

Board of Education
October 26, 2023 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday, October 26, 2023, 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:	Absent
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
-[Brinley Davis-Martin Elem.](#)
-[Brystol Davis-Martin Elem.](#)- Ms. Teresa Boston- Boston led the board members in a Moment of Silence. After a Moment of Silence, Brinley and Brystol Davis from Martin Elementary led the audience in the Pledge of Allegiance.
3. Welcome to Visitors - Ms. Teresa Boston - Boston advised, we'd like to welcome all of our visitors. Thank you for being here. We appreciate your interest in our children's education and how we approach the upcoming future. Also at this time, and I know it's probably not the appropriate time, but Mrs. Colleen Mall is one of our county commissioners and Mr. Joe Cheryl is one of our county commissioners and we appreciate so much you being here. Thank you and welcome.
4. Special Recognition
[Student Board Representatives](#)
-[Braden Whitehair](#)
-[Nicole Ranson](#)
-[Owen Brown](#) - Ms. Teresa Boston - Boston advised, next is our special recognition. Our Student Board Representatives. I'm going to put you on the spot tonight. I'm going to let you introduce yourselves. I'm

from SMHS. I'm Nicole. I'm a senior there. Phoenix High school. I'm a senior too. My name is Brayden Whitehead. Boston replied, thank you for being here.

5. Roll Call (See Above) Boston advised, let the record show that Ms. Nichols is not present tonight, due to a death in her family.
6. 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."
7. *Approval of September 27, 2023 Special Called Minutes & September 28, 2023 Regular Board Meeting Minutes (See Exhibit #1) Boston advised, next on the agenda is the Approval of the Minutes. I'll entertain a motion to approve September 27th and September 28th Minutes. Safdie advised, so moved. Stout advised, second. Boston replied, so I have a first and second. Any discussion. No one responded. A Voice Vote was taken.

Motion to approve September 27, 2023 Special Called and September 28th Regular Board Minutes as presented.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Stout

Yes: 8, No: 0

MOTION: Motion Carried

8. *Approval of Agenda (See Exhibit #2) Boston advised, next is the approval of the agenda. Hamby advised, motion we approve the agenda. Safdie advised, I would like to amend the agenda, if it's okay with you. Hamby replied, I will remove my motion. Safdie continued, I would like to approve the agenda with 15.H.2 and 15.H.3 combined. Boston asked, is that a motion? Safdie replied, that is a motion. Hamby replied, I will second that. Boston advised, so we have a 1st and 2nd to approve the agenda. Any discussion? Davis replied, I'd like to make a motion to remove an item. Boston replied, OK. Well, we've got to deal with this motion first. Hale asked, what was your motion? Davis replied, we'll go after he goes. Boston replied, let him go. So we're approving the agenda. Any discussion? No one responded. Boston replied, so the agenda has been approved. Davis replied, well no, my motion was to remove an item from the agenda. Not to approve the agenda. Boston replied, no, your motion was to combine. Safdie replied, no, my motion was combined. His motion is to remove, so parliamentarian. Hamby replied, we need to back up and remove the motions that have been set forth and start over. Boston replied, okay. Hamby continued, because his motion and Mr. Safdie's are something to do with the agenda before we approve it. Boston replied, OK, so you made a motion that we combine 15H. Hamby replied, so we can vote on that first. Boston replied, I thought that's what we were voting on. Hamby replied, no, we were voting on the agenda. Boston replied, OK. So we combined. OK, so now, Mr. Davis, your motion. Davis replied, I would like to make a motion to remove or table the committee appointments this evening. Boston asked, number 16? Davis replied, yes. Boston asked, you want to remove it? Davis replied, yes. King advised, I will second that. Boston

replied, so we've got a first and second. Hamby replied, Roll Call. King replied, discussion. Hamby replied, he asked for discussion. King asked Davis, any discussion, you made the motion. Davis replied, sure, yeah. I would like to ask that we take a different look at how we are approaching this appointment based on four different policies. Policy 1.3, Policy 1.1, Policy 1.101, Policy 1.201, and Policy 1.4. Boston replied, OK. What do those policies say? Davis replied, the cliff notes version of those policies is that we are currently operating outside of the intent of those policies from the appointment process of how we are to determine is whether or not we have committees and the operation of those committees. Hamby asked, can you repeat this so I can look them up? Because I'm not aware of what you're saying. Boston replied, 1.3, 1.1, 1.01. Davis replied, 1.101. Boston continued, 1.101, 1.201, and 1.4. Davis replied, yep. I just feel it being our best interest to continue discussing how we operate per our policy before we decide how or who or what method we continue in the future and I can elaborate if you'd like. King asked, can we put 1.300 up there? Hamby replied, that's the 1.3 that he's got on there. King replied, can we put it up on the wall? Safdie asked, could have a separate vote with approval of the committees? Boston replied, yes. Hamby replied, I'm a little confused as to. Boston asked, Chris, are you trying to get ready to say something? King replied, no. I just; if you read it, I will say something. If you read that first sentence, what does it say? Safdie read, however, special committees composed the board may be appointed by the chairman at the direction of the board. So what I think is confusing about this is #16. They're #16 should have two motions. Boston replied, two components. Safdie continued, two components. One is the approval of the committees, in which the board can either not approve or approve, and then the membership of the committees. OK, so that may not be clear in item 16, but that is the intent. Stout replied, yes, two parts. Davis replied, so currently 16 is asking us to approve the appointment of the committees as they've been determined currently, right? Boston replied, yes. Davis continued, so what we're asked to do tonight is vote on. Boston replied, as they're proposed. Davis replied, as they're proposed and my ask is that we continue to talk about this in a different setting to identify as to whether or not we are operating correctly, because I don't know if we're going to get it sorted today. Safdie replied, I see his point, but respectfully I think that the policy is very clear. It says that a special committees can be determined or appointed by the chairman with approval of the board. Stout replied, at the direction. Safdie continued, at the right direction of the chairman and the direction of the board. Davis replied, the direction of the board. So the board hasn't directed the chairman to establish committees. Hamby replied, that's what we're voting on tonight. Davis replied, no. we're voted on the committees that were already appointed. Boston replied, if you approve the committees, then you go back and approve the appointments and then the committees can proceed forward and conduct business. Davis replied, exactly so. I guess we'll get into it. Boston replied, we will. Davis replied, the point being made is we've got two different states. We've got a current state and an as policy state. Our current state is that currently as up to this point, the chair had solicited interest via e-mail for those that would like to join these committees. The second ones volunteers were replaced. Those that volunteered were placed on the committee that was nominated for. This is the way that we're currently operating. Committees voted on without established, defined need or board approved issues that the board discussed. Boston asked, where are you reading from? I'm reading from how we're operating. Boston replied, OK. Those are just your words. Safdie replied, those are his notes. Davis replied, yep. So committees set meeting dates whenever they see fit. They discuss whenever they see fit. Committees vote to bring issues to the full board for board approval. So in order of operations, that's how we establish the committees and take them in and out of committees. So we're looking to appoint people in these committees without a need or an issue. So if we reference one of our policies here, we referenced 1.3. It says that Policy Committee, however, special committees composed of board members may be appointed by the chairman at the direction of the board. So how do we determine the direction of the board? Hamby replied, we take a vote. Boston replied, by your vote tonight. Davis replied, OK, so at the vote and as the needs of the board shall require, so how do we determine what the needs of the board shall require? Stout asked, how do we determine what the needs are for the committees? Safdie replied, right, I mean, I think the day before yesterday's meeting, you made it clear that you would like

to see the needs of the board presented at a quarterly basis with one meeting at a time. That's the issue that you want. You want to change the composition of how we conduct meetings, which is fair, I mean, but whether or not I think there are several issues that we're looking at. I mean all of us are looking at. One, we have a new director. OK, the director and I fully support our director. I want to let you know that. OK, however, the director only has a year of experience as a director and the issue then becomes do we want to established quarterly meetings that go over all of the material that have transpired. That's related to the board after three months? Well, I mean, that's what we are talking about. Davis replied, I appreciate you summarize that, but that's not what I'm proposing. I'm just proposing that we follow what we say we are going to do. Stout replied, I think we need to be concerned about making sure we're following what our policy states. Safdie replied, we take a vote and the Chairman has the discretion at the board, at the advice of the board to bring forth the committees. OK, so now we can at this point, now I may be wrong. Davis replied, it says the committees, composed of board members, may be appointed, not shall be by the chairman at the direction. Means the direction of the board. The board says to the chairman, chairman we would like committees because we have these issues and we have these concerns. Stout replied, and these are the committees that we want to have handle it. Safdie replied, well that what's going to take place today? Boston replied, that's what's going to take place tonight. Davis continued, but we've not gotten to the point we've identified that we have a need in deed to have a committee. We're just saying we're gonna have committees, because we're going to look for them. Instead of saying we've got something, we're going to work on and then we're going to vote for it, right? So we're just saying we're going to have meetings forever. Without having a specific need to actually conduct the business at hand. We don't have business, then why meet? Boston replied, well, if the majority of the board approves these committees, then the majority of the board has established a need for the committees proposed. You can take any committee you want and disengage it. It's whatever the majority of the board proposes and needs in order to further carry on the business of this district and the board. If these committees are approved or if they're not. Then business can carry on and you don't have to wait for another; well, the next meeting we have is December. So you've let the business that needed to be conducted. Davis asked, but what is that? If we know we got business to conduct, that's what my ask is. What is it? We don't know what it is now. We just know we need a committee to deal with it in the future. Boston replied, well you know. Davis asked, is that what were saying. Boston continued, we've got policies. Davis replied, well our policy says the issues need to be discussed by the committee. The issues to be discussed by the committee must be approved in advance by the entire board, so the entire board should determine what the issue is and then shove it to the committee, not the vice versa. What we're doing currently is the committees are going; have the autonomy to go, operate and determine what it is that those issues are. They vote on it and then they send it back to the board. Boston replied, Mr. Davis, let's go ahead and vote. Davis replied, okay. Boston continued, on whether it stays on the agenda, so we can move on. Davis replied, okay. Boston continued, and then if it stays on the agenda, then you further discuss it. If it doesn't, you're beating the dead horse. Davis replied, okay. Davis replied, that's why I was asking to move it today so we could actually. Boston replied, but let's go ahead and vote whether it stays. Davis continued, whether or not we shot ourselves in the foot. Safdie replied, I don't think we'll shoot ourselves in the foot with any decision. Boston replied, okay. Any further discussion? Safdie replied, call for question. Boston replied, the motion is to remove #16 from the agenda. A Roll Call Vote was taken. Motion Failed. Boston replied, so it will stay on the agenda. Now can I get a motion to approve the agenda? Hamby replied, I make a motion we approve the agenda with Mr. Safdie's changes combining 15.H.2 and 15.H.3. I do believe that's what it is. Boston asked, is that correct, Mr. Safdie? Safdie replied, yes. Hale replied, second. Boston replied, okay, so we have a first and second. We're combining 15.H.2 and 15.H.3. We have a first and second to approve the agenda. Any discussion? No one responded. A Voice Vote was taken.

Motion to combine 15.H.2 and 15.H.3.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Hamby

Yes: 8, No: 0

MOTION: Motion Carried

Motion to remove or table the committee appointments #16.

VOICE VOTE: (mover-yes) Davis

(seconder-yes) King

Yes: 3, No: 5 Davis:
Yes, King: Yes, Stout:
Yes

MOTION: Motion Failed

Motion to approve the agenda with Mr. Safdie's changes combining 15.H.2 and 15.H.3.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

Yes: 8, No: 0

MOTION: Motion Carried

- 9. Acknowledgement of Elected Officials - See Agenda item #3
- 10. Community Comments - Boston advised, next is our Community Comments.

Name: David Stout 47 Bluff View Terrace, Fairfield Glade, TN
Subject: How the board operates. The board should operate as a business, and it's time for a change.

