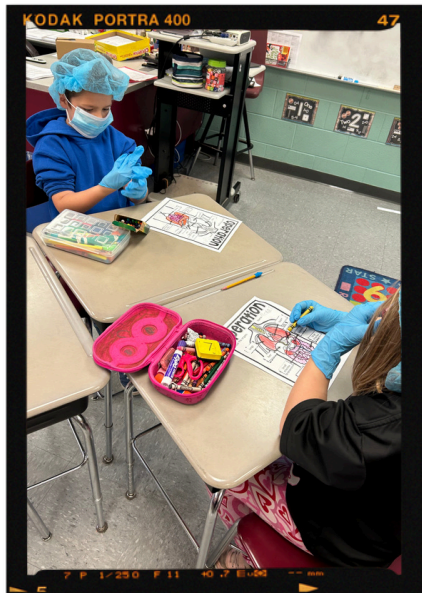
NEWSLETTER

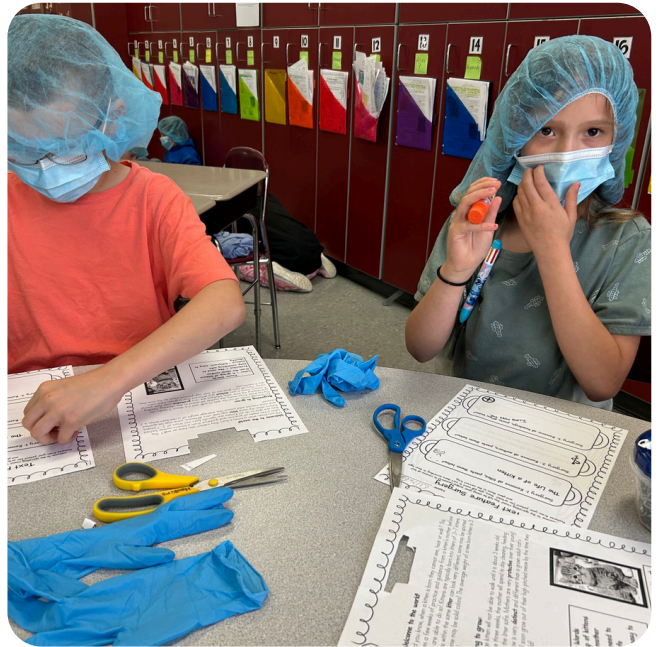
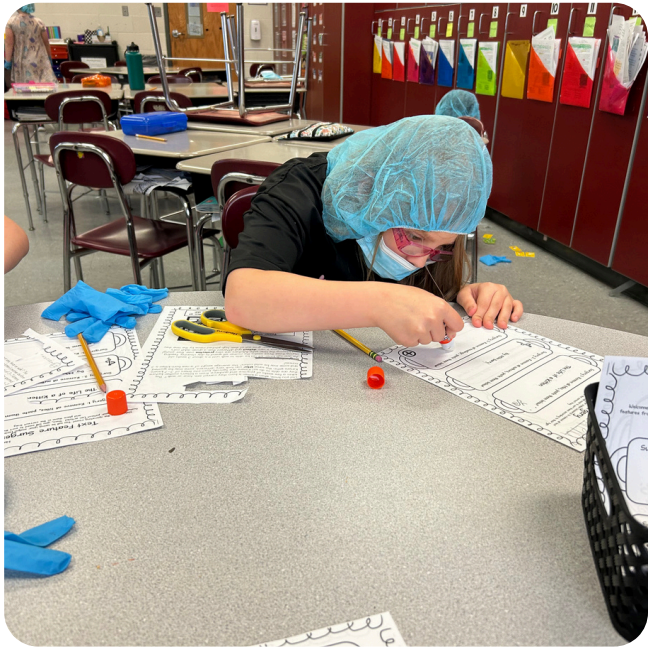
STONE
ELEMENTARY



DO NOT ENTER! SURGEONS ONLY!!
Our little second graders dove into the world of the human body, stepping into the shoes of mini-surgeons for a day! How cute is that?

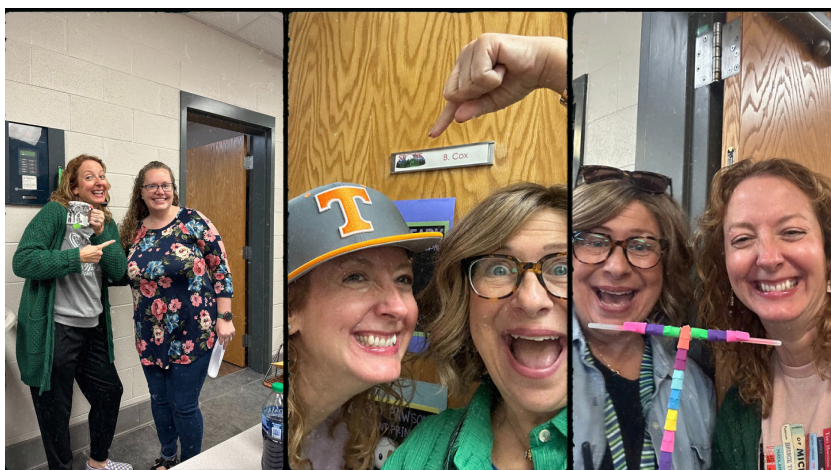
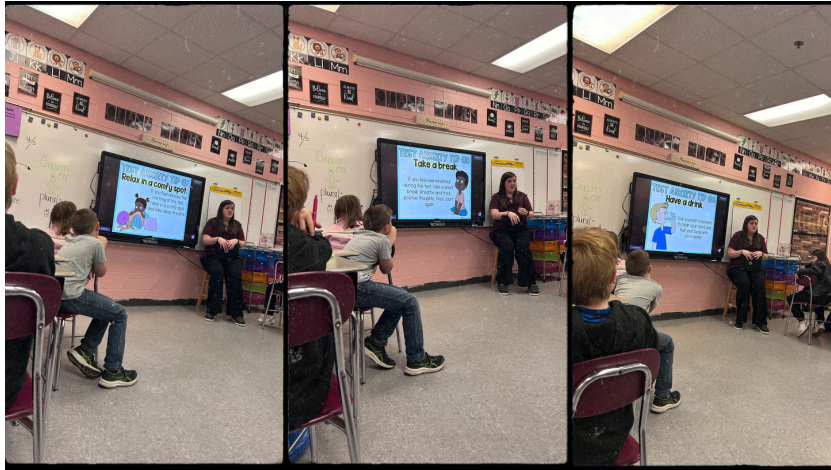






TCAP MOTIVATION!!

OUR 2ND-8TH GRADERS TOOK THEIR TCAP STATE TEST BUT NOT WITHOUT A LITTLE MOTIVATION FROM OUR AMAZING GUIDANCE COUNSELOR MRS. MACEY AND OUR MAGICAL MRS. DAVIS!!



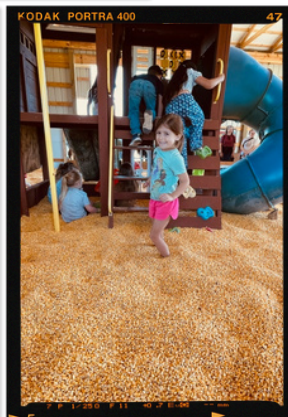
ASL Club

We have learned so much in ASL club this year. These kiddos showed their expertise in a year-end sign off knowing 150 signs last week. Wow! Way to go ASL club members!



PreK Trip to Farm

On April 25th, the PreK 4 class at Stone Elementary enjoyed a beautiful day of learning and fun at the Amazing Acres Strawberry Patch in Sparta, TN. We played in the corn crawl, fed some hungry sheep, rode the cow train, and picked our own basket of ripe strawberries. This was a wonderful, hands-on experience to wrap up our unit of study on "Growing Our Garden."





Tea Party

Mrs. Duke's 1st graders hosted a tea party as a culminating activity to what they had learned about the Boston Tea Party.



Chick-Fil-A

Chick-Fil-A rolled out the red carpet for Stone Elementary on Tuesday, April 16th, offering a fabulous family night where every mention of the school led to a donation from each order. A big shoutout to our amazing school partners and the fantastic community for their support!



Super Readers

Our top 3 OR Readers for the year were:

Sabrina Hively 129.9 points

Sophia Hively 120.3 points

and

Paisley Hughes 119.2

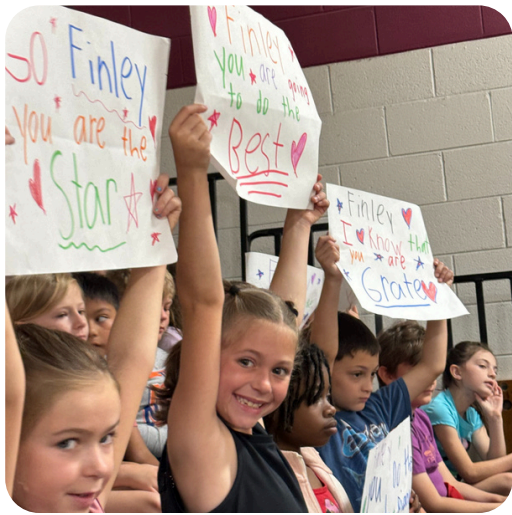
way to go girls!!! We are so proud of you!!