Name: Craig Clark 2266 Hwy 68, Crossville, TN
Subject: Cumberland County Budget, board functioning as a team, committee process, and improvement in operations.

- 11. *Brown Property Consideration (See Exhibit #3) Boston advised, next on the agenda is our Brown property and could you pull up the letter. We have a new offer from the Cantrell family or from the Brown family? Earl the previous offer was \$650,000. Patton replied, correct. Boston continued, and our new offer is \$450,000. \$50,000 down. \$50,000 to be paid this year and \$200,000 for the next two years.

We wanted to put this before. I think we touched on it just a few minutes in the work session the other day, but I will entertain a motion. King replied, Madam Chair, I would move to take no action. Hamby advised, and I will second that. Boston replied, okay. Is there any discussion? King replied, I think we discussed it last time. Boston replied, I think we did. I'm going to do a Roll Call just in case. The motion is to take no action. A Roll Call Vote was taken. Boston asked, one of the two, Mr. Patton or Mr. Stepp, could we respond to the Cantrell family? Patton replied, certainly. Boston replied, thank you.

Motion to take no action.

VOICE VOTE: (mover-yes) King

(seconder-yes) Hamby

Yes: 8, No: 0

MOTION: Motion Carried

12. School Board Reports - Boston continued, School board reports next is our TLN report.

12.A. TLN Report - Ms. Shannon Stout Stout replied, just so you all know, there's a new title for my position. It was Legislative Representative. We are now called Legislative Liaisons. So a little bit of a change there going into the new year. Our new Federal Education Funding Work Group is going to be meeting 11/6 through 11/15, and they're going to be looking into the Tennessee Education Funding Numbers from the last five years, which total \$10.4 billion. Federal documentation requirements and the costs associated along with those requirements. That we have to follow and stipulations for the federal funds that we take and they've been tasked with formulating a plan for funding by the state before the legislature returns in January. So they're going to be working on that process and then next month, we have a new system for assigning letter grades to our schools. So that's going to begin. In 2017, a state law was passed requiring this new system, but the development rollout was postponed due to COVID. So they're just getting it up and going again. In September, I attended a Board of Education, State Department Regional Town Hall in Putnam County, and Mr. Stepp was there as well. The department and the new Education Commissioner, Reynolds, were collecting feedback and suggestions regarding the other indicators, which is the only optional criteria and it's the third of the criteria for assigning these school grades. So by law, by this law in 2017 there are now two required criteria academic and student growth. The first criteria, academics is defined by the percentage of students meeting or exceeding grade level expectations on their state tests. The 2nd criteria is growth defined by progress students are making on state test performance compared to the average progress of all students statewide, and then the third criteria is the optional one. That, they're working on pulling together the other indicators criteria. So they've got a school letter grade working group and they've pulled individuals together from across the state in several different roles throughout the education system and the legislature. I even saw when I went through the list there was a parent on there. So they've got some parent involvement. They met five times during this month, and they were tasked with helping to create letter grade calculations for schools. That is transparent, meaningful and easy to understand and that was per the task given by Commissioner Reynolds. The goals to have A through F letter grades published for each school on the state report card in November. So that is forthcoming here, this next month. If y'all want more details or if you want to view the working group meetings, you can go to the Education Department website and you just search school letter grades and all that information is out there. That wraps my requirement. Thank you. Stepp advised, and I can send a

link to that to the board through e-mail, so you can just click and go. Stout replied, thank you, Mr. Stepp.

13. Board Member(s) Report from Training(s) - Boston advised, next on the agenda is the any other board members that can report from any training? King replied, I'm just going to say they have webinars periodically. I've attended those. They're good. Stout replied, yeah, that's why I jumped in on October lunch and learned, The Board Minutes and Voting. It was good.
 14. Legal Report - Mr. Earl Patton - Boston advised, next on the agenda is the Legal Report, Mr. Patton. Patton replied, there is no new litigation and there is no significant change in existing litigation for this month. So we'll have some more news for you next month.
 15. Director's Report- Mr. William Stepp - Boston advised, next on the agenda is our Director's report. Stepp asked, Madam Chair, can I request that we do the Strategic Plan first? I know Mr. Cox isn't from around here and he travels. Would that be okay? Boston replied, absolutely. Stepp continued, so Mr. Bobby Cox, with NIET is going to look at the five-year Strategic Plan. (See Agenda #15.E.)
- 15.A. School Updates Stepp advised, just some school updates real quick before we move on. I'm going to read fast.

School Nutrition

- Health Inspection Scores. All of them are 97% or higher. Four of them were perfect.
- Self-locking door handles have been installed on all kitchen exterior doors. Thank you Maintenance Department for helping us get these installed.
- We have been one of the first countries in the Upper Cumberland to implement the New TDOE Medicaid matching program for Direct Certified Student (J Code) certification. We are looking at increasing our J Coded/Free Direct Cert Student certification by over 1,200 additional students, which means increased funding through TISA and for School Nutrition.
- Joint Farm to School project with Coordinated School Health (CSH) called Tennessee Harvest of the month (July fresh blueberries, August tomatoes, September soybeans).

P-8 Curriculum

- Additional professional development was provided to all 3rd grade teachers, RTI Coordinators, and All Corp Tutors by Bob Alexander, President & CEO of the current curriculum, "Max-The-Test" on test-taking strategies.
- PreK teachers received Connect4Learning curriculum training for their newly re-adopted curriculum on September 22nd. Updated materials will be arriving soon.
- We will be sending a team to the state Middle Grades Math training November 7-9. Our district team will train all Middle Grade math teachers on this material.
- PreK classrooms are nearly full! 234-240 slots have been filled. Every classroom that has been observed by the state has passed their yearly inspection with flying colors.
- All 4th graders in the district toured downtown.

- All 3rd graders participated in Farm Day.
- 5th grade classes are participating in BizTown curriculum and will visit BizTown prior to winter break.
- 8th graders went to TECH for the Career Fair.
- On November 6-9th all 8th graders will tour their high school and TCAT.

9-12 Curriculum

Accountability Phase I-III Appeals Complete

- Federal Graduation Rate
- 10th Grade Cohort Success rate per USED requirement
- 22-23 Assessment Data Files
- 22-23 English Language Proficiency Assessment data
- Chronically Out of School Data

5 year Strategic Plan College & Career Readiness & CCHS Athletics Sub-Committees completed their Goals, Strategies, and Action Steps.

Additional professional development was provided to all ACT Prep teachers by Bob Alexander, President & CEO of the current curriculum, "Max-The-Test".

Professional development provided to high school administration for 6-12 math curriculum.

All athletic directors (4) attended the TSSAA/TMSAA administrator's meeting held at Cookeville High School.

Celebrated the induction of Mr. John Saylor to the CCHS Hall of Fame.

Meeting held with Study Island representatives to explore the feasibility of using the software in support of benchmark testing, ACT prep and RTI.

CCTE

- Work-Based Learning placements for our high schools have grown from 139 students in the Fall of 2022 to 331 students this Fall of 2023.
- Dual Enrollment in CTE alone has grown from 79 students last Fall 2022 to 355 students this Fall 2023.
- 8th Grade Career Fair at Hyder Burks Pavilion sponsored by the Highland Economic Partnership for seven counties. All CC 8th graders county-wide participated in this awesome seventy for the first time with more than 50 businesses represented. Many also ate lunch on TTU's campus lawn in the main quad.
- All CCTE teachers gathered for Professional development on 9-22-23 to incorporate math in the CTE classroom delivered by TTU and learn about resources in our CTE middle school courses.
- All 3rd graders participated in Farm Day hosted by Farm Bureau .

- CCHS & SMHS FFA held their annual event of Fall Farm Day; despite the rain, they still had a great turnout.
- The Upper Cumberland Advisory Council washed in Putnam County. Over 80 participants gathered to discuss how secondary and post secondary partners can prepare students for the workforce. CC has several stakeholders represented.
- Lots of great Career Exploration happening in our middle school grades with our additional ISM teachers. Check out our CTE Facebook page.
- Flat Rock hosted a back-to-school bash, racing a car in front of the school for all students to see and having a Q&A session as well as other festivities with students and staff.

Technology Department

- Inventoried and installed 1200 Chromebooks for all schools.
- Inventoried and installed 100 teacher laptops at CCHS and Stone Elementary
- Completed 1427 work orders to date.
- Installed a new District Wireless Network
- New Look District Website (Thanks to Tabitha)

ESL

- Required Title III-WIDA Standards training has been completed at all schools in the district.
- ESL teachers participated in professional development on the instructional needs of English Learner by developing appropriate ILPs on September 22nd.
- 36 new students have been screened to receive ESL services from ESL teachers in the district.
- Attended Title III Day at the Federal Programs Conference, August 25th

Emergency Management & Security/Attendance/SIS

- Public School Security Grant Submitted
- Granted multiple accountability and graduation rate appeals
- Tennessee Data & Attendance Supervisors Conference
- Successfully enrolled all returning and new students through online registration
- Safe Schools Counselors working head with students

Special Education

- State Special Education PreSchool Grant submitted
- Consolidated carry over funds budgeted submitted
- Federal Conference August 22-24
- Arivett Law Conference September 11-12
- Special Education staff is working diligently to ensure all students are provided needed services.
- School Faculty Meetings that have been completed regarding FAFE/LRE? Accommodations and Modifications/SEBSA, TCA 49-10-1301-1307 for Crab Orchard, Martin, Pleasant Hill, South, Stone, PHS, SMHS
- 65 new students with disabilities have transferred to CCS.
- Current number with disabilities is 873.

Transportation

- TN State Inspection completed. All buses passed with no issues.
- PreK and Kindergarten safety packets delivered to all elementary schools.
- PMSCA Audit Completed. All documentation was approved.

Boston replied, we received an e-mail for the poverty level in each school. Stepp replied, yes, that was Mrs. Hamby and that's what I just talked about. Boston asked, does that affect our TISA money? Stepp replied, yeah, that's the J code. For people that receive free, reduce or receive direct services. So she went in and individually looked at her, and Patricia and Faith individually to every child. To make sure we had them right and there's a new formula. So that new formula got 1,200 more students on Jayco. So that goes into our student information system and it's pulled by the state. So they know how much money we get. Hale advised, I'd like to make a comment about the walk around town, because when I taught 4th grade, that was one of the projects that I enjoy doing with my students. We always learned so much about Cumberland County and I know the schools didn't instigate that. I think Francis Carson started that program a long time ago and she wanted the children of Cumberland County to get to know their community, and I always learned something and we would talk about it and discuss it and I know the 3rd grade going to the farm has been, you know, very successful through the years and that was instigated by the Farm Bureau and of course the experiment station. Because we're out there doing that and the one time that I got to teach 3rd grade, I got to go on the farm trip and so I was excited about that. Boston replied, the kids love it. Hale replied, yeah they do and the teachers. Hamby replied, as a volunteer for several years, I got to enjoy those also and Biz Town was a really great thing also. Hale continued, a lot of good things going on in our school system. Stepp replied, absolutely. Those are all exponential kinds of learning experiences matched up with careers, so it's pretty cool.

15.B. *State Compliance Report (See Exhibit #4) Stepp advised, so going back to 15.B. This is just the State Compliance Report that Mrs. Boston and I have to sign. That we're following all federal and state laws, so we have to do that each year. Hamby asked, does that have to have a vote? I don't think so. Stepp replied, yeah, you need to Hamby replied, I make a motion to approve. Safdie

replied, second. Boston continued, we have a first and second to approve the State Compliance Report that we have to send in each year. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the State Compliance Report.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Safdie

Yes: 8, No: 0

MOTION: Motion Carried

15.C. *CCEA Collaborative Conferencing (See Exhibit #5) Stepp advised, okay, next is the request for Collaborative Conferencing by the Cumberland County Education Association, Mrs. Timpson. She did turn in all the signatures that were required. This doesn't have to be voted on. This initiates the law. This initiates the process. So, by law, once they turn this in we're required by law to start that process, so you don't have to vote on it, but we've already talked, Mrs. Bray and I and Dr. Farley, and we've gone through the law and we're ready to start that process. Boston replied, If it does not require and we're required by law, I think that pretty well covers it. So it does not require a vote. Stepp replied, and I can send out like a Q&A on Collaborative Conferencing to tell the board. So you kind of see what we're doing with that? Boston asked, where's Mrs. Bray? Were you here when we did the very first Collaborative Conferencing? Bray replied, it was my very first day, your last meeting. Boston replied, your first day was our last meeting. Hamby replied, that was five years. Boston asked, did Kacee leave you her notebook? Or did Rebecca Wood leave you her notebook? Bray replied, yes. I have vast amount of information. Boston replied, got it. Okay, because we all had huge notebooks. Thank you.

15.D. *META Litigation (See Exhibit #6) Stepp advised, 15.D. I'm going to defer to Mr. Patton. Patton replied, sure. So several months ago I sent to all of you some information on this lawsuit. It initiated at least the first school district in Tennessee that was involved in this was Clarksville, Montgomery County. This is a lawsuit that has been proposed by the France Law Group in California. It's multi-district litigation similar to the litigation that you've been involved in with JUUL. The same firm that is pursuing this case in several social media companies. This is a little bit different, because you've got a law firm proposing that you join in a suit. They have identified some issues that they believe are affecting students across the country and they are actively recruiting school districts to join in this litigation. Lewis Thomason Firm, Chris McCarty, some of you are familiar with. He is working with the France Group in this litigation. One thing that we might be able to do is to get Chris to come here or maybe participate in a conference call during the meeting to kind of give you some more information about this lawsuit, if you're interested. The documentation that they provided essentially, what they're getting at. Just to give you a snippet and to let the folks here know kind of what's going on. They say that the France Law Group has commenced litigation on behalf of public entities such as school districts against Meta, TikTok, Snap, and YouTube. As well as other social media companies. The lawsuit alleges that these companies have caused a mental health crisis among children and teenagers that is marked by higher proportions of anxiety, depression and thoughts of self harm. All of which severely affect their ability to succeed in school. Many children and teenagers spend an inordinate amount of time scrolling through Meta, Instagram, TikTok and other social media platforms. Where they are subjected to often harmful and exploitative content that encourages disordered eating, unhealthy

social comparison and cyber bullying. As a result of this harmful content, students are experiencing anxiety, depression and other mental health issues. Students performing worse in school are less likely to attend school, are more likely to engage in substance use and to act out somewhat violently. All of which affects a public entities ability to fulfill its educational mission. So I think the main question that you've got to ask yourselves, as board is are these issues affecting us and our kids? I think that should be what drives your decision and how you approach this and to informing as to whether or not this board as a whole is interested in pursuing this litigation. Ignoring the fact who's proposing that you joined in this litigation. I think the primary question this board has to decide is do we have a problem that needs addressing by this type of lawsuit. Safdie asked, Mr. Stepp, what are your counselors say in relationship to this? These problems with the use of social media with our children. Stepp replied, I think a large part of our discussions and this is the direction we're working on Strategic Plan right now is like the trauma informed school system and I think and correct me if I'm wrong, but the principals will agree. The access to information that the students have now is unprecedented and I think it is affecting how they do things. We deal with more mental illness now than we've ever had and I think the community is also recognizing that with the Trauma Informed Community Alliance that we've partnered with. So I think that's the overarching discussion that we're having right now and we feel that social media could play a part in that. Did I hit that about right principals? The principals nodded yes. Boston replied, especially the high school principals. Mr. Callahan, Mrs. Smith do you see? Smith replied, I think it's all grade levels. Hamby advised, I started to say it's all grade levels. Smith replied, parents allow access at a much younger age. Boston replied. they don't get phones until they get to high school, right? Hamby replied, let's try Pre-K. Boston replied, our student representatives, sitting down there, shaking his head. I was hoping that was the case. Whitehair advised, I received my phone in elementary. Safdie asked, do we need a motion to approve? Boston replied, we will need a motion. Hamby replied, I'm gonna make a motion that we approve and allow this to move forward. King replied, second. Boston replied, and joining this lawsuit. Hamby replied, yes and joining this lawsuit and you do have a second. Boston replied, we have a first and a second, with the motion being that this school district join this meta litigation. Any discussion? Stout asked, yeah, Mr. Patton, I looked a little bit about the responsibility for payment to confirm. Can you just clarify for the board how that's going to look for us and if there would be any fees outside of the award that we'd be responsible for? Patton replied, very similar to the JUUL Litigation. I've reviewed the agreement. It is very similar. It's a contingency fee agreement where this board is not going to be responsible for cost unless they recover funds for us. Stout replied, okay and I believe that was 25%, it said of the monetary settlement. Patton replied, it's a pretty standard contingency fee agreed for a case like this in my experience. Safdie asked, is there, let me deviate from this subject, because I'm curious about it. I heard a report that and we're talking about the mental health of our students. I heard that six students, six children a day now die from gunshot wounds. Do you see any vision or have any vision of any lawsuit that will be taking place in the future that will address the trauma the students are in as a result of their knowledge of this? King replied, point of order. That's not what we're talking about here. Safdie replied, oh, thank you. You don't have to answer that question. A point of order was called. Thank you. Boston asked, any further discussion? No one responded. A Voice Vote was taken and then a Roll Call Vote was taken. Boston replied, so the motion carries. The board will join in with the META Litigation and I'm assuming Earl that you will let us know what we need? Patton replied, I will work with Mr. Stepp to execute the documents on the authority that the board's given tonight. Boston replied, and just to proceed and just let us know. Patton replied, yes, ma'am.

Motion to approve and allow this to move forward and joining this lawsuit.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) King

Yes: 7, No: 1 Davis: No

MOTION: Motion Carried

15.E. *Strategic Plan-Mr. Bobby Cox, NIET (See Exhibit #7) Mr. Cox discussed and presented the Strategic Plan attached. See Exhibit #7 for detailed information.

Boston replied, we thank you for leading us through such a detailed report and it's excellent. Cox replied, I appreciate that and I appreciate the opportunity to work with Cumberland County Schools and it is an honor to work with Director Stepp. I've sat in his shoes and I think he has laid out a great path moving forward not only for the district, but getting good feedback from the community and ensuring that Cumberland County is on a firm foundation moving forward. Thank you again for the opportunity to be here. Boston advised, since we're at that spot, it is on the agenda to be voted on. Stepp replied, if you feel you've had enough time to see the bigger overview of it, you know you could vote to approve. Boston replied, I don't. Stepp replied, once we get to December then I can have an open presentation of the Strategic Plan and we can talk through each part if you'd like. Hamby advised, Madam Chair, I'd like to make a motion that we table this, because it's on here for a vote. To table this until we can have further review. So that we have a little longer to look at it. Boston replied, and have some discussions. Stepp replied, yeah, I can set up a presentation if y'all want. Boston replied, I'll second that motion. Any discussion? No one responded. A Voice Vote was taken.

Motion to table this until we can have further review.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Boston

Yes: 8, No: 0

MOTION: Motion Carried

15.F. *TISA Accountability Report (See Exhibit #8) Stepp advised, next is the TISA District Plan. This is required by law. This is new this year, so we sat down with TDOE representative, Dr. Fox and went through creating our goals for student achievement for the next up to 2028, I believe and we have to give explanations and then we report it to the state each year and the the TISA Accountability Report is required annually and the Progress Review board of TISA will determine whether the school district is taking the proper steps to achieve their stated goals. This was created last month. It's been on our website. I presented at the Education Committee. All of this is public announcement and in public review is required. And then it is due November 1st. Boston replied, I'll entertain a motion to approve. Safdie replied, so moved. Boston replied, I'll second that. So we have a first and second to approve the TISA District Plan for 2023. Any discussion? No one responded. A Voice Vote was taken. Stout replied, thank you to the director and supervisors for pulling this together. Pretty big comprehensive plan that was done in a short time. So thank you.

Motion to approve the TISA District Plan for 2023.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Boston

Yes: 8, No: 0

MOTION: Motion Carried

15.G. Annual Planning Calendar (See Exhibit #9) Stepp advised, and next is the Annual Planning Calendar for your review and the Warm Body Count for your review. Boston asked, pull up the Planning Calendar again. I wanted to point something out. There was one thing in October. Did we get that finished? The numbers weren't going to be in until November. Stepp asked, we're talking about accountability. Boston replied, yes. Stepp replied, yeah it's like the letter grade. Everything's been embargoed until they can release their letter grades. I'm not sure how they're doing those formulas. They haven't really clued us in on exactly how they're creating both letter grades and who's going to get A's B's, C's, D's, F's. We've sat in meetings with directors and they're still don't have a good answer, TDOE to how they're doing that. We just know the sports are embargoed until November. So we can't publicly release them, but we have reviewed with the principals there. It's called a heat map that shows their annual measurable objectives and where they are and that kind of stuff. So we've already started talking. I know they're working up plans as we speak, I'm sure. Safdie asked, Mr. Stepp, I know we discussed this on the day before yesterday at our work session. Is there any indication why our school system has specifically this year lost enrollment? Stepp replied, this has happened in other counties around us too. So I'm not sure where they're going. They're going online or what. I don't know where they're going. Then we talked as directors. Several counties populations decreased, which is that our biggest concern is that funding piece, TISA. So it's \$6,860 per child. I don't know if it's home school or online schools, I just know once COVID hit alot of the students like working at home just doing it online. Safdie asked, do we have any statistics on the number which Nick just mentioned? The number of students that are being home schooled and the number of students that are going into private schools in Cumberland County has increased? Do we have any numbers on that? Stepp replied, I can get those numbers for home school. To go to home school they fill out paperwork with us so they can go. Safdie asked, and private schools, church related schools? Stepp replied, we can look at it because they have to request the records from us, so I can try to go through there and look at that. Safdie replied, well, I don't want you to do that unless it's the board's wishes as a whole to have that documentation available. Is there any sentiment of our board members on whether or not he should pursue that data? Davis replied, I like numbers. Stull replied, I don't have a problem with it. Hamby replied, I don't have a problem with it. Stout asked, how complicated would it be? Are we talking about a lot of extra time dedicated? Stepp replied, we'll look through our student information system. Boston asked, is that fairly ready in our hands? Stepp replied, well, Patricia and Faith will have to dig in it. They run our SIS. So I don't know how difficult it'd be because I haven't ever run an SIS before. There's a lot of data, you can collect. Safdie replied, if it becomes too difficult, then at the next board meeting let us know, but it appears that there is no difficulty. Boston replied, I'd like to say this. Safdie continued, our board feels. Stout replied, there's some way to understand where they're heading to? Safdie replied, thank you.