SES Students have

Talent!







Field day

Fun was had by all despite the rainy weather.













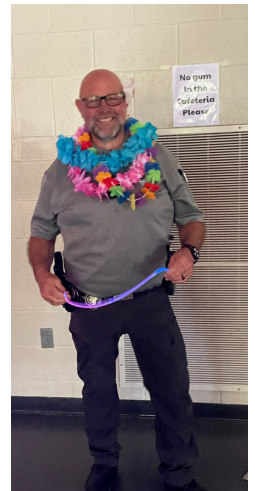
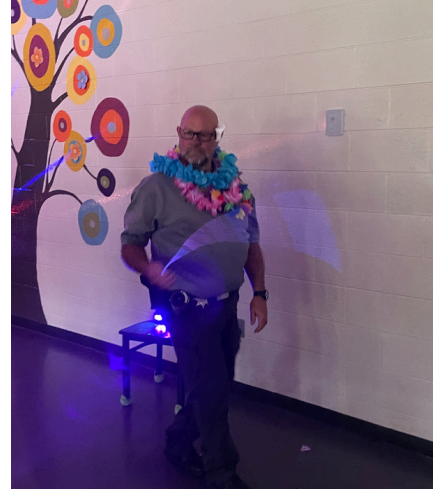


Student vs. Staff Basketball





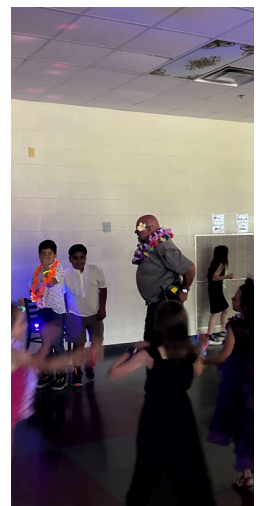
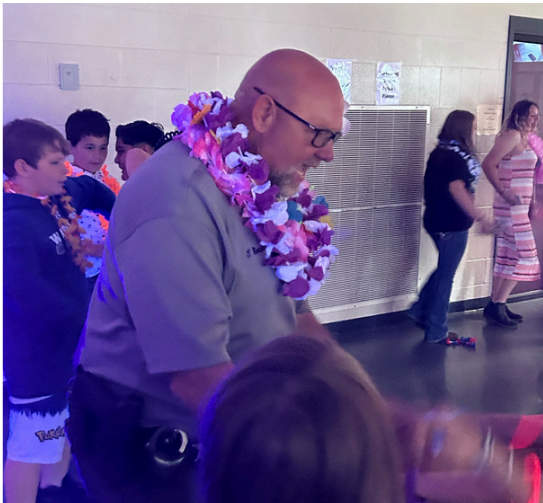
Coyote Cub Luau Dance

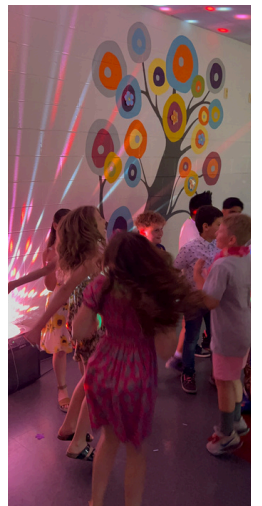
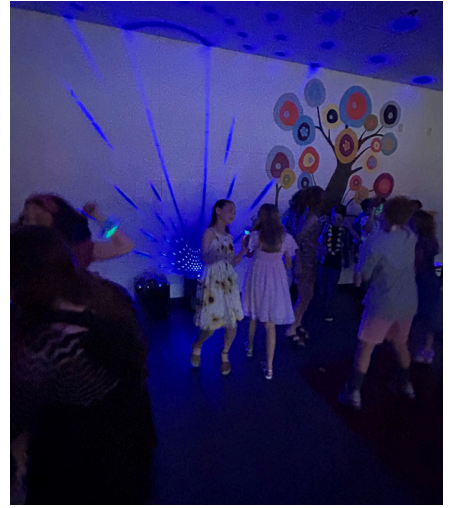












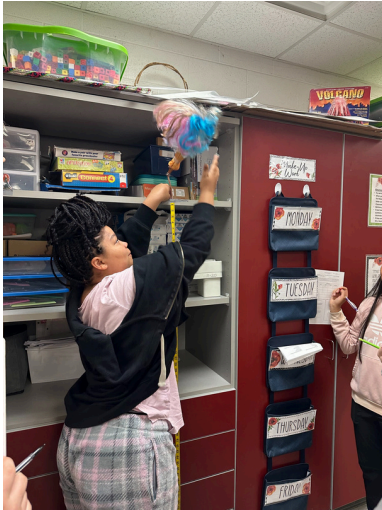


8th Grade historical figures
Our 8th graders created historical figures out
of 2 liters.



BARBIE BUNGEE

Our 8th-grade math wizards had a blast with a Barbie bungee challenge, creating epic scatter plot graphs of her daring descents. No Barbies were harmed in the making of this mathematical masterpiece!



County wide field day

Our 5-8th grade students attended the county wide field day and really showed their stuff. Our 8th grader awards: Walker Biber placed 3rd in the 50 yd dash, McKenzie Jackson placed 1st and Sawyer Hawes placed 2nd in the football/softball throw, Walker Biber placed 1st in the long jump, Madison Woody placed 1st and Aiden Whitson placed 2nd in the soccer punt, and Talon Frazier placed 2nd in the 1/2 mile run. Our 7th grader awards: Hector Honeycutt placed 3rd in the 50 yd dash and Colton Dyer placed 2nd in the jump rope. Our 6th grade awards: Justin Honeycutt got 1st place in the 50 yd dash, Daxton Farmer and Khloe Jackson placed 2nd in the 100 yd dash, Becca McClung placed 1st in the football/softball throw, Ansh Patel placed 3rd in the jump rope, Antonio Medina placed 3rd in the soccer punt, and Justin Honeycutt and Karsen Beaty placed 2nd in the 1/2 mile run. Our 5th grader awards: Baylor Wilson placed 3rd in the jump rope and Baylor placed 2nd in the 1/2 mile run. Our Girls 4x100 Relay team placed 3rd and our boys placed 2nd! We are so proud of each of our students who competed.



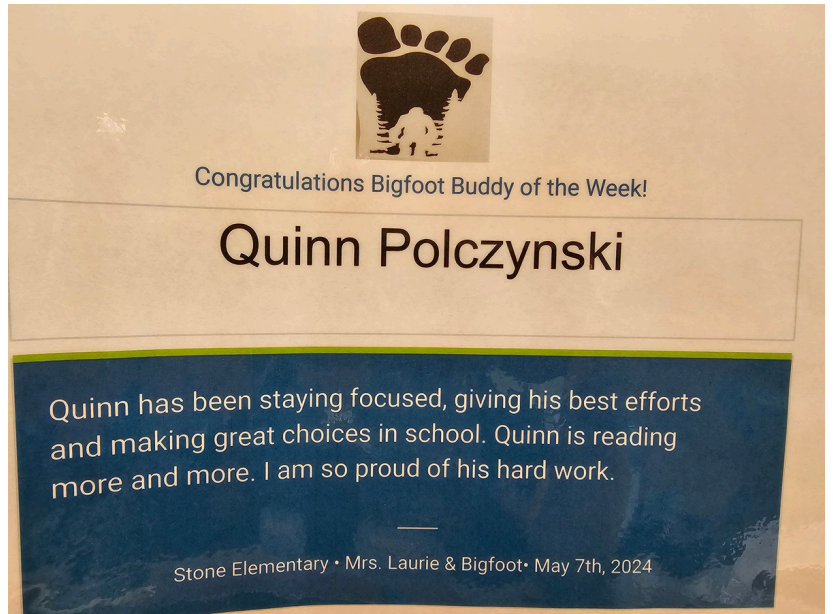
Spring Specials

ON Tuesday, May 7th our special area teachers and CTE programs invited parents out to see what has taken place this year in their classrooms. We also had a community partner bring out so interactive tools for kids to see. Our band and choir closed out the night with a concert. We are so blessed with all our specials teachers.



Bigfoot Buddy

Mrs. Marlowe's end of the year bigfoot buddies. These students showed great effort on their TCAP's. way to go!

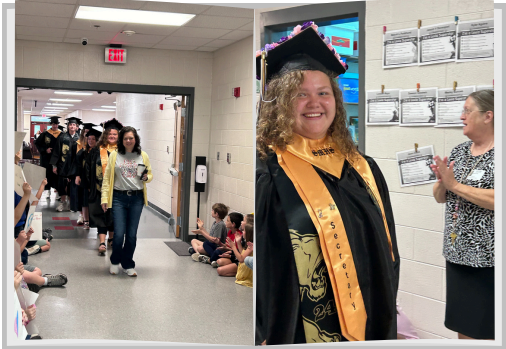
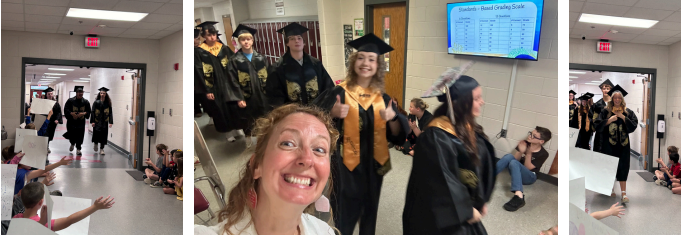


AMAZIN' ACRES

First grade students enjoyed a fun filled day at AMAZIN' ACRES.



SMHS SENIOR WALK





June 2024



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 National Dairy Month
2	3 Week 2 Summer School	4 Week 2 Summer School	5 Week 2 Summer School	6 Week 2 Summer School	7 National Chocolate Ice Cream Day	8
9	10 Week 3 Summer School	11 Week 3 Summer School	12 Week 3 Summer School	13 Week 3 Summer School	14 Flag Day	15
16 Father's Day	17 Week 4 Summer School	18 Week 4 Summer School	19 Week 4 Summer School	20 Week 4 Summer School Summer School Graduation	21	22 Full Moon National Onion Ring Day
23 30	24	25	26	27 National PTSD Awareness Day	28	29 Hug Holiday



SUN	MON	TUE	WED	THU	FRI	SAT
26	27	28	29	30	31	Jun 1
	Memorial Day	8am Girls Basketball Practice	8am Girls Basketball Practice	6am Volleyball Practice 2 Courts 8am Girls Basketball Practice 4:30pm CCCB Concert (Auditorium)	8am Girls Basketball Practice	First Day of LGBTQ+ Pride Month
2	3	4	5	6	7	8
	CCS In-Service Day	Senior Pictures	CCS In-Service Day	Girls Basketball Camp @ Lenoir City HS	CCS In-Service Day	
	8am Girls Basketball Practice	8am Girls Basketball Practice	6am Volleyball Practice 2 Courts 8am Girls Basketball Practice	6am Volleyball Practice 2 Courts		
9	10	11	12	13	14	15
	Girls Basketball Camp @ Lebanon HS		6am Volleyball Practice 2 Courts 8am Girls Basketball Practice	Girls Basketball Camp @ Lebanon HS (BCAT)	Flag Day	
	6am Volleyball Practice 2 Courts	6am Volleyball Practice 2 Courts				
16	17	18	19	20	21	22
Father's Day	Girls Basketball @ TTU	Girls Basketball @ Anderson County HS	Juneteenth	6am Volleyball Practice 2 Courts	6am Volleyball Practice 2 Courts	
		6am Volleyball Practice 2 Courts				
23	24	25	26	27	28	29
30	Jul 1	2	3	4	5	6
				Independence Day		

**Cumberland County Finance
Summary Financial Statement
April 2024**

DRAFT / PRELIMINARY

141 General Purpose School		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget Estimate		Actual	Encumbered	% of Avg
							Avg/Mth	Total			
Revenues											
40110	Current Property Tax	1,863,921.00	1,854,149.05	1,854,149.05	0.00	99.48%	155,326.75	13,507.82	13,507.82	0.00	8.70%
40120	Trustee's Collections - Prior Year	163,519.00	92,914.36	92,914.36	0.00	56.82%	13,626.58	388.14	388.14	0.00	2.85%
40130	Cir Clk/Clk & Master Collections-Pr Yr	108,155.00	68,678.46	68,678.46	0.00	63.50%	9,012.92	11,196.38	11,196.38	0.00	124.23%
40140	Interest And Penalty	91,724.00	61,520.03	61,520.03	0.00	67.07%	7,643.67	7,531.96	7,531.96	0.00	98.54%
40210	Local Option Sales Tax	16,680,255.00	12,018,534.52	12,018,534.52	0.00	72.05%	1,390,021.25	1,187,369.22	1,187,369.22	0.00	85.42%
40270	Business Tax	4,855.00	3,467.50	3,467.50	0.00	71.42%	404.58	289.75	289.75	0.00	71.62%
40275	Mixed Drink Sales	80,465.00	52,163.75	52,163.75	0.00	64.83%	6,705.42	4,559.84	4,559.84	0.00	68.00%
43517	Tuition - Other	110,000.00	102,798.45	102,798.45	0.00	93.45%	9,166.67	15,055.45	15,055.45	0.00	164.24%
43570	Receipts From Individual Schools	60,000.00	66,325.07	66,325.07	0.00	110.54%	5,000.00	11,463.66	11,463.66	0.00	229.27%
43990	Other Charges For Services	26,000.00	7,689.50	7,689.50	0.00	29.58%	2,166.67	0.00	0.00	0.00	0.00%
44120	Lease/Rentals	7,719.00	6,221.51	6,221.51	0.00	80.60%	643.25	200.00	200.00	0.00	31.09%
44145	Sale Of Recycled Materials	5,000.00	4,007.93	4,007.93	0.00	80.16%	416.67	606.17	606.17	0.00	145.48%
44170	Miscellaneous Refunds	110,000.00	164,110.13	164,110.13	0.00	149.19%	9,166.67	10,751.11	10,751.11	0.00	117.28%
44530	Sale of Equipment	0.00	5,250.00	5,250.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
44540	Sale of Property	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
44560	Damages Recovered From Individuals	500.00	1,615.50	1,615.50	0.00	323.10%	41.67	1,236.00	1,236.00	0.00	2966.40%
44570	Contributions & Gifts	15,000.00	19,010.81	19,010.81	0.00	126.74%	1,250.00	1,790.00	1,790.00	0.00	143.20%
44990	Other Local Revenues	14,000.00	15,864.75	15,864.75	0.00	113.32%	1,166.67	1,069.75	1,069.75	0.00	91.69%
46511	Basic Education Program	47,198,485.00	42,843,167.19	42,843,167.19	0.00	90.77%	3,933,207.08	4,684,739.46	4,684,739.46	0.00	119.11%
46515	Early Childhood Education	1,059,450.00	865,551.01	865,551.01	0.00	81.70%	88,287.50	88,057.11	88,057.11	0.00	99.74%
46590	Other State Education Funds	738,274.96	618,775.29	618,775.29	0.00	83.81%	61,522.91	63,326.04	63,326.04	0.00	102.93%
46591	Coordinated School Health - ARRA	113,000.00	59,883.24	59,883.24	0.00	52.99%	9,416.67	6,589.03	6,589.03	0.00	69.97%
46594	Family Resource Centers - ARRA	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
46610	Career Ladder Program	100,000.00	81,417.96	81,417.96	0.00	81.42%	8,333.33	38,705.93	38,705.93	0.00	464.47%
46640	Vocational Equipment	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
46981	Safe Schools-ARRA	282,868.89	132,280.46	132,280.46	0.00	46.76%	23,572.41	0.00	0.00	0.00	0.00%
46990	Other State Revenues		17,274.84	17,274.84	0.00	0.00%		0.00	0.00		
46790	Other Vocational	6,137,431.04	1,376,651.13	1,376,651.13	0.00	22.43%	511,452.59	210,324.20	210,324.20	0.00	
47141	ESEA Title 1		0.00	0.00	0.00	0.00%		0.00	0.00		
47401	American Rescue Plan Grant #1	0.00	181,134.12	181,134.12	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
47590	Other Federal Through State	60,184.08					5,015.34	0.00	0.00		0.00%
47990	Other Federal Direct Revenue	333,000.00	0.00	0.00	0.00	0.00%	27,750.00	0.00	0.00	0.00	0.00%
48610	Donations	0.00	23,599.16	23,599.16	0.00	0.00%	0.00	9,999.16	9,999.16	0.00	#DIV/0!
48990	Other Revenue	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
49600	Proceeds from Sale of Capital Assets	0.00	32,400.00	32,400.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
49700	Insurance Recovery	0.00	45,717.87	45,717.87	0.00	0.00%	0.00	43,386.66	43,386.66	0.00	#DIV/0!
Total	Revenues	\$ 75,363,806.97	\$ 60,822,173.59	\$ 60,822,173.59	\$ -	80.70%	\$ 6,280,317.25	\$ 6,412,142.84	\$ 6,412,142.84	\$ -	102.10%