15.H. FYI (See Exhibit #10)

15.H.1. Attendance Report

15.H.2. *HR Job Description

Stapp replied, and then next on the item, I think one of the board members requested these two to be on. Boston replied, yes, the Financial Controller, Mr. Safdie. Safdie replied, well I am. I am thrilled with Kim Bray's performance. She's basically doing 3 jobs at one time, so I would like to make a motion that we remove the Human Resource Officer job description and the Financial Controller job description from our reservoir of employees and just do away with those positions. That's my motion. Hamby replied, I will second that. Boston replied, okay. Davis asked, could you repeat that? Safdie replied, to remove to the Resource Officer job description and the Financial Control job description from our inventory of jobs in the Cumberland County School system. King replied, I have a question. Boston asked, can we? We'll get to discussion in just a minute. Let me repeat the motion. The motion on the floor, we have a first and second is that we remove the HR job description and the Financial Controller job description from our job inventory and so now it's open for discussion. King asked, if by chance, Mrs. Bray were to leave, how will we get that done? Safdie replied, I don't know. King continued, so I think we should leave those positions. Boston replied, if Mrs. Bray leaves we will shut down. Davis asked, why would we remove the positions? Hamby replied, because they've been left unfilled for how long now? Boston replied, well, Mrs. Bray was HR and you took over COO what January? Bray replied, kind of when Kacee left after a month at that. Boston asked, you started doing the job? Bray replied, yes. Boston continued, and then you were HR before, so we had an HR. No we had a finance lady that came in October. She was in office for one month and so these positions have not been filled since that and so they're left sitting there. King replied, so let me speak to that. Having worked here and worn several hats myself. It doesn't work well. It's not efficient and if that person leaves, who does the work? Boston replied, I mean I think it's a very good point. My question would be, is there anything we can do to assist? Whether it be look at the salary, look at the description. Stout asked, what's been the hold up? What's been the hold up and filling the positions, Mr. Stapp? Stapp replied, well first of all just to let you know, we had several people step up to help out Mrs. Bray, just to get through this. We thought it would be super temporary situation we're in. We posted the HR March 1 of 2023, Finance, September 22, again September of 23. Now we got a new Finance Director coming. So I was going to post this finance position once we had that new Finance Director, because we try to be great partners with that team. Because we have to work directly with them. There was only three that met the minimum requirements for HR. We tried to interview all three, only one showed up. We offered the job and they turned it down. Finance, we had five that met the minimum requirements and we changed it to the controller so we could widen the net to get somebody in there with finance experience. We interviewed all five, offered it to two, and they turned it down. Some of the things that they talked about were concerns about the extra duties and the meetings, lack of hybrid work schedule, which is huge in the finance field now, and HR field. They can't work from home. Those hybrid programs you get to work from home, we don't do that here. Also that Finance and HR position are very important positions and we've gotten admin assistants working with Mrs. Bray right now to get through this rough patch, but at no time have I ever talked about removing those positions. They're too important. I mean, if we just look at our budget. How much was our budget this year? How many millions? 64 or 70 when you add all the federal. That person is the pivot person for all of that. So that person also has to work with all the federal program stuff and they help get it ready. That person approves it, then I approve it, and then it goes to the state. So that's a hinge pin position. We got to find somebody. My suggestion would be, you know, let's look at salary. Let's look at what we can do that direction. I know the finance we allowed up to 75, but in the private sector, that's a drop in the bucket in the private sector and same with HR Directors. Boston asked, I think 65 is our HR, is that

correct? Mrs. Bray replied, yes ma'am. Hamby replied, can I ask a question? Could we, if we don't do away with these positions, could we take another look at the job descriptions and see if maybe there's a little bit of changes that we could make in as far as education and experience? Stepp replied, that's what we did. So when we changed the CFO job description, we tried to throw a wider net out by doing that Finance Control. So it wasn't a true CFO position. We wanted to widen the nets to try to find it and they're just making more in the private sector. We've offered that both jobs and they turned them down, because I assume, because of money and some of it is just the the amount of work in those positions. You know, they serve what was it 51 evenings they have to be here in a school year? So that's on top of there come in at 7:30, work till whatever. That's a lot. So Hamby replied, and I'm not saying you don't have education background, whatever, but sometimes you get somebody that's got 25 years experience. Sometimes that experience counts a lot towards the education. Stepp replied, we work solely the ones that interviewed and tell me if I'm wrong, Mrs. Bray, but the ones that we interviewed and offered jobs to their specialty was HR or their specialty was finance. They weren't educators or teachers. Hamby replied, no, no, no, that's not what I mean. I mean like if you get someone that has worked in HR for 25 years and they've got an associates degree but not a bachelor's degree. Davis replied, they'd be considered for that job based on the description they accepted. Hamby replied, the way it's changed now, yes, but before it was not. Stepp replied, it was accounting. Hamby continued, yes and so but, I don't know. We've got to look at these positions. They have got to be filled. If we're going to keep them, they've got to be filled. If we're not going to keep them, then we don't have to worry about it. Safdie replied, we'll given the basis of this discussion and the the comments made. I think it would be in the best interest of the Cumberland County School System, if I withdraw my motion. Hamby replied, and I will withdraw my second. Safdie replied, so I apologize. Stepp replied, no apology. Discussion had to be made. Boston asked, well, is there anything that this board can do, needs to do, or can do? How about that? Can do to assist you in getting these positions filled? Stepp replied, you've given me the flexibility of going up to 75 for the accountant. I don't know if we need to raise that another five. I mean, I'll have to look, let me look at what the average private sector type stuff is and send you the numbers and then you guys look at the numbers and see if we can adjust or want to adjust or however? Safdie asked, you mentioned this hybrid job. Is there any future in that for an accountant in Cumberland County to have a? Stepp replied, Mrs. Bray says no. Bray replied, you have no access outside of this building to the accounting system. Stepp continued, so to get on that server, it has to come from the computer that we have the license for. Bray replied, my office. Stout replied, you have to be here to do the job. Stepp replied, correct. Davis asked, so we don't have a VPN? Bray replied, no. Stepp replied, we go through the Finance Department at Cumberland County. Hamby replied, they don't have hybrid either, the Finance Department. Davis replied, but I mean, we could look into a VPN, right? Stepp replied, we have to do what the Finance Director of the county tells us to do. Davis replied, I know, but, like can we not ask him if we can have a VPN? Hamby replied, we don't have a Finance Director right now. Davis continued, well I mean, they've haven't just quit spending money. Hamby asked, is he still working? Stepp replied, yeah, he's still there. Davis replied, we're trying to make solutions. If we have a quick problem, if we solve every problem with we can't do it, then we're never going to fix anything. I know personally, I do a lot of business through virtual private network. That allows me to do virtually anything from home, and that's what people that want these jobs are at, at home. With more money in their pocket. So for us to say, oh, we can't do it well, did we ask the right person the right question to determine if we can overcome this? Stepp replied, so if we look at the hybrid. Boston asked, what is VPN? Davis replied, virtual private network. Stepp continued, then we'd have to look at policy and procedures and does it just count for certain people here? I mean, we got teachers, we got, we got so many different. Stout replied, it would have to be a specific to the position, if

we were going to look at that. Davis continued, those people are all working; when the door opened for everybody to go home and work. That's where they're at. Like, if you want to compete, you have to compete in the realm that people are in and that's where they are. So money, opportunity, flexibility. That's what they're after not being I guess potentially thought that their limit positions would be eliminated and we'll just triple up on someone. That concept is pretty scary from a person looking to go to work a place. So I would definitely not recommend eliminating job positions just because we can't fill them in the future, but VPN bridges gaps. Boston replied, well, and two, I appreciate Mr. Safdie asking that this be addressed, because then our questions are what can we do to help because these are such important positions. Stepp replied, and we're doing this with a bunch of people. We got 4 1/2 counselors we're short. We're short teachers, you know, bus drivers. We were trying to figure out as many different ways to get people motivated to work for the school system. Hamby replied, and I understand that their positions are empty too, but the CFO and HR is we really need those positions. Boston asked, could we get some numbers as to what we might? I mean, I've thought 65-75 would be sufficient for a Human Resource Officer, then Finance Officer up to we've given him the authority to go up to 75. Could we look at maybe some of the other school districts and see? On that Green Frog we weren't low. We weren't low at all. When they did a comparison with other districts for those positions. Hamby replied, we were pretty much on target. Stout replied, we were pretty close, plus we had the benefits on top of that. Boston continued, but we have a tremendous benefit package. Stout replied, but currently it may have changed a little bit and it might be nice to get an idea of what other districts are doing as far as any kind of blended or virtual environment. Safdie replied, if we had to call up the Comp Controllers Office to find out if it's legally possible to do that, we could. Let me ask a question. Raise your hand if you work for the school system? Everybody who works for the school system. You know, thank you, because all of you are here constantly during our meetings and I just want to let you know that I'm probably not speaking for the board, but I'm going to pretend I am. The Board of Education appreciates that. Multiple board members replied, absolutely and you're speaking for the board. Safdie replied, thank you for clarifying.

Motion to remove the Human Resource Officer job description and the Financial Controller job description from our reservoir of employees and just do away with those positions.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Hamby

MOTION: Motion Withdrawn

15.H.3. *Financial Controller Job Description See 15.H.2 for detailed conversation.

15.H.4. Personnel Report

Stepp replied, to the next our Personnel Reports that we do every month and our Substitute List also. Our school news articles, it's school calendars of events, and I encourage each of you, if there's schools in your districts that you're responsible for. Please reach out to the principal and ask to get added to the calendar list, to the e-mail list and stuff and that way you can. Stout replied, they are good about sending them. Stepp continued, that

way if there's an event you want to go to, you got access to it and as always, I'm available for anyone to come in and talk or phone call anytime. So that's all my report.

15.H.5. Substitute List

15.H.6. Professional Development Report

15.H.7. School News Articles

15.H.8. School Calendar of Events

16. School Board Committees Boston advised, okay next on the agenda are the School Board Committees.
- 16.A. *Appointment of Committee Members (See Exhibit #11) Boston replied, can you pull this document? These are committees that are being proposed. We are proposing to disengage the Safety and Contract and combine Building and Grounds and Safety and the first order of business would be to, I'll entertain a motion to approve. Hamby advised, I'll make a motion to approve. Hale replied, second. Davis replied, I'd like to move to postpone. Hamby replied, we have a motion and second, you can't do that at this time. Can you? Stout replied, yeah, he can do that after the second. Boston replied, just a second, we've got a motion and a second on the floor. For the proposed committees, Let's deal with that first. Hamby replied, and according to Parliamentary Procedures, he said move to postpone. If he has a specific date in mind. Therefore, we have to do that even though we have a first and a second. We have to discuss that. We don't have to approve the postponement, but we have to discuss it. Boston replied, okay. Do you have a date in mind? Davis replied, our next regularly scheduled board meeting. Boston replied, it's December the 7th. We do a Roll Call. Hamby replied, refresh me. We do a roll call vote now, right? Several board members replied, yes. Hamby continued, and we're doing a roll call vote on whether or not to postpone. Boston replied, on the move to postpone. Hamby replied, yes. Davis replied, right. We can discuss prior to voting to postpone, correct? King replied, you can discuss. Hamby replied, you can discuss. I do have a question. You did discuss earlier. Is it the same discussion or? Boston replied, you have made, you have moved to postpone. Davis replied, correct. Boston continued, you have proposed a date. Davis replied, yes. Boston asked, do we discuss? Hamby replied, I don't think we discussed on a move. Boston replied, I think we just vote on a move. Hamby replied, we vote on a move. You don't discuss on a move. Stout replied, right? Hamby replied, yes. So there's no reason for discussion if the postponement is approved, right? Stout replied, we would discuss at the later date. Hamby and Boston replied, yes. Boston continued, if it's approved. Hamby replied, okay, so now we vote on the move. Okay, so what is on the floor is that Mr. Davis has proposed, has moved that we move the discussion on the school board committees to next board meeting, which is 12/7/23. A Roll Call Vote was taken. Boston replied, so now let's go back to the original motion, which is to. Hamby replied, approve this as is. Boston replied, approve the approved committees, disengaging the safety and the contract. King replied, Madam Chair I move to object, because the Policy 1.3 prohibits us from doing it. Boston asked, 1.3 prohibits them from doing what? King replied, having standing committees. Boston replied, no it doesn't. King replied, it's on board if you read it. Stout replied, it does. Boston replied, these are special committees then. We're going to consider these special committees. Safdie replied, the policy is a standing committee and so is the. King replied, so if these aren't standing committees, what are they? Safdie replied, they are special. Boston replied, we are appointing them as special. King replied, that doesn't change anything. Hamby replied, Mr. Patton. Patton asked, what was the last statement made? I didn't hear. Hamby replied, he is saying that she said that we would appoint them as special committees and he is saying that in policy 1.300 that we do not have standing committees. Patton replied, well, that is what the first sentence says, but again, it's the full text of the policy the board shall operate without standing