Expenditures

71100	Regular Instruction Program	(30,355,462.00)	21,665,682.46	21,654,582.33	11,100.13	-71.37%	(2,529,621.83)	2,283,409.50	2,272,409.37	11,000.13	90.27%
71150	Alternative Instruction Program	(346,710.00)	264,028.84	264,028.84	0.00	-76.15%	(28,892.50)	27,774.18	27,774.18	0.00	96.13%
71200	Special Education Program	(5,427,421.00)	3,987,683.72	3,987,456.44	227.28	-73.47%	(452,285.08)	443,606.80	443,479.58	127.22	98.08%
71300	Career And Technical Education	(3,799,515.00)	4,153,884.51	4,059,470.28	94,414.23	-109.33%	(316,626.25)	433,986.68	461,360.79	(27,374.11)	137.07%
71400	Student Body Education Program	(681,239.00)	443,492.24	443,492.24	0.00	-65.10%	(56,769.92)	17,408.72	17,408.72	0.00	30.67%
72110	Attendance	(220,842.00)	185,155.72	175,193.72	9,962.00	-83.84%	(18,403.50)	23,617.25	13,655.25	9,962.00	128.33%
72120	Health Services	(767,563.00)	630,639.36	609,427.96	21,211.40	-82.16%	(63,963.58)	68,884.78	64,051.94	4,832.84	107.69%
72130	Other Student Support	(2,141,340.00)	1,280,082.23	1,257,977.82	22,104.41	-59.78%	(178,445.00)	145,660.54	145,660.54	0.00	81.63%
72210	Regular Instruction Program	(1,378,911.00)	1,028,164.69	1,027,962.54	202.15	-74.56%	(114,909.25)	81,150.36	80,948.21	202.15	70.62%
72220	Special Education Program	(800,703.00)	768,441.61	768,083.55	358.06	-95.97%	(66,725.25)	68,912.47	68,956.41	(43.94)	103.28%
72230	Career And Technical Education	(539,796.00)	385,248.94	384,748.47	500.47	-71.37%	(44,983.00)	43,996.97	43,498.47	498.50	97.81%
72250	Technology	(1,578,682.00)	1,337,547.18	1,239,703.06	97,844.12	-84.73%	(131,556.83)	74,634.03	64,130.21	10,503.82	56.73%
72310	Board Of Education	(1,154,080.00)	876,536.67	876,136.67	400.00	-75.95%	(96,173.33)	45,712.58	45,712.58	0.00	47.53%
72320	Office Of The Superintendent	(329,165.00)	248,224.90	247,262.40	962.50	-75.41%	(27,430.42)	31,171.71	30,409.21	762.50	113.64%
72410	Office Of The Principal	(4,629,221.00)	3,524,976.02	3,524,976.02	0.00	-76.15%	(385,768.42)	378,035.55	378,035.55	0.00	98.00%
72510	Fiscal Services	(299,611.00)	211,714.68	211,714.68	0.00	-70.66%	(24,967.58)	19,744.89	36,257.72	(16,512.83)	79.08%
72520	Human Services/Personnel	(210,792.00)	126,511.63	126,511.63	0.00	-60.02%	(17,566.00)	25,628.05	25,628.05	0.00	145.90%
72610	Operation Of Plant	(5,788,084.00)	4,258,968.86	4,224,670.40	34,298.46	-73.58%	(482,340.33)	306,977.32	289,585.23	17,392.09	63.64%
72620	Maintenance Of Plant	(4,146,920.00)	3,086,057.18	1,498,103.44	1,587,953.74	-74.42%	(345,576.67)	906,282.46	272,418.43	633,864.03	262.25%
72710	Transportation	(3,931,857.00)	3,159,401.86	2,403,381.62	756,020.24	-80.35%	(327,654.75)	921,401.22	283,331.56	638,069.66	281.21%
72905	American Rescue Plan Act Expenditure	0.00	0.00	0.00	0.00	0.00%	-	0.00	0.00	0.00	0.00%
73300	Community Services	(160,274.00)	149,871.43	117,070.43	32,801.00	-93.51%	(13,356.17)	15,303.80	15,393.80	(90.00)	114.58%
73400	Early Childhood Education	(1,423,112.00)	1,051,769.75	1,051,423.75	346.00	-73.91%	(118,592.67)	109,803.04	125,757.04	(15,954.00)	92.59%
76100	Regular Capital Outlay	(235,000.00)	325,693.84	236,333.42	89,360.42	-138.59%	(19,583.33)	116,265.17	49,529.00	66,736.17	593.69%
82130	Education Debt Service	(24,328.00)	0.00	0.00	0.00	0.00%	(2,027.33)	0.00	0.00	0.00	0.00%
82230	Education Debt Service	(61.00)	0.00	0.00	0.00	0.00%	(5.08)	0.00	0.00	0.00	0.00%
99100	Transfers Out	(1,000,000.00)	0.00	0.00	0.00	0.00%	(83,333.33)	0.00	0.00	0.00	0.00%
Total	Expenditures	\$ (71,370,689.00)	\$ 53,149,778.32	\$ 50,389,711.71	\$ 2,760,066.61	74.47%	\$ (5,947,557.42)	\$ 6,589,368.07	\$ 5,255,391.84	\$ 1,333,976.23	110.79%
Total	141 General Purpose School	\$ 3,993,117.97	\$ 7,672,395.27	\$ 10,432,461.88	\$ (2,760,066.61)	-192.14%	\$ 12,227,874.66	\$ (177,225.23)	\$ 1,156,751.00	\$ (1,333,976.23)	1.45%

**Cumberland County, Tennessee
Local Option Sales Tax Collections
General Purpose School Fund
FY 2023-2024**

Month	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Budget	FY 23-24 Actual	Difference
August	\$ 801,418	\$ 838,289	\$ 870,571	\$ 1,020,777	\$ 1,166,927	\$ 1,351,767	\$ 1,432,873	\$ 1,434,099	\$ 1,226
September	\$ 780,570	\$ 819,089	\$ 865,871	\$ 952,467	\$ 1,107,995	\$ 1,364,864	\$ 1,446,756	\$ 1,362,368	\$ (84,388)
October	\$ 765,307	\$ 825,937	\$ 846,819	\$ 919,285	\$ 1,083,881	\$ 1,264,424	\$ 1,340,289	\$ 1,298,385	\$ (41,905)
November	\$ 779,901	\$ 787,757	\$ 859,937	\$ 973,849	\$ 1,106,688	\$ 1,299,471	\$ 1,377,439	\$ 1,294,789	\$ (82,650)
December	\$ 732,522	\$ 806,666	\$ 871,317	\$ 983,974	\$ 1,132,259	\$ 1,289,256	\$ 1,366,611	\$ 1,366,010	\$ (601)
January	\$ 751,619	\$ 779,663	\$ 827,204	\$ 977,133	\$ 1,159,721	\$ 1,298,903	\$ 1,376,837	\$ 1,314,873	\$ (61,964)
February	\$ 898,277	\$ 942,493	\$ 1,057,209	\$ 1,278,153	\$ 1,304,344	\$ 1,471,897	\$ 1,560,211	\$ 1,630,073	\$ 69,863
March	\$ 643,613	\$ 676,708	\$ 731,082	\$ 897,298	\$ 965,550	\$ 1,156,878	\$ 1,226,291	\$ 1,130,567	\$ (95,724)
April	\$ 652,075	\$ 690,817	\$ 710,630	\$ 828,199	\$ 999,451	\$ 1,131,461	\$ 1,199,349	\$ 1,187,369	\$ (11,979)
May	\$ 781,890	\$ 815,144	\$ 854,049	\$ 1,178,207	\$ 1,264,205	\$ 1,398,362	\$ 1,482,264		
June	\$ 758,856	\$ 825,043	\$ 828,973	\$ 1,096,183	\$ 1,185,985	\$ 1,309,063	\$ 1,387,607		
July Accrual	\$ 814,461	\$ 878,558	\$ 947,306	\$ 1,114,903	\$ 1,298,919	\$ 1,399,744	\$ 1,483,729		
Total	\$ 9,160,509	\$ 9,686,164	\$ 10,270,968	\$ 12,220,428	\$ 13,775,928	\$ 15,736,090	\$ 16,680,255	\$ 12,018,534	\$ (308,122)

Amendment # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the CTE General Funds required a revision to account for an increase in Non-Certified Sub, State Retirement, Social Security, Life Insurance, Career Ladder Program, Retirement Hybrid Stabilization and Dental Insurance.
WHEREAS, the Medical Insurance, Certified Sub, Other Salaries and Wages line will decrease to cover the amount.
THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May, 2024 that the following budget amendment be adopted:

General Purpose Budget Amendment

Decrease Expenditures:		
141-71300-195	Certified Substitute Teachers	\$11,000.00
141-71300-207	Medical Insurance	\$18,400.00
141-72230-189	Other Salaries and Wages	\$ 5,700.00
	Total Decrease:	\$ 35,100.00

Increase Expenditures:		
141-71300-198	Non-Certified Substitute Teachers	\$18,400.00
141-71300-204	State Retirement	\$11,000.00
141-71300-117	Career Ladder Program	\$ 2,000.00
141-71300-217	Retirement Hybrid Stabilization	\$ 1,000.00
141-72230-201	Social Security	\$ 300.00
141-72230-204	State Retirement	\$ 2,000.00
141-72230-206	Life Insurance	\$ 100.00
141-72230-208	Dental Insurance	\$ 300.00

Total Increase: \$ 35,100.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: Nays: Abstain:

Sponsor: _____ County

Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote: Ayes _____ Nays _____ Abstain _____

RESOLUTION # _____
 Cumberland County, Tennessee
 General Program School Fund

WHEREAS, the General budget requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day
 of May 2024, that the following budget amendment be adopted:

Decrease Expenditures

141-71200-116	Teachers	\$	24,000.00
141-71200-128	Homebound	\$	7,000.00
141-71200-163	Aides	\$	22,000.00
141-71200-189	Other Salaries & Wages	\$	21,084.00
141-71200-195	Certified Substitute Teachers	\$	13,000.00
141-71200-201	Social Security/Medicare	\$	12,000.00
141-71200-207	Medical	\$	1,000.00
141-72220-207	Medical	\$	4,500.00
141-72220-355	Travel	\$	10,958.00
Total Decrease Expenditures		\$	115,542.00

Increase Expenditures

141-71200-117	Career Ladder Program	\$	2,500.00
141-71200-198	Non-Certified Substitute Teachers	\$	27,000.00
141-71200-204	Retirement	\$	3,200.00
141-71200-725	Special Education Equipment	\$	1,858.00
141-72220-105	Supervisor	\$	1,200.00
141-72220-124	Psychological Personnel	\$	33,000.00
141-72220-161	Secretary	\$	1,800.00
141-72220-189	Other Salaries & Wages	\$	21,084.00
141-72220-201	Social Security/Medicare	\$	6,000.00
141-72220-204	State Retirement	\$	17,000.00
141-72220-217	Ret-Hybrid Stabilization	\$	900.00
Total Increase Expenditures		\$	115,542.00

BOE Member

Chairman of the Board

ATTEST:

Ayes: _____ Nays: _____ Abstain: _____

 Director of Schools

Sponsor: _____
 County Commissioner

Approval: _____
 County Mayor

Attest: _____
 County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

RESOLUTION # _____ -

Cumberland County, Tennessee

General Program School Fund

WHEREAS, the General budget requires revision to allocate additional funds

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Federal Budget Amendment

Increase Revenue

141-46980	DIDD Grant (Refund for Adult Changing Table)	\$	<u>5,000.00</u>
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Increase Expenditures

141-71200-725	Special Education Equipment	\$	<u>5,000.00</u>
Total Increase Expenditures		\$	<u>5,000.00</u>

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Resolution #
 Cumberland County, Tennessee
 General Program School Fund

WHEREAS the General budget requires revision to reallocate resources.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, and by the Cumberland County Commission meeting on June 17th, 2024, that the following budget amendment be adopted.

General Budget Amendment

Increase Expenditures:

141-71100-195	Certified Substitute Teachers	\$10,000.00
141-71150-116	Teachers	\$12,000.00
141-71150-117	Career Ladder Program	\$1,000.00
141-71150-163	Aides	\$200.00
141-71100-207	Medical Insurance	\$10,000.00
141-71150-201	Social Security	\$200.00
141-71150-206	Life Insurance	\$100.00
141-71150-217	Retire-Hybrid Stabalization	\$750.00
141-72110-161	Secretary	\$750.00
141-72110-204	State Retirement	\$1,000.00
141-72110-207	Medical Insurance	\$2,000.00
141-72110-217	Retire-Hybrid Stabalization	\$1,000.00
141-72120-105	Supervisor/Director	\$1,000.00
141-72120-201	Social Security	\$500.00
141-72120-207	Medical Insurance	\$1,500.00
141-72120-208	Dental Insurance	\$500.00
141-72130-117	Career Ladder Program	\$1,500.00
141-72130-170	Security Coordinator	\$10.00
141-72210-105	Supervisor/Director	\$3,500.00
141-72210-206	Life Insurance	\$100.00
141-72210-217	Retire-Hybrid Stabalization	\$1,000.00
141-72250-524	Staff Development	\$500.00
141-72310-513	Workman's Compensation Ins	\$40,000.00
141-72320-117	Career Ladder Program	\$1,000.00
141-72320-207	Medical Insurance	\$1,500.00
141-72410-139	Assistant Principals	\$33,000.00
141-72410-117	Career Ladder Program	\$2,000.00
141-72410-161	Secretary	\$16,000.00
141-72410-162	Clerical Personnel	\$1,200.00
141-72410-207	Medical insurance	\$16,500.00
141-72410-217	Retire-Hybrid Stabalization	\$1,000.00
141-72510-162	Clerical Personnel	\$40,000.00
141-72520-161	Secretary	\$500.00
141-72520-399	Other Contracted Services	\$6,000.00

141-72610-502	Building & Contents Insurance	\$39,955.00
141-72710-146	Bus Drivers	\$10,000.00
141-72710-162	Clerical Personnel	\$16,000.00
141-72710-189	Other Salaries & Wages	\$35,000.00
141-73300-189	Other Salaries & Wages	\$6,500.00
141-73300-206	Life Insurance	\$100.00
141-73300-208	Dental Insurance	\$100.00
141-73400-116	Teachers	\$7,000.00
141-73400-206	Life Insurance	\$50.00
141-73400-207	Medical insurance	\$5,500.00
141-73400-217	Retire-Hybrid Stabalization	\$2,000.00
Total Increase in Expenditures		\$330,015.00

Decrease Expenditures:

141-72510-105	Supervisor/Director	\$40,000.00
141-72410-104	Principals	\$50,000.00
141-72310-207	Medical Insurance	\$41,500.00
141-71100-116	Teachers	\$60,710.00
141-72120-131	Medical Personnel	\$3,500.00
141-72210-129	Librarians	\$4,600.00
141-72520-105	Supervisor/Director	\$7,000.00
141-72620-335	Maintenance & Repair	\$39,955.00
141-72710-207	Medical Insurance	\$64,000.00
141-73300-105	Supervisor/Director	\$4,200.00
141-73400-163	Aides	\$14,550.00
Total Decrease in Expenditures		\$330,015.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____
County Commissioner

Approval: _____
County Commissioner

Attest: _____
County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution #

Cumberland County, Tennessee

General Program School Fund

WHEREAS the State of Tennessee has awarded funding for summer learning programs for K-8th grade and summer transportation, and the award is on a reimbursement basis through the General Purpose School fund.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, and by the Cumberland County Commission meeting on June 17th, 2024, that the following budget amendment be adopted.

General Budget Amendment

Increase Revenues:

141-46590	Other State Funds	\$51,991.96
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Total Increase in Revenues \$51,991.96

Increase Expenditures:

141-72710-425-BUS	Transportation-Fuel	\$51,991.96
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Total Increase in Expenditures \$51,991.96

SPONSORED BY:

APPROVED BY:

BOE Member

]

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

RESOLUTION # _____ -

Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Federal 901 budget requires revision to allocate additional funds

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Federal Budget Amendment

Increase Revenue

142-901-47143	Additional Allocation	\$	<u>86,908.00</u>
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Increase Expenditures

142-901-71200-336	Maintenance & Repair-Equipment	\$	2,000.00
142-901-71200-399	Other Contracted Services	\$	<u>84,908.00</u>
Total Increase Expenditures		\$	<u>86,908.00</u>

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: _____ Nays: _____ Abstain: _____

Director of Schools

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

RESOLUTION # _____

Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Federal 911 budget requires revision to allocate additional funds

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Federal Budget Amendment

Increase Revenue

142-911-47145	Additional Allocation	\$	<u>2,886.00</u>
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Increase Expenditures

142-911-71200-499	Other Supplies & Materials	\$	<u>2,886.00</u>
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Total Increase in Expenditures		\$	<u>2,886.00</u>
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SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: _____ Nays: _____ Abstain: _____