committees except the Executive Committee and Policy Committee, however. Special Committees composed of board members may be appointed by the Chairman at the direction of the board and as the needs of the board shall require. Now you know, the board by majority vote can suspend policy if it needs; if that's the desire of a majority of the board. Can suspend the policy or can suspend a part of the policy. Davis replied, or we could just correct it instead of. Stout replied, and follow it. Davis continued, and do it as it's supposed to be done. Patton replied, you could. Davis continued, or stop long enough to write it correctly and then follow it. Patton replied, right. Davis continued, or we could just dismiss the fact that it says that it's going to be operated at the direction of the board as the needs of the board should require. So if we don't have direction, we don't have need, then the special committee doesn't have the opportunity to do anything. Boston replied, well, I think we have a need for the committees that we think are appropriate and it's going to be, I mean, you're going to have a budget need, you're going to have building grounds need, you're going to have safety needs and you're going to have athletic need. Hamby replied, and policy. Davis replied, specific needs. Boston replied, it doesn't have to be a specific need. Davis replied, we can just say, there's a need. Stout replied, the way that the policy reads, it does say that they are special committees are appointed by the Chairman and the direction of the board and as the needs of the board shall require. So I think what we're missing is discussing what is the need and do we need to set up a standing committee for that or do we need to set up a special committee for that? If it's a standing committee then we need to come back to our policy and make the adjustments there. If it's a special committee, then it just stands. It's like an ad hoc. It's the special committee that stands to accomplish a task that the board asked us to accomplish and then it's discharged. It's done, so that's the way it reads in our policy. That's the way it reads in the TSBA sample policy. So for us to say we're going to make these special, special committees, that doesn't work because they can't just sit out there and stand out there until something comes up. It has to be for a task and then it's discharged when the work is finished or earlier by the majority of the vote for the board. So if we say we're done with what you need to look into for us, we're disbanding it or discharging you. That may even be before the work has been completely finished. So we can't have standing special committees. It's a standing or it's a special? Does that make sense? Hamby asked, may I say something. Boston replied, yes, ma'am. Hamby replied, talking about as needed, for one policy is absolutely needed and it is a standing committee according to 1st and 2nd. Davis replied, that is an opinion. That is your opinion. Hamby continued, that is according to policy that the Executive Committee and the Policy Committee are standing committees. Stout replied, but we can take a look what we're doing for others. Hamby continued, but also we have a lot of building projects going on. We also have maintenance issues and maintenance projects going on. So therefore that that constitutes building and grounds and safety is always, always needed and that is an all the time thing. Budget, we need a budget committee to discuss our finances everything that's going on. I mean, I don't understand why there has to be so much controversy and so many issues. This is, you know, I don't know. I don't understand it at all. Stout replied, I think the question is, do we need committees for that though? I mean, is there a specific task that we're assigning to those committees that we have to develop a special committee for to accomplish or is this something as we've discussed in our work sessions, that the entire board should be involved in at budget time, with the building and are we muddying the waters for the Director of Schools and for the administration by getting involved in a lot of the school business, that is not the board purview by having involvement as committees. King replied, I think that's why the policy says what it says. Davis replied, and that's why this policy, right board committees is a template that the TSBA has developed and we've adopted, and we've not modified. Now whether or not we pervert it or not, is or we elect to suspend it or we choose to read it in a manner that it's not intended to be read in, right because there's words and language in here that we use the word shall 1,2,3,4,5,6,7 times. Shall's definition is an imperative command, usually indicating that certain actions are mandatory and not permissive. That's what shall means. Cornell Law says the same thing. It says that when it's used,

its intent is to express the command or an exhortation. You shall go. It's used in regulations, directives express what's mandatory it shall be unlawful to carry firearms. It doesn't say may or might or could be, it says, shall. So if we're going to use the word shall right, all reports by special committees shall be made directly to the board. The Board shall operate without standing committees. All reports by special committee shall be made directly to the board. All a special committee serving in advisory capacity shall consist of less than a quorum of the board. So if we decide to have a committee with less than a quorum of the board, can we just say we're just going to change shall with may. We might have a committee we might not. We may have a quorum, we might not. Are we going to follow our language or are we not going to follow our language? Right, our other language says that we were going to follow policy. Policy 1.1 all powers of the board line its action as a group. Therefore individual board members exercise their authority over school system affairs only as they vote to take action at an official board meeting of the board. Board actions, decisions, policies are official only when approved by the majority of the membership of the board at a legally constituted meeting of the board and recorded an official minutes of the board. Board actions and decisions. That document is not board actions or decisions. That document was made independently. That document was not transpired, not given to us in a board meeting. It was given to us in an e-mail. Boston replied, it was attached to the agenda. Davis replied, but it was in an e-mail prior soliciting everybody to be on that list. Boston replied, no, you don't have to be on the list. Davis replied, right. But it's an action of the board and it's not how we operate. We don't operate via e-mail, soliciting people to be on the committee. Boston replied, then let's let the board vote. Safdie replied, call for the question. The question at this point is to move the. Boston and Hamby replied, that's already been done. Hamby continued, the motion in second right now is whether or not to approve the committees. Boston replied, we have a motion and a second on the floor to accept the proposed committees as presented, disengaging the Safety and the Contract. Stout replied, and just the committees, not the committee members. Boston replied, that is correct. We'll get to that next. A Roll Call Vote was taken. During the Roll Call Vote Hale asked, say the motion again. Boston replied, the motion is to accept to approve the proposed committees. Hamby replied, not the members, but the committees. The Roll Call Vote continued. King replied, I will not violate policy. Safdie replied, you may turn that question over to the attorney and have him respond to the question. Did we violate policy? Hamby asked Patton, did we violate policy by voting on that? Safdie replied, he doesn't have to answer it now. Boston replied, may please. I'd like to make a motion that we suspend Policy 1.30 until it can be revisited. Hamby replied, I'll second. Boston continued, so we'll suspend that. Patton asked, the entire policy? King replied, point of order. That's not on the agenda. Patton replied, look at 1.6. It's there. Stout asked, for what reason though? Why would we? Patton continued. 1.6 Policy Development and Adoption. Suspension of Policies, it's page one, line 25. Any board policy or part thereof may be suspended by an affirmative vote by a majority of the members and folks I mean, look state law requires that this board meet four times a year. That's what state law requires. There's an argument, and I understand, and it's a good-faith argument that deals with how you're going to conduct the business in addition to the four meetings a year that the state requires. To put it in perspective, that's really what this is about? How much time is involved? With committees versus special meetings or work sessions, or however you put it. But, I think there's a majority of the board can, however, whatever that majority looks like. Can conduct the business of the board and suspend a policy, can suspend a portion of a policy. I don't think this board is, I suppose it would be appropriate to suspend the part of the policy if that's what your intention is. Boston replied, until it can go before the policy committee, because I certainly have no intentions or it's not my intention to violate policy, but if that's the case, then this policy has been violated. Hamby replied, for years. Boston continued, for years until this particular year, for some odd reason. Safdie replied, at least 2000. Boston continued, no one's ever questioned it. It is being questioned. Now it's being challenged. And so, Mrs. Parliamentarian, we have approved this. We have approved the prospective committees that have been proposed and

that's already been approved. I don't know if this is a parliamentary question or a legal question Earl? But the policy itself is not on the agenda, but it says. Hamby replied, we cannot suspend since it's not on the agenda. Boston replied, I don't think we can. Hamby replied, right. We cannot suspend or partially suspend this policy since it was not on the agenda or can we. Patton replied, no, I think. Boston replied, because it applies, Patton replied, I think you can. I don't think there would be anything illegal about you suspending a policy. Davis asked, so every time somebody wants to just bypass the fact that we're not supposed to change the agenda, we just vote to suspend whatever policies? Boston replied, until we can get it fixed. Davis continued, and we can just get a vote. We can go straight to vote. We're just going to suspend it, we're just going to straight to vote. Hamby replied, and if you have the majority of the vote, yes you can. Davis asked, also how do you know you have the majority of the vote till you vote. Hamby and Safdie replied, you don't. Stout replied, I think that we also need to speak with TSBA regarding this as well, since this is their model policy. Hamby replied, I have spoken with Mrs. White. Stout replied, I have as well. Can we have council on that? Safdie asked, is there a motion? Stull replied, question Earl. Boston replied, there is no motion, because I. Stull asked, in the voting was there a violation or not? Because the way that I read this is that if the majority of the board votes, it's not a violation. Patton asked, the way you're reading which? Stull replied, the Policy. Hamby replied, 1.300. Stout replied, Special Committees by majority of the vote. Patton replied, I do not think that the board has acted illegally. Hamby replied, thank you Mr. Patton. Stull continued, so there's no need to go ahead and suspend the policy. Boston replied, no I will withdraw my motion. Okay, so moving forward, so we can get hopefully get past this tonight. The policy states that the chairman. I sent out an e-mail which has been done. You know, if you have a special interest in a particular committee that you would like to serve. If you do, let me know. I try to, you know, every chairman. I won't say it just me, tries to accommodate. Mrs. Stout, Mr. King, Mr. Davis and Mrs. Nichols did not respond. The remainder of the board members did respond. So I have tried to accommodate as much as possible and so these are the proposals and I'll entertain a motion to accept the proposed members of each committee. Hamby replied, I'll make a motion to approve the proposed. Hale replied, second. Boston replied, okay, I have a first and send to accept the proposed. I'll open the floor for discussion. Stout replied, just from my perspective, I did not submit my name for any of the committees this year, because of the question regarding the standing versus special committees, and I wanted to have the opportunity for the board to be able to discuss the need for that. Before I submitted my names for anything, because we didn't know what type of committees without discussion, we were going to want or need, you know, with the need of the boards or the district was going to be. So there are some committees that I would like to be on. If the board has determined that we are going to establish these committees. Boston replied, well, we can have no more than a quorum. We have less than a quorum and if you put four members, which we have done so in the past, but if you put 4 members. You and you have a two to two vote. You get nothing covered. So we like to keep it at three and three has been normal. If this board approves additional members on committees. That's not up to me. Davis replied, I'd like to say something. Boston replied, sure. Davis continued, I don't want me challenging the current state to appear to be opposition to be combative. I'm asking for y'all to understand that there is, we're trying to do what we say and say what we do and my intent is to work with. Boston asked, is it we? Can you say that again? I'm sorry, I don't know that I understood that. Davis replied, my intention is to work with each of you all in more of this capacity. In a less separated capacity, right? So what I'm asking you guys to do is read this committee policy to a different set of lenses that puts it in order of operation. I can provide that at a later date and I won't get in the weeds on it. I know you want to keep moving and everybody does, but I find it important to understand that if we do continue on and there's five votes and that's all well and good, that's not going to keep me from wanting to work with anybody or doing it. So long as we understand that there are a couple of things that we are going to have to adjust, because it does tell us in here, issues to be discussed by the committee must be approved in