Director of Schools

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Budget Amendment # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Federal ARP Homeless 2.0 Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Federal ARP Homeless 2.0 Budget Amendment

Decrease Expenditures:

142-704-72210-524	In-Service / Staff Development	\$6,000.00
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\$6,000.00

Increase Expenditures:

142-704-72710-599	Other Charges	\$6,000.00
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\$6,000.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of Schools

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote:

Ayes: ____ Nays: ____ Abstain: ____



RESOLUTION # _____ -

Cumberland County, Tennessee

Federal Program School Fund

WHEREAS, the Federal BBLC budget requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Federal Budget Amendment

Decrease Expenditures

142-891-71200-207	Medical Insurance	\$	7,000.00
Total Decrease Expenditures		\$	7,000.00

Increase Expenditures

142-891-71200-198	Non-Certified Sub	\$	1,500.00
142-891-71200-499	Other Supplies & Materials	\$	5,500.00
Total Increase Expenditures		\$	7,000.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: _____ Nays: _____ Abstain: _____

Director of Schools

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Budget Amendment # _____

Cumberland County, Tennessee

Federal Program School Fund

WHEREAS, the Consolidated Admin Budget required a revision to match ePlan approved line items,

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Consolidated Admin Budget Amendment

Decrease Expenditures:

142-011-72210-499

Other Supplies and Materials

\$100.00

\$100.00

Increase Expenditures:

142-011-72210-105

Supervisor/Director

\$100.00

\$100.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ____ Nays: ____ Abstain: ____

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk



Budget Committee Vote:

Ayes: ____ Nays: ____ Abstain: ____

Budget Amendment # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Federal ESSER 3.0 Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of March 2024, that the following budget amendment be adopted:

Federal ESSER 3.0 Budget Amendment

Increase Revenues: **\$276,866.89**
142-933-47401

Decrease Expenditures:
142-933-71100-599 **Other Charges** **\$65,717.00**

\$342,583.89

Increase Expenditures:
142-933-72210-399 **Other Contracted Services** **\$65,717.00**
142-933-76100-706 **\$276,866.89**

\$342,583.89

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ____ Nays: ____ Abstain: ____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:
Ayes: ____ Nays: ____ Abstain: ____

*To Match
ePlan
KJ*

Budget Amendment # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Federal Title I Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day
of May 2024, that the following budget amendment be adopted:

Federal Title I Budget Amendment

142-101-47141	Decrease Revenue	\$128,460.80
<u>Decrease Expenditures:</u>		
142-101-72130-599	Other Charges	\$128,460.80

Increase Expenditures:



SPONSORED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Budget Amendment # _____

Cumberland County, Tennessee

Federal Program School Fund

WHEREAS, the Title II Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of May 2024, that the following budget amendment be adopted:

Title II Budget Amendment

Increase Revenues:

142-201-47189

Additional Funds Added

\$20,567.26

Decrease Expenditures:

Increase Expenditures:

142-201-72210-599

\$20,567.26



SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Budget Amendment # _____

Cumberland County, Tennessee

Federal Program School Fund

WHEREAS, the Federal Title V Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of March 2024, that the following budget amendment be adopted:

Federal Title V Budget Amendment

Decrease Expenditures:

142-602-71100-429	Instructional Supplies	\$450.00
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Increase Expenditures:

142-602-71100-163	Educational Assistants	\$350.00
142-602-71100-201	Social Security	\$50.00
142-602-71100-204	Pensions	\$50.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____



CENTRAL CAFETERIA FUND
Line-Item Budget Amendments

K. Hamrick

WHEREAS year-end reallocations are required to balance specific lines of the budget where certain lines were under projected.

WHEREAS all lines of the budget are required to end the year with a positive balance.

THEREFORE, be it resolved that the following budget line-item amendments be approved by the Cumberland County Board of Education meeting this 23rd day of May 2024. The Cumberland County Commission does not approve line item amendments not involving wages, but a copy of the amendment will be provided to the Commission for general information.

Increase Expenditures:

143.73100.336	Maintenance and Repair Equipment	\$2,025.00
143.73100.347	Pest Control	\$250.00
143.73100.355	Travel	\$500.00
143.73100.359	Disposal Fees	\$1,000.00
143.73100.422	Food Supplies	\$70,990.00
Total Increase		\$74,765.00

Decrease Expenditures:

143.73100.354	Transportation -Commodity Delivery	\$14,500.00
143.73100.451	Uniforms	\$1,265.00
143.73100.499	Other Supplies and Materials	\$59,000.00
Total Decrease		\$74,765.00

SPONSORED BY: _____
BOE Member

APPROVED BY: _____
Chairman, Board of Education

ATTEST: _____
Director of Schools, Cumberland County

BOE Vote:

Ayes: ____ Nays: ____ Abstain: ____

CENTRAL CAFETERIA FUND
Line-Item Budget Amendments

A. Hamby

WHEREAS reallocations are required to balance specific lines of the budget where certain lines were under projected to clean up before the year end.

THEREFORE, be it resolved that the following budget line-item amendments be approved by the Cumberland County Board of Education meeting this **23rd** day of **May 2024** and adopted by the Cumberland County Commission meeting this _____ day of **June 2024**.

Increase Expenditures:

143.73100.119	Accountants/Bookkeepers Wages	\$300.00
143.73100.201	Social Security	\$10,000.00
143.73100.204	State Retirement	\$5,000.00
143.73100.422	Food Supplies	\$300,000.00
Total Increase		\$315,300.00

Decrease Expenditures:

143.73100.167	Maintenance Personnel Wages	\$300.00
143.73100.165	Cafeteria Personnel Wages	\$315,000.00
Total Decrease		\$315,300.00

SPONSORED BY: _____
BOE Member

SPONSORED BY: _____
County Commissioner

APPROVED BY: _____
Chairman of the Board

APPROVED BY: _____
County Mayor

ATTEST: _____
Director of Schools

ATTEST: _____
County Clerk

Ayes: _____ Nays: _____ Abstain: _____

Ayes: _____ Nays: _____ Abstain: _____

RESOLUTION # _____

Cumberland County, Tennessee

CENTRAL CAFETERIA FUND

WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved to receive private funding from No Kid Hungry.

WHEREAS, these funds are provided to increase the CCSNP Central Cafeteria Fund budget to support the summer rural non-congregate meal program. Whereas the funds have been designated to help supplement the cafeteria staff wages associated with the summer meal program.

THEREFORE, be it resolved that the following budget line-item amendments be approved by the Cumberland County Board of Education meeting this **23rd** day of **May 2024** and adopted by the Cumberland County Commission meeting this _____ day of **June 2024**.

Increase Revenues:

143.48610	Donations	\$5,000.00	
Total Increase:			\$5,000.00

Increase Expenditures:

143.73100.165	Cafeteria Personnel Wages	\$5,000.00	
Total Increase:			\$5,000.00

SPONSORED BY: _____
BOE Member

SPONSORED BY: _____
County Commissioner

APPROVED BY: _____
Chairman of the Board

APPROVED BY: _____
County Mayor

ATTEST: _____
Director of Schools

ATTEST: _____
County Clerk

Ayes: _____ Nays: _____ Abstain: _____

Ayes: _____ Nays: _____ Abstain: _____

Re: NKH Grant Award - Cumberland County Schools

Kathy Hamby <khamby@ccschools.k12tn.net>

Wed, May 8,
8:59 AM (7
days ago)

On Tue, May 7, 2024 at 10:48 AM Spady, Marissa <mspady@strength.org> wrote:
Hi Kathy,

It is my pleasure to let you know that your organization has been selected to receive a grant from No Kid Hungry to support your Rural Non-Congregate Summer meal program. There was a very competitive application pool and although not all organizations were able to receive their full request, we hope this will help with the support needed to make an impact in serving students in your community.

Our grants team will be sending out the grant award and agreement this week, so be on the lookout for more details.

Cumberland County Schools will receive \$5,000 to go towards staffing for the rural non-congregate summer meal program. We know this isn't your full requested amount but hope it will assist you with incentives for staff to help the program run smoothly.

If you have any questions, please let me know. I look forward to working alongside you to help feed Tennessee's children in Summer 2024.

Best,
Marissa

Marissa Spady MS, RD

No Kid Hungry, State Campaigns
She/Her/Hers/Herself
p: 757.651.9145

NoKidHungry.org | mspady@strength.org

Issued:	Procedure:	
	Policy Reference:	
July 2004	Field Trip and Excursions	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved _____ Overnight X Out of State X

This form is to be submitted to the principal and received in the appropriate Director's office 2 weeks prior to the date of the trip for approval. **OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.**

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then afterward filed in the principal's office.