advance by the entire board. There's no way we can misinterpret that, right? Boston replied, I think we can clear this up. I know that I have already asked that this policy would be put on the Policy Committee. Whether it needs to be modified, whether it needs to be updated, whatever the case may be and going to repeat. I've been here for seven years. It's never been challenged before, but it's being challenged now. As long as it's being challenged now, I think we do need to go back and look at it and maybe modify it and I'm going to say clean it up. But I have already asked that this be put on the Policy Committee if the board approved the Policy Committee. Davis asked, when did you ask them? When did you ask for it to be put on the Policy Committee. Boston replied, I asked Mrs. Hamby and I talked and I said this is something because I agree with you on it. Hamby replied, I get emails and messages a lot from different people of, I would like this policy put on the Policy Committee. Boston continued, because we're already getting policies in through TSAA to be addressed. Davis replied, awesome. Again, I'm just intentional about the idea that we work more closely together. Who's on these policies we identified. It doesn't matter the order of the names of the chairperson or how long they've been here. So long as we can identify that the board is going to direct the committee instead of the committees directing the board it's irrelevant and that's why I intended on trying to move this to another date and time. So we could really talk through all these things and identify the things that are overlapping their contradictory within four or five different policies. That was the intent. Boston replied, I think he will find that periodically language in our policies does need to be, because a situation will arise and that, you know, maybe we need to go back and change the policy. Safdie replied, one of the County Commissioners I talked to recently looked at me and said, you know, you can make anything you want out of these policies and interpret them any way you want and I'm going well should we ignore that, then ignore policy or what do we do? Davis replied, I think it depends on what we intend on them to do, which is guide us as a group, right? If we're going to pose a question, what do we do about it? Well, we clean it up. We make it plain language. If we want it to do something. If we want our intentions to be visible, let's mean what we say and say what we mean. Instead of making them vague and well able to be misinterpreted. Safdie replied, but TSBA let me just address that and there's a sort of a procedure that you do with policies. You make them general at first and then if the policy doesn't quite fit then you narrow down the scope of terminology in that policy, but all policies, and this is from TSBA. They start out very broad and as you see that the language that you take might be too broad and conflicting, but actually that's the way of policy at its first level should be written. At the broadest level. Davis replied, yeah, order of operations, I think is we're messing up, but no worries. Boston replied, we have got a motion to accept the committees as proposed, committee members as proposed, and we have a second, is there any more discussion? Stout asked, any other discussion about who wants to be on what committees? Hamby replied, the motion second is for this and if you in my opinion if there's someone that doesn't want to be on one of these committees, can they not let you know that they do not want to be on that particular committee and just. Safdie replied, I'll swap out with anybody you know. I mean somebody wants to be on the Safety and Building the Grounds Committee and. Stout replied, I would like to do that, Robbie. I would take you up on that. Safdie replied, okay. Well I'll swap out and where are you? You're on the athletic? Stout replied, I'm on the Athletic Committee. Safdie replied, I'll go to the Athletic Committee. Stout replied, perfect. Thank you. Boston replied, so Shannon is going on Building and Grounds. Will you make a note of that Diane? Diane replied, yes. Boston continued, and Robbie, you're going to? Safdie replied, swap out with Shannon and be in the Athletics. Davis replied, I'd like to be on Policy Committee. Hale asked, don't we have to vote on what's standing right now before you make these changes? Hamby replied, well, that is kind of the vote and during discussion I guess we can discuss it. Who wants to be on what committee. Stout replied, and then vote on it. Hamby continued, and then finish the vote. Boston asked. whose own policy? If you put a fourth one on policy, you're going to be stuck with two and two vote. Davis replied, to your point Anita. Number 4 in our policy says, the committee shall serve no longer than the annual organization meeting, which is today.

Unless reappointed to finish the designated task. So if we've got a designated task to finish. Then let's keep it going. If not, we're going to say it's done and then we're going to appoint the committees, right. Hamby replied, we are appointing the committees now. Boston replied, we are trying to. Davis asked, are we effectively saying that there's no more business to be by those committees. Boston replied, no, we have reappointed. Davis replied, the new people. Boston continued, the committees. We are now trying. Davis replied, to vote to disengage the safety and contract committee. Boston replied, Yes, we have disengaged the safety and the contract and we have combined building and grounds and safety. It has been a little bit. We can stay hard core and say, you know these are the ones that were proposed. I as every year the chairman always sends out the e-mail and says do you have a special interest? Do you have a special area missed. Mrs. Stout, Mr. King, Mr. Davis and Miss Nichols chose not to respond and I can't read your minds. So that's where that's what we did. So I took the ones that we had that responded that where the interest was and put them as best I could. So I I don't know how else you would challenge that when you don't respond. Stout asked, is there really a concern though, with having four on a committee? Since it's just either a recommendation or not a right recommendation. So we're not really voting to say we're going to do this or not do this. Boston replied, we could be voting to send something to the full board. Stout replied, right. So if it's a split vote, we could say we're still going to send it to the full board and with the notification that the vote was split on it. It was a split vote. Safdie replied, that's reasonable. Stout continued, so if there's some folks who truly want to be involved and it puts a fourth person on the committee, we could just proceed that way. Boston replied, so Nick you want to be on policy? Hamby replied, and policy meets monthly. Boston continued, yes and Shannon's going on building and grounds in place of Robbie. Robbie's going on athletic in place of Shannon. Is that correct? Safdie replied, yes. Boston asked, is that the only changes that we have made? Stout replied, if we're adding a fourth, does anybody else want to be a fourth on one of the other committees? Boston replied, if not, I'm going to move forward. Diane, do you have those changes? McCartney replied, yes ma'am. Stout replied, actually, Theresa, would you mind? I'd like to go ahead and go on budget if we're going to do a fourth. I'd like to be involved on the budget. Boston replied, okay, so we've got Shannon on; this would be so much easier had you just responded. Hamby replied, Building and Grounds and Safety and Budget for Shannon. Boston asked, Diane, tell me the the the changes you've got. McCartney replied, okay, I wrote down Shannon on Building and Grounds. Robbie on Athletics. Nick on Policy. Shannon on Budget. Hamby asked, Nick, are you staying on Athletic? Davis replied, yes, ma'am. Boston replied, you can take my place on Budget, please, please, please. I apologize, this would have been so much easier. Diane, tell me who you've got on budget. McCartney replied, okay per the document Teresa Boston, Chris King, Anita Hale adding Shannon Stout. Boston asked, okay, who have you have on Building and Grounds. McCartney replied, that would be Shannon Stout taking off Robbie Safdie and keeping Rebecca Hamby and Elizabeth Stull. Boston asked, okay and then on the Athletic you're removing Shannon and putting Robbie and on Policy, you've got? Who do you have on Policy? McCartney replied, Becky Hamby, Sherry Nichols, Elizabeth Stull and Nick Davis. Boston replied, those are your proposed members of each committee. Any further discussion? A Roll Call Vote was taken. So those are your approved; that motion approved. Stout asked, and may I make a suggestion for consideration of the board as we move forward with the committees. I had a a county brought to my attention who operated, they don't any longer, but who operated on committees, and they actually chose one day a month to meet. All committees met on the same day and so they would start at, like, 4:00 and it would be from 4:00 through all the committee. They would show up that was on the committees. Boom, boom, boom, boom. If there was something that a committee didn't have that needed to be addressed that month, then that committee passed and it went to the next committee and so there was a standing day and time that they had every month for the committee meetings, and that made it real clear and concise for board members, staff, director, public, media. Everybody could show up. Hamby replied, that would be great if everybody schedule work

together. Stout continued, well, we just picked just like the board meeting. We pick one meeting. That would be a lot easier for one day at a certain time than it is every month trying to find different days. Boston replied, I think that's something that could possibly work except for when budget meets in the April, May time. Stout replied, we could always add more. Boston replied, I think that needs to be in my opinion that needs to be left up to the individual board members who sit on those committees. It's going to be up to them to determine what is the most convenient and how often they need to meet. Building and grounds may not need to meet every month. Stout replied, well, that's what I'm saying. We just set that day and time to start and if Building and Grounds doesn't need to meet, then they don't need meet, but we know that we've got that time set and they just say pass. Pass and know nothing on the agenda for this month, and then the next committee goes. Stepp replied, that would really help my people. I can tell you that. Stout continued, yeah, and it. would allow us to all know we've got this night, this time to work around whatever other obligations that we have and for everybody else and it's all combined in one night. Hamby replied, I think that's something that we will have to discuss at a different time. It is almost 8:00 and I know that I have a family obligation and I would really like to go. Stout replied, that was put out for consideration since we're moving forward.

Motion to accept the proposed committees as presented, disengaging the Safety and the Contract.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

Yes: 5, No: 3 Davis: No,
King: No, Stout: No

MOTION: Motion Carried

scheduled board meeting. Motion to postpone until the next regularly

VOICE VOTE: (mover-yes) Davis

Yes: 3, No: 5 Davis: Yes,
King: Yes, Stout: Yes

MOTION: Motion Failed

Motion to move to object, because the Policy 1.3 prohibits us from doing it. (move was never voted on)

VOICE VOTE: (mover-yes) King

MOTION: Motion Unseconded

Motion to suspend Policy 1.30 until it can be revisited.

VOICE VOTE: (mover-yes) Boston

(seconder-yes) Hamby

MOTION: Motion Withdrawn

Motion to approve the proposed members of each committee with the changes made.

VOICE VOTE: (mover-yes) Boston

(seconder-yes) Hamby

Yes: 7, No: 1 King: No

MOTION: Motion Carried

16.B. Policy Committee - Ms. Rebecca Hamby - Boston replied, next on the agenda is the approval of the First Reading of Policies.

16.B.1. *Approval of First Reading of Policies - Hamby advised, we did not have any first reading. We did not have a meeting in October.

16.B.2. *Approval of Second Reading of Policies (See Exhibit #12) Hamby continued, and we have one for second reading and that was the Policy 4.700 Testing Programs that came out of the Policy Committee for the consideration of the board. Boston advised, I'll make a motion that we approve Policy for 4.700 for Second Reading. Hale replied, second. Boston continued, okay. So we have a first and second to approve, but it doesn't need a second coming out of a committee. I'm so confused. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve Policy 4.700 for Second Reading.

VOICE VOTE: (mover-yes) Boston

(seconder-yes) Hale

Yes: 8, No: 0

MOTION: Motion Carried

16.C. Athletic Committee - Mr. Nick Davis - Boston advised, Mr. Davis, I don't think there was anything coming out of the Athletic Committee. Davis replied, negative.

16.D. Budget Committee Meeting - Ms. Teresa Boston - Boston advised, Budget Committee. There was nothing that came out of the Budget Committee meeting.

- 16.E. Building and Grounds Committee - Mr. Robert Safdie - Boston advised, Building and Grounds Mr. Safdie. Safdie replied, the only thing we made some important headway in our discussion. It was one of those meetings where there wasn't anything that we talked about that had to be approved by the board, but I've given everybody notes on the meeting and thank you Diane, for printing these out. These notes are not official minutes to the meeting. They have not been approved by the board, but if you want to know what took place at the meeting, then the verbatim it's in the the notes, and that's all I'm going to say about it. Boston replied, thank you, Mr. Safdie.
- 16.F. Safety Committee - Ms. Rebecca Hamby - Boston advised, Mrs. Hamby, Safety. Hamby replied, we did not have a meeting, but Mr. Stepp, I had asked before, are all the door locks completed? Stepp asked, Mrs. Bray? Bray replied, they've not all been installed, but they've all been purchased and are on site. We're very close. Stepp asked, so we had a supply chain issue. Is that correct? Bray replied, yes, but they're all here. Hamby replied, that's been going on for a couple of months. Have they updated at all? And I know I work where I have to order supplies. So I do know that happens. Bray replied, they are all on site. Hamby replied, so they are all now on site. So we can complete this. Thank you.
- 16.G. Contract Committee - Ms. Teresa Boston - Boston advised, Contract Committee. There's nothing to report.
17. Chief Financial Officer's Report - Boston advised, next on the agenda is the Chief Financial Officer's report. Mrs. Bray, would you please?
- 17.A. Monthly Financial Report (See Exhibit #13) Bray advised, well, as you can see, we finally some revenues have actually started coming in and it's pretty much caught up with our expenses where they're a little bit different there, but hopefully in the next couple of months that'll square away. So I don't really have any concerns at this time. The only thing that concerns me is you have the Sales Tax Report and you notice that we're already over 100,000 dollars behind there. Hopefully in the next few months that will catch up. Just keep in mind, anytime you look at this that that's a two-month lag. What you see in October is cash register receipts from August. So I'm trying not to panic just yet. Davis asked, Mrs. Bray, when you say behind you mean like month over month? Bray replied, correct, month over month. Yeah, budget to budget, but like I said, you got to keep in mind this is a 2 month lag. So this is what was collected in August. It's just now showing up in October. Everything else, we're pretty much on projections. I don't see anything right now that I'm overly concerned with. Do you have any questions? No one responded.
- 17.B. Monthly Sales Tax Report - See 17.A for discussion.
- 17.C. *141 Budget Amendments (See Exhibit #14) Bray continued, if not, we can move on to the budget amendments. The first one is a grant that Mrs. Hobby applied for from the Governors Book Bus Funds. This is a private fund. This is not taxpayer money, but we were awarded \$16,500 to have a book bus. So we're going to donate a bus and they're going to equip it so that it can go around and visit and children will have better access to books. Stout replied, yeah, that's great. Thank you for your work on that, Mrs. Hobby. Bray continued, the next one is the Public Schools Security Grant. Now, this is not the Safe Schools Grant, because that went away. We've been told right now that this is a one time grant. So this is the only year that we'll be receiving this money. There's no matching funds required, but it's \$282,000 for this one year. Boston asked, what are we doing with this? Bray replied, well, right now we have written into the grant. We have \$100,000 towards fencing. We're buying knox boxes. Mr. Magnussen is wanting to expand his program where we put the six inch numbers and letters on all the doors so that our EMS people, if either would come in an emergency, they could identify what room they're going to, and then I have put

another 100,000 in for some additional lock sets and some cylinders. So that we can standardize some locks at some of our other schools. Safdie asked, do we need to approve that? Boston replied, I need a motion. Safdie replied, move to approve. Davis replied, second. Boston asked, is that both budget amendment? Safdie replied, both budget amendments, please. Boston continued, so there's a motion on the floor to approve both budget amendments. Is there any discussion? No one responded. A Roll Call Vote was taken. Boston replied, so your motion carries and both have been approved. Thank you.

Motion to approve both budget amendments.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Davis

Yes: 8, No: 0

MOTION: Motion Carried

17.D. *142 Budget Amendments (See Exhibit #15) Bray continued, the next one is on the CTE Perkins Basic Grant. This is just to increase the equipment and remove some of the funds that were allotted for industry certifications. Boston asked, do you want to go ahead and do all three of them? Bray replied, sure. The next one is just a cleanup for our Tennessee All Core Budget. Basically, this just aligns with the actual people that we have in place for these positions and it just matches eplan. But we basically had to wait till we got everyone hired until we could determine where we needed certain funds. Safdie replied, move to approve all three. Well, actually 142. Boston asked, all three of? Bray advised, and then the final one is the the Federal ESSER 3.0 and this basically is just reallocating some funds so that we can pay someone a stipend for overseeing the All Core Tutors this year. This would just be a one year. This is the final year, Tennessee All Core. Stout asked, and these are funds that weren't needed in the Social Security category. Bray replied, right. Boston asked, is this the position that Mrs. Bernabei held? Bray replied, right, but this is just a stipend, because someone else has absorbed all the rest of her duties. Boston asked, who absorbed her? Bray replied, Mrs. Hobby. Boston asked, so Mrs. Hobby absorbed? I mean what are you talking about. Stepp replied, all of the Tennessee ALL Core. Bray replied, Tennessee ALL Core tutors? Boston replied, so she absorbed that position is what you're saying. Bray replied, that is correct. Boston replied, I thought you meant she absorbed her salary. Bray made she. no, no, no, no, no I'm sorry. Stepp replied, that's the same number as Dr. Whittenbarger. Boston replied, so we're paying her a stipend to absorb that position. Stepp replied, instead of a supervisors salary. Bray replied, there's a lot of documentation that goes along with Tennessee All Core. There was a grant that had to be written. There's a lot of i's that have to be dotted and t's that have to be crossed. Stepp advised, summer school. Bray continued, summer school, which is an undertaking all into itself. Hamby asked, and this is the last year of that? Boston asked, why did Mrs. Bernabei no longer have that position, and that may be a personal question. None of my business. But if there's a lot of work that goes into it, did we not need that position? Stepp replied, yeah, that's what I assessed it. Boston asked, you assessed that we didn't need that position. Bray replied, and it would have gone away after this year. Boston replied, everything goes away after September the 24th, right at 2024. Stepp replied, whatever that date is. Safdie asked, where did the ballots go? Bray replied, it's just being utilized in other lines. I mean they've absorbed it and it's all learning loss. We have to use a certain amount of those funds for learning loss and we we spending on software and that part of the money we spent this. Stepp replied, Interventionist, all of the above. Safdie replied, so you have these ESSER Funds and you have many internal accounts within the ESSER Funds and it's like a line

item and you can just transfer. Gotcha. Bray replied, it's all got to be attributed to learning loss, to improve learning loss. King replied, Madam Chair. I will second Mr. Safdie's motion to approve 17 D. Safdie replied, thank you Mr, King. Boston asked, is there any discussion? No one responded. A Roll Call Vote was taken. Boston replied, so the motion carries.

Motion to approve all three budget amendments.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) King

Yes: 8, No: 0

MOTION: Motion Carried

18. *Consent Agenda (See Exhibit #16) Boston advised, next on the agenda is the Consent Agenda. King advised, move to approve. Boston replied, okay, so do you have first, do we have a second? Davis replied, second. Boston continued, Mr. Davis seconded. So we have a motion to approve the consent agenda. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the Consent Agenda.

VOICE VOTE: (mover-yes) King

(seconder-yes) Davis

Yes: 8, No: 0

MOTION: Motion Carried

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

18.B. *School Wide Fundraisers

18.C. *Approval of Disposal of Surplus Property

18.D. *Executive Approval

19. Old Business - Boston asked, do we have any old business? No one responded.

20. Questions from Media - Boston asked if there were any questions from the media. No questions were asked.

21. Adjournment

- Boston replied, I'll entertain a motion to adjourn. Hamby replied, I make a motion to adjourn. King replied, second. A Voice Vote was taken. Stout advised, and just a reminder, right, no meeting in November, but December 7th is our next meeting.

Motion to adjourn at 8:07 p.m.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) King

Yes: 8, 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 November 27, 2023.

Tabitha Webb
Board of Education Recorder

(*) Indicates Board Approval Required

Board of Education
September 27, 2023 4:30 PM
Central Services Board Room

The Cumberland County Board of Education met in a special session on Wednesday, September 27, 2023, in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 4:31 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)

Others in Attendance:

Earl Patton, Attorney
Scott Humphreys - Media
Cheryl Duncan - Media

2. Moment of Silence/Pledge of Allegiance- Ms. Teresa Boston - Boston led the board members in a Moment of Silence. After a moment of silence, Boston led the audience in the Pledge of Allegiance.
3. Roll Call (See Above)
4. *Approval of Agenda (See Exhibit #1) Boston advised, next is the approval of the agenda. **(Motion #1)** Hamby advised, I make a motion we approve the agenda. Hale advised, second. Boston advised, okay so we have a first and second. All in favor say aye. (before a Voice Vote was finished) **(Motion #2)** King advised, I have a question. Stout replied, discussion. King continued, I would like to remove items 5 and 6 from the agenda. Boston asked, okay so where do we go from here, Mr. Parliamentarian? We've got a motion to accept as it is and you've made an amendment. Are you willing to amend your first? Hamby replied, no I am not. Boston asked Hale, are you willing to amend your second? Hale replied,

no. Stout asked, well that's not an amendment, right? You're moving. Boston replied, yes. Stout continued, so it requires a vote? Boston asked, the amendment requires a vote? Stout replied, the move requires a vote. Boston asked, from? Hamby replied, we made a motion and a second. He made an amendment. Stout replied, it's not an amendment, he's moving. Boston replied, Mr. King has moved, that items number 5 and 6 be removed from the agenda. Boston replied, I'm going to do a roll call (**Motion #2**). A Roll Call Vote was taken. (The motion failed.) Boston advised, so they will remain on the agenda. (**Motion #1**) All in favor of the agenda as published. A Voice Vote was taken. King requested a A Roll Call Vote be taken. (motion passed) Boston advised, so the agenda will stand as published.

Motion to approve the agenda as published. (Motion #1)

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

Yes: 6, No: 3
Davis: No,
King: No, Stout: No

MOTION: Motion Carried

Motion to to remove items 5 and 6 from the agenda.

(Motion #2)

VOICE VOTE: (mover-yes) King

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

MOTION: Motion Failed

5. Community Comments - Boston advised, next on the agenda is Community Comments. I think Mr. John Patterson, you signed up for Community Comments. Could please state your name, your address.

John Patterson (County Commissioner, 9TH District)

108 Walden Ridge Drive
Crossville, TN

Patterson advised, comments first. I'm glad to see I haven't commented on earlier, but the additional board that people can read for those people on that wall. Who couldn't see it here, could not see it. Secondly, that light fixture still needs to be fixed. I hope it doesn't fall in on Mr. King's head. Today I got it okay, we have a Special Called meeting, yet we don't know what the emergency. What's critical to be discussed is not mentioned here, but I imagine it has to do with the South renovations. You've provided a budget that was passed for 2.6 billion dollars for improvements. You wish to reallocate 2.2 million for this renovation. Renovations going through school with the declining student population. That would leave about four hundred thousand dollars to take care of a host of maintenance items. Some of which perhaps should be considered more critical. We have fire alarms and sprinkler systems that are prone to failure and need to be replaced. I think these safety items should take precedent over any attempt to add classrooms to school just because it's their turn. I think my time might be up, but I

thank you for your attention.

Linda Clark, President of the Cumberland County Tennessee Republican Womens Club

Clark advised, I want to talk to you about transparency. It is not achieved when meetings are called with 24 hours notice. It is not achieved when minutes from meetings conducted in May are not available for public view. Although the Board of Education has defined 24 hours as adequate notice. That doesn't make it so. 24 hours does not provide the public or even school board members with sufficient time to adjust their schedules, much less do research to be prepared for the meeting. Just because the TCA does not specifically define adequate for you does not preclude the use of common sense and courtesy to the public and to one another. Transparency builds trust. An informed public will be supportive of your efforts. Lack of transparency leads to suspicions such as why the heck was this meeting called only one day before a regular meeting is scheduled on an item that the agenda indicates was discussed for months, possibly years. Why the urgency of calling it the day before regular scheduled meeting. Since budget allocation is on the agenda, knowing what transpired in these meetings is relevant. Those missing minutes from the public view don't allow us to have a full view of what's going on here. There are serious statements assigning motivation in the documents that's not a named source on who's making those allegations. This requires you know again a lack of transparency and what is going on, but I caution you since you're going to talk about the evaluation of one another. That this body being able to work together to accomplish positive ends is not helped when there are assigned motivations that are not based on anything substantiated in what I have seen on those documents and I'm not mother to all of you, although I might be old enough to be a mother to some of you, but you know you need to keep in focused what is the mission and you need to strive for transparency that will help you with the public and with one another. So thank you.

Rebecca Stone (County Commissioner, 3rd District)

1013 Sawmill Road
Crossville, TN

Mrs. Stone advised, I just thought I would follow up since I spoke earlier this Spring when y'all were wanting to move money for the South school addition and it was all about Fund Balance then, as I understand the money is not coming from reallocations. It would be coming again, I think the proposal is from Fund Balance and what that would do to your Fund Balance. Your projected Fund Balance is 5.6 million. It was down from last year, down from the year before, and if you take 2.21 million out of it. Your balance will be 3.39 million. Now to do that it would do just like before. You would have to pass it. It would have to go to the Budget Committee. They would have to approve it. It would have to go to the full commission. They would have to approve it and even if it jumped all those hurdles, the State Comptroller would have to approve it. They just approved your budget and to come immediately with a proposal to reduce it to a skinny balance for an additional project. I don't think they'll approve it. I don't think any of the hurdles will be cleared. So I would urge you to wait, get your study on your renovations, build your Fund Balance, and then consider additional projects for the whole school system. Thank you.