School CCHS Subject/Grade Level 11
 Trip Requested By JEFF WRIGHT Date of Trip JUNE 24 - 29
 Destination National Skills USA Competition City Atlanta GA State GA
 Departure Time JUNE 24 Return JUNE 29 Admission per student \$ PAID

Special Services: Check ALL that apply. Prior approval is required. School Nurse SpED Bus SpED Assistant
 Student has 504 plan Bus with Lift

- Please Check Type of Activity
- Academic Field Trip
 - Incentive Field Trip
 - School Clubs
 - Band/Chorus
 - Competition
 - Sports
 - Special Classroom Trip (Describe) _____
 - Other _____

Teachers Going:	# of Students
<u>JEFF WRIGHT</u>	<u>1</u>
_____	_____
_____	_____
_____	_____
_____	_____

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 1

- Additional Chaperones (If Needed) _____
- Cafeteria Notified
 - Substitute Requested (If Needed)
 - Purchase Order Requested
 - Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature _____ Cell Phone # 931-260-1029 Principal's Signature _____ Date 5/16/24

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____		Director of Schools _____	

<i>To be completed for out-of-state and overnight school sponsored trips only</i>	
<input type="checkbox"/> Approved <input type="checkbox"/> Denied	
Director of Schools _____	Date of Board Approval _____

Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: Field Trip and Excursions	Policy Reference: 4.302 Exhibit B
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Cumberland County Schools Field Trip Request

In State/Pre-approved _____ Overnight Out of State

This form is to be submitted to the principal and received in the appropriate Director's Office 2 weeks prior to the date of the trip for approval. OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then filed in the principal's office.

School SMHS Subject/Grade Level FFA
 Trip Requested By Rachel McClanahan Date of Trip 10/22-10/26
 Destination National FFA Convention City Indianapolis State Indiana
 Departure time _____ Return _____ Admission per student: \$ _____
 Special Services needed such as school nurse, handicap vehicle, etc. _____

Please check type of Activity:

- | | |
|--|---|
| <input type="checkbox"/> Academic Field Trip | <input checked="" type="checkbox"/> Competition |
| <input type="checkbox"/> Incentive Field Trip | <input type="checkbox"/> Sports |
| <input checked="" type="checkbox"/> School Clubs | <input type="checkbox"/> Special Classroom Trip (description) _____ |
| <input type="checkbox"/> Band/Chorus | <input type="checkbox"/> Other _____ |

Teachers: Chris Burns # of Students 15-20
Rachel McClanahan
Chelsea Phillips
 Total: 3 Total: _____

Additional Chaperones (if needed) _____

- Cafeteria notified Purchase order requested Permission slip obtained (should be taken on trip)
 Substitute requested (if needed)

Rachel McClanahan 615-653-8147 Kelly Smith 5/3/24
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

For transportation Department Only			
Drivers: (1) _____	(2) _____	(3) _____	(4) _____
Beginning Mileage _____	Ending Mileage _____	Total miles _____	
Amount to be paid driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____		Director of Schools _____	

This section to be completed for out-of-state or overnight school sponsored trips only	
<input type="checkbox"/> Approved	<input type="checkbox"/> Denied
Director of Schools Signature _____	
Date of Board Approval _____	

Christie VanWinkle
Principal



Kasey Lowe
Assistant Principal

Glenn L. Martin Elementary School
1362 Miller Avenue * Crossville, TN 38555
Phone (931) 484-7547 Fax (931) 484-8785

Date: April 29, 2024

From: Christie VanWinkle, Principal

To: Cumberland County Board of Education
Mr. William Stepp, Director of Schools

Re: Portrait & Yearbook Agreement

Please approve the attached photography agreement with SimplePix for the 2024-2025 school year. Thank you for your consideration in this matter.

Thank you,

Christie VanWinkle



PORTRAIT & YEARBOOK AGREEMENT

School Year(s)

2024 - 2025

School: Glenn L. Martin Elementary County: Cumberland District: Cumberland County Schools
 Address: 13.62 Miller Avenue City: Crossville State: TN Zip: 38555
 Phone: 931-484-7547 Grades (Low-High): K - 8 Enrollment: 77.5
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Christie VanWinkle</u>	<u>cupchurch@ccschools.k12tn.net</u>	
Asst. Principal:	<u>Kasey Lowe</u>	<u>lowek@ccschools.k12tn.net</u>	
Bookkeeper:	<u>Valarie VanHorn</u>	<u>vvanhorn@ccschools.k12tn.net</u>	
Secretary:	<u>Jo Bryson</u>	<u>jbryson@ccschools.k12tn.net</u>	
YB Adviser:	<u>Rachel Davis</u>	<u>rdavis82@ccschools.k12tn.net</u>	
PD Coordinator:	<u>Valarie VanHorn</u>	<u>vvanhorn@ccschools.k12tn.net</u>	
Student Data:			

- FALL** Commission: 50%
- SPRING** Commission: 50 % (Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes: K & 8th - Folios
- OTHER:** Sports Notes: _____
- OTHER:** YB Pics Notes: YB Clubs & YB Superlatives
- OTHER:** Staff Group Notes: \$100 deducted from Fall Commission
- YEARBOOK** Pages: 60 Copies: 200-249 Cover Type: Hard BASE PER COPY: \$26.43
 *Arrival Date: 4/15/24 Submission Date: 4/1/25 Tax Rate: 9.25% TAX PER COPY: \$2.44
 *Yearbooks Arrive 10 Business Days After Cover & All Pages are Finalized and Submitted SHIPPING: Included
 Options: _____ TOTAL PER COPY: \$28.87

Notes:

Nathan Hardman 4/23/24 Nathan Hardman
 SimplePix Representative Signature Date SimplePix Representative Name
Christie VanWinkle 4/23/24 Christie VanWinkle
 School Representative Signature Date School Representative Name

**Dr. Scott Calahan, Principal
Cumberland County High School
660 Stanley Street
Crossville, TN 38555
School: (931) 484-6194**



May 2024

Mr. Stepp and the Cumberland County Board of Education:

I respectfully request that the following general budget items be retired from Cumberland County High School:

May 2024 BOE RETIRE LIST

see attached retire sheet

Respectfully,

Steven Miller

**Dr. Scott Calahan, Principal
Cumberland County High School
660 Stanley Street
Crossville, TN 38555
School: (931) 484-6194**



May 2024

Mr. Stepp and the Cumberland County Board of Education:

I respectfully request that the following CTE budget items be retired from Cumberland County High School.

Please see retirement inventory sheet

1867 Standalone Cabinet
1868 Standalone Cabinet

Respectfully,

Steven Miller

Cumberland County High School~CCHS

Room Inventory Worksheet

5/15/2024

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ 180256874	Apple G4 iBook Laptop	unknown	LAPTOP		UV4240G5R72	\$0.00	
___ 180256875	Apple G4 iBook Laptop	unknown	LAPTOP		UV4240G1R72	\$0.00	
___ 180256876	Apple G4 iBook Laptop	unknown	LAPTOP		UV4240G6R72	\$0.00	
___ 180256877	Apple G4 iBook Laptop	unknown	LAPTOP		UV424082R72	\$0.00	
___ 180256878	Apple G4 iBook Laptop	unknown	LAPTOP		UV42409BR72	\$0.00	
___ 180256879	Apple G4 iBook Laptop	unknown	LAPTOP		UV4240G2R72	\$0.00	
___ 180256880	Apple G4 iBook Laptop	unknown	LAPTOP		UV4240GOR72	\$0.00	
___ 180256882	Apple G4 iBook Laptop	unknown	LAPTOP		4H5212RORCT	\$0.00	
___ 180256883	Apple G4 iBook Laptop	unknown	LAPTOP		4H5220UVRCT	\$0.00	
___ 180256884	Apple G4 iBook Laptop	unknown	LAPTOP		4H5212NRRCT	\$0.00	
___ 1867	Storage Cabinet	B250A	STORAGE CABINET			\$269.00	
___ 1868	Storage Cabinet	B250A	STORAGE CABINET			\$269.00	
___ 41416	NEO Charge/Sync Cart	unknown	CHARGE CART			\$0.00	
___ 45688	Apple 21 1/2 inch iMac Computer	unknown	COMPUTER		C02Q7157FY0T	\$0.00	

Cumberland County High School~CCHS

Room Inventory Worksheet

5/15/2024

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ S02222	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202QXS4	\$0.00	
___ S02233	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202UCPB	\$0.00	
___ S02246	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202R5C0	\$0.00	
___ S02282	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202RJRC	\$0.00	
___ S02311	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202UAYX	\$0.00	
___ S02320	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202RF5L	\$0.00	
___ S02321	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202Q1SN	\$0.00	
___ S02336	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202RL0W	\$0.00	
___ S02378	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202PY0Y	\$0.00	
___ S02400	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202TJY1	\$0.00	
___ S02416	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202RJEU	\$0.00	
___ S02440	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202QB1U	\$0.00	
___ S02467	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202R5CL	\$0.00	



William G. Stepp Director of Schools

Teresa Boston Board Chair

May 14, 2024

Mr. William G. Stepp

Cumberland County Board of Education

368 Fourth Street

Crossville, TN 38555

Dear Mr. Stepp and Board of Education,

I am submitting to you the Food Service and Special Education Department's list(s) of items to be retired by the BOE at May's regular scheduled board meeting. Please include these lists on the consent agenda for retirement approval. If you have any further questions or concerns, please contact Marilyn Noel.

Sincerely,

Marilyn Noel *MN*

Kathy Hamby *KH*

Marlene Holton *MH*

Central Services
Room Inventory Worksheet

5/9/2024

18-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
<u>FOOD SERV</u> 102960	Powers Equipment 780 59"w Cold Wall Milk Cooler	780	APPLIANCE		1-3881177	\$0.00

Central Services
Room Inventory Worksheet

5/13/2024

SPED

18-306ARETIRE FOOD SERV/SPED HALL - Virtual SPED Retire				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
3272S	Balt Rolling Cart	Presentation Cart	CART			\$229.00
3411S	Elmo TT02RX Document Camera	TT02RX	CAMERAS & EQUIPMENT		459958	\$585.00
5741	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2-130527-0383	\$849.00
5742	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2-130527-0435	\$849.00
5754	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2-130527-0060	\$849.00
5757	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2-130527-0410	\$849.00
5764	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2-130527-0430	\$849.00
5771	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2-130527-0290	\$849.00

Homestead Elementary School

3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

May 15, 2024

Mr. William Stepp
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Mr. Stepp and Board of Education,

I am submitting Homestead Elementary's list of items to be retired by the BOE at May's regular monthly meeting. Please include these lists on the agenda. If you have questions, please let me know.

Sincerely,

A handwritten signature in black ink that reads "Mary Edmonds". The signature is written in a cursive, flowing style.

Mary Elizabeth Edmonds
Principal

For General Retire- May		
Prop #	Model	Reason for Retire
46709	Electric Organ	Oboslete/Broken
s00115	Dell 3100 Chromebook Laptop	Oboslete/Broken
46874	OKIOCAM Document Camera	Oboslete/Broken



Mitch Lowe, Principal

The Phoenix School
931-456-1228
203 Taylor Street
Crossville, TN 38555

Phone:
Fax: 931-456-9862

May 9, 2024

Dear Ladies and Gentlemen:

On behalf of The Phoenix Campus, I am requesting the retirement of the following items by the Cumberland County Board of Education.

Items to Retire: Chromebooks:

#S04036
#S04049
#S04637

See attached.

Sincerely,

A handwritten signature in cursive script that reads "Sharon Miller".

Sharon Miller
Assistant Principal

Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	Product No.: 2000098
---	-----------------------------

NO
IMAGE
AVAILABLE



Manufacturer: Lenovo
 Model: 100e 2nd Generation
 Product Type: CHROMEBOOK
 Area: None
 Price: \$0.00
 Other 1:
 Other 2:
 Other 3:

SKU:
 Projected Life: 0

Notes:
 Each laptop includes Google Chrome Management
 per Elbert Farley 2.23.21MN

Tags	Count:	3	Accessories	Price	Units
S04049	S04637		No Accessories Issued With This Item		
S04036					



Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

Kelly J. Smith

Principal

TO: Mr. William Stepp, Director of Schools
Cumberland County Board of Education

FROM: Kelly Smith, Principal
April Moore, Assistant Principal
Stone Memorial High School

RE: Inventory Items for Retirement

DATE: May 15, 2024

Dear Mr. Stepp and B.O.E. Members:

Attached you will find a list of inventory items that are slated for retirement. Our SMHS Technology Technician, CTE Auditor, or our School Inventory Auditor have inspected each item. The property no longer serves the staff or students of SMHS or would the property serve another Cumberland County student or employee. Please accept our proposal to retire the items and know that we will follow all proper protocols to dispose of them once approval is granted.

If you have any questions, please feel free to contact us. To ensure that our inventory is accurate and our school materials records are kept current with fidelity, Mrs. Moore is working diligently to collaborate with others, especially technology, special education, and CTE departments to maintain accuracy through TIP-Web IT.

Respectfully submitted,

Kelly Smith
Principal

April Moore
Assistant Principal

Stone Memorial High School~SMHS

Room Inventory Worksheet

5/15/2024

79-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price
1001270	Apple 20 inch iMac Computer	unknown	COMPUTER		YM03227SD WY	\$0.00
18012	Delta Drill Press	unknown	SHOP EQUIPMENT		14506	\$0.00
18098	Fleetwood 1790413xx00 Mobile Instructern	1790413xx00	FURNITURE			\$0.00

Tag Information



Tag: 18012	Device Name:
Serial: 14506	External IP:
Site: Stone Memorial High School~SMHS	Internal IP:
Location: Room: 79-Ag Shop	Last Login Date:
Department: CTE	Last Login User:
Asset Type: Standalone	Last Seen Date:
Status: Available	LAT/LONG:
Scan Date: 05/24/2021	MAC Address:
RFID: Not Enabled	MDM Status:
	OS:
	Asset Condition:
	Due Date:

Tag Notes: Hayes Conversion - 2020-09-02

Funding Information:

Source: Initial	Account Code:
Order Number:	Purchase Date:
Vendor:	Purchase Price: \$0.00
Funding Source: GENERAL	Invoice Date:
FRN:	Invoice Number:
State Funding:	Expiration Date:
Federal Funding:	

Product Information:

Product: Delta Drill Press

Number: H1024

Product Type: SHOP EQUIPMENT

Manufacturer: Delta

NO
IMAGE

Tag Information



- Detail
- Status History
- Audit History
- Ticket History
- Components
- Attachments

Tag: 18098	Device Name:
Serial:	External IP:
Site: Stone Memorial High School~SMHS	Internal IP:
Location: Room: 79-E23	Last Login Date:
Department: CTE	Last Login User:
Asset Type: Standalone	Last Seen Date:
Status: Available	LAT/LONG:
Scan Date: 04/10/2024	MAC Address:
RFID: Not Enabled	MDM Status:
	OS:
	Asset Condition:
	Due Date:

Tag Notes:

Funding Information:

Source: Initial	Account Code:
Order Number:	Purchase Date:
Vendor:	Purchase Price: \$0.00
Funding Source: GENERAL	Invoice Date:
FRN:	Invoice Number:
State Funding:	Expiration Date:
Federal Funding:	

Product Information:

Product: Fleetwood 1790413xx00 Mobile Instructern

Number: H1343

Product Type: FURNITURE

Manufacturer: Fleetwood



4.1.24

Cumberland County Board of Education Administrative Procedures

EXECUTIVE APPROVED
William Lopez
SUPERINTENDENT
John Lopez
BOARD CHAIRMAN

30th 2024
DATE
4/30/24
DATE

Issued: July 2004	Procedure: Field Trip and Excursions	Policy Reference: 4.902 Exhibit B
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In State/Pre-Approved _____
Overnight _____
Out of State X

This form is to be submitted to the principal and received in the appropriate Director's office 2 weeks prior to the date of the trip for approval. **OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.**

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then afterward filed in the principal's office.

School Stone Elementary Subject/Grade Level 6-8th Band
 Trip Requested By Kristin Lopez Date of Trip May 25th, 2024
 Destination Lake Winnebegasaukah City Lakeview State GA
 Departure Time 8am Return 7pm Admission per student \$ 50

Special Services: Check ALL that apply. Prior approval is required. School Nurse SpED Bus SpED Assistant
 Student has 504 plan Bus with Lift

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) _____
- Other _____

Teachers Going: _____ # of Students 40

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 40

Additional Chaperones (if Needed) _____
 Cafeteria Notified Purchase Order Requested
 Substitute Requested (if Needed) Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature Kristin Lopez Cell Phone # 309-737-6045 Principal's Signature William Lopez Date 3-21-24

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____		Director of Schools _____	

To be completed for out-of-state and overnight school sponsored trips only

Approved Denied

Director of Schools _____ Date of Board Approval _____



Stephanie R. Barnes, Principal

1219 Cook Road, Crossville, TN 38555

(931)456-5636

Fax (931)456-5369

stoneel.ccschools.k12tn.net

Mr. William Stepp, Director of Schools
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

We kindly request your approval for the Stone Elementary band to attend an end-of-the-year band incentive trip to Lake Winnepesaukah. The trip will take place on Saturday, May 25, 2024.

Sincerely,

A handwritten signature in black ink that reads "Stephanie R. Barnes".

Stephanie R. Barnes
Principal