6. *South Renovation 141 Budget Amendment (See Exhibit #2) Boston advised, next on the agenda is the South Renovation Resolution. It's a 141 budget amendment. I'll entertain a motion. **(Motion #1)** Hamby advised, I make a motion that we approve the amendment. Hale advised, second. Boston replied, so I have a first and a second for the approval of the resolution for South School Project. Any discussion? King asked, I have a question. This would be a line item transfer? Boston replied, yes. It would go from Fund Balance. King continued, so our Policy 2.201 says that, that comes from the Director of Schools. Did he ask for it? Boston replied, I don't think you did ask for it. Did you? Stepp replied, I did not ask

for it. King continued, so we're violating policy. Boston replied, okay let's pull up that policy. Could you Diane? Stout asked, Mr. Stepp this is not based on your recommendation? Stepp replied, no ma'am. Boston asked, so you do not recommend this resolution? Stepp replied, I did not ask for this resolution. I think you went to Mrs. Bray and had her do it and put it on the agenda right? Boston replied, no, but you and I talked about it last week. Stepp replied, I do not recommend this, no. Boston replied, okay. Well if it's a violation of policy and Mr. Stepp does not recommend it, then I think we'll have to go back and see where we are, 2.201. Is this a line item transfer, Mrs. Bray? Bray replied, yes. Boston asked, where would we put the money if we just transferred it to another line? Bray replied, in building construction? Boston asked, is that another line item transfer? Bray replied, it would be the same thing. I mean you're going to move it from Fund Balance to an expense account. Boston replied, okay. So in your; whether it's Mr. Stepp's recommendation or not. Where do you move this to where it has to be upon the recommendation of the Director? Bray replied, honestly that portion is just a template that all of them say okay and it was the one that I was left with. Boston replied, okay. Well I think that with that being said, then we're going to have to reboot and find out how this recommendation can come before the board without the Director's recommendation. Stout advised, I think based on this information, **(Motion #2)** I'd like to move that we go ahead and table this until we get the study that we've all approved that we're spending money on for our maintenance and our renovation needs for the entire district and then Mr. Stepp can come to us with his recommendations at that point. Boston asked, is that a motion? Stout replied, that's a motion. Stout continued, so to table it until we get the full study back on the entire district and then ask Mr. Stepp to come to us with his recommendations. Hamby asked, don't we have to remove our first and second before she can make a new motion? Stout advised, it's not a motion, it's a move. Hamby replied, yes I understand that. Boston replied, if we can't move forward on it and I apologize, because I miss this. Not considering this, because we had already visited this resolution and it was voided due to the time lapse of the budget committee tabling. Earl, if we've had this resolution before and it expired. Does it still have to be recommended by the Director? Patton replied, I believe it would under the policy as it's just been. Boston replied, okay. I will accept your opinion. So that is not a motion. You've got a motion that we've tabled this? Stout replied, well I'm moving that we table it based on this information. Boston replied, I don't think we can table something that was not recommended by the Director. Stout asked, so are we removing the motions? Boston replied, I think we have to. Stout continued, so another motion can be made? Boston replied, I think we have to. Hamby replied, yes. The motions and this is just for line item number 6. Boston replied, yes until we can go back and reconstruct. Stout replied, okay so I will make that move a motion now that the other motions have been removed. Boston replied, well I don't think you can make a motion on something's tabled. Hamby replied, it's just flat out tabled. Boston replied, that it's not recommended. Stout replied, okay, alright. So we're just going to have it on record that we're tabling it until. Boston replied, I don't think we can table something that was not recommended by the Director. Hamby replied, all we have to do is it's off the agenda. Stout replied, okay. Boston replied, I think we have to research and contact different individuals to find out how the board is still and research other policies, because I'm comfortable that this board is in charge and responsible for all finances. Stout replied, for approving. Boston continued, for bringing a resolution back before. Davis replied, if I could ask a question on Policy 1101. Boston asked, 1101, what's that? Davis replied, a role of the Board of Education. Boston replied, well you're gonna have to pull it up, 1101. Davis continued, under the fiscal column, number 3. Boston replied, yes. Well she's gonna have to bring it up first. Davis replied, so it says our role is to approve, adopt the budget, approved purchases outside the budget on case-by-case basis in accordance with board policy and then number 3 is to approve the budget transfers. So does that mean that we're enable? Boston replied, well that's why I think I did not look at 2.2 I looked at the rest of them, but did not look at that and since we are tasked with the budget and purchases outside by case-by-case basis, to approve budget transfers. I think that is just going to require some more research, because yes I think we can. We do it every month. We pass resolutions every month. They're just on the agenda. Davis replied, but that means that they've got to be; he's got to be directing them and we can't

propose them. Is that the way I understand it? Boston replied, that's what 2.201 is something. Hamby replied, and that's what we're going to have to look at, because this is contradictory, because this says we can approve budget transfers. The other one says we can't. Boston replied, and our Director does not recommend. Davis replied, I guess my point is that our goal is to approve not propose. Stout replied, right. Boston replied, but it doesn't matter. Stout replied, and this just says approve. Boston continued, in the position to propose as well. I mean if we don't approve it, we're to approve purchases. I don't think it matters who proposes them. Stout replied, Mr. Stepp is the Director is tasked with coming up with the budget and based on that the 2.201 he's also tasked with making the recommendations and then we approve based on that. Davis replied, I'm just trying to understand like we've defined our role of the Board of Education per our policy. At no point does it say in here that we're to propose the budget. Nichols replied, it all says approve. Davis continued, it says we're to approve. Boston replied, right and we do. Davis continued, approved purchases and approve which means that it never tells us to propose it. Boston replied, Earl. Patton replied, I'm listening and you know I don't receive these in advance you know. So I'm kind of researching in real time here. Your Policy 2.201 the only reference on that is an Attorney General's opinion that I'm reading and I don't see anything that specifically deals with the Director's authority to initially make that proposal and then for the board to approve it. So it is a little bit contradictory to your other policies and I do think that requires further research. Boston replied, I think you're right, because I can not imagine. Patton continued, but it's clearly a policy that the board has passed. Boston replied, at the moment. Stout replied, and TSBA does say in the Board's Role in School Finance, the board should not do the following, specifically write the budget, administer the budget, or micromanage the budget. Boston asked, where do you find that? Stout replied, Board's Role in School Finance TSBA. Boston asked, I mean is it, what is it? Hamby asked, is it a policy? Boston asked is it a policy? Stepp replied, that is from the professional development I did with the board on budget that was provided by TSBA. Stout replied, and also from the class that they do. Boston asked, and you would propose this resolution is what? Stout asked, what do you mean resolution? Boston replied, well read that statement again. Stout replied, the board should not do the following, specifically write the budget, administer the budget, or micromanage the budget. Boston replied, okay, I agree with that wholeheartedly. Stout continued, so that's why I guess the budget's all in the Director's purview to work with the CFO to create and then recommend and then we look at it for the district to determine whether we should approve the recommendations or not. Boston replied, and if we don't approve the recommendations. Stout replied, then we would send it back to him to come back to us again to make whatever changes. Boston replied, that's our purview. Hamby replied, and policy states that the Director and the chairman, which is the Executive Committee works together to build the budget. Boston replied, supposedly, yes. Davis asked, it says that? Hamby replied, yes it does. Stout replied, to do the budget. Boston replied, and that's actually statutory. That comes from TCA code. Davis replied, yeah. So to be identified how many times they're supposed to do that? Boston replied, no. Once you pass the budget, that's your budget for that year and I think that I'm comfortable with this being tabling. Until we are comfortable with how if it is not a recommendation of the Director, how does the board propose a line item transfer and I think the Comptroller's Office should be able to or TSBA should be able to answer that question for us. Davis replied, Mrs. Boston, can you help us understand why we're meeting especially today as opposed to tomorrow? Boston replied, absolutely, because we wanted a work session and we wanted to move forward with the South School Project and so that's why we are especially needing to approve this resolution, which has been nixed for the moment, and so we could go straight into a work session while we have everybody here. Davis asked, we couldn't have done that tomorrow? Boston replied, we can't do a work session when you've got a regular call meeting. Stout asked, are you asking about the work session Nick or are you asking about the resolution? Davis replied, I'm asking about the resolution. Boston replied, well I wanted to since they would be tied together. I wanted to do them both at once to conduct the business of the district. Davis asked, but what constituted it being special today versus the timing of tomorrow? The difference of 24 hours. What's

special today? Boston replied, for the work session. Davis asked, so if these items weren't addressed today, what would have been the worst case scenario that happened tomorrow? Boston replied, none. Hamby replied, we could not have done them tomorrow. Boston replied, we have been trying to set a work session for quite some time, but because of everyone's scheduling it has been impossible, but the meeting today. Davis replied, I was just asking about this Special Call Meeting. Boston replied, the Special Call was to address the resolution for South school project. Davis asked, and if voted for this to go through today, how would that have impacted tomorrow? Hamby and Boston replied, it would not have. Davis asked, then why didn't we just have the meeting tomorrow? Boston asked, you can't. Why would you have a Special Called in a Regular Meeting on the same day? Davis asked, why wouldn't this just been an agenda item? Boston replied, because of the work session Mr. Davis. Stout asked, would the work session stopped us from having this? Boston replied, we would go immediately into a work session and so to coordinate the two together you're going into a work session. I have been trying for a month to get schedules together to do a work session. Why not do both at once? I mean, do you have a problem with that? Davis replied, the Special Call Meetings I do, yeah. Boston asked, why? Davis replied, because they're inconveniently placed into schedules that people have set. Boston replied, I specifically called you to set. Davis replied, I agree. Boston continued, and said which day is best for you. So this meeting was called specifically on this day at this time so you could be here. Stout asked, did everybody get a call to check their availability? Boston replied, no they did not, because most of us are very readily available. Mr Davis has a little bit busier schedule than we do, because of his children. Stout replied, I think everybody's schedule is busy with different priorities. Hamby replied, I think we're getting off topic here and I think it is becoming an argument that doesn't need to happen. I think Mrs. Boston has answered the question of why a Special Call today. We still have items on the agenda to discuss. Boston replied, we do. Hamby continued, and I think we need to move forward. Davis replied, I appreciate that. I was just asking for clarity on what was the most specific thing, I guess. Boston replied, well the most specific thing was to move forward with the South School Project, which there are board members that highly, highly support that and very adamantly support that project. If we let it linger then it doesn't get done. So to address that, but apparently beforehand, we've got to address some legalities first and those legalities will be addressed and we'll move forward. I will make every attempt Mr. Davis not to call a Special Call Meeting. Davis replied, I appreciate it and I'm just; I mean you understand why. It's just more convenient if it's on the schedule and it can be an agenda item as opposed to separate meeting, for everybody to all the public comments that were made. For everybody that didn't get the phone call. For the Special Call Meeting that everybody that doesn't have knowledge of maybe the tribal knowledge that's internal to try to not. I've not been able to; this is the first Special Called Meeting I've been able to attend and I wish I could attend all of the meetings. Boston replied, well in all due respect, this was set so you could attend. So you could participate in the work session, because you have the most difficult schedule, because you have small children to attend to. Mrs. Stull so do you. Not undermining that, but you've seem to make those arrangements and Mr. Davis is in a difficult position. Davis replied, thank you for your answer. Boston replied, you're welcome, anytime.

Motion to approve the amendment. (motion was removed due to Policy 2.201)

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

MOTION: Motion Withdrawn

7. South Renovation Discussion (See Exhibit #3) Boston advised, the next agenda item. These are the South discussion. The South Renovation Discussions. I'm going to make a motion that we move those to the work session and just go straight into the work session, because I think those documents can be discussed during our work session and have a little bit more open, because they require no vote. Hamby advised, and I will second that. A Roll Call Vote was taken. **(Motion Carried)** Boston continued, So those documents will be moved to the work session to be discussed. I apologize for not looking at my policy a little bit more clear. It was my understanding that the board had a little bit more leadway with their finances than we do. So we may want to since that policy is not guided by statutory authority. We may want to revisit that policy in October. So if you would be so kind if we don't find anything statutory, you would put that on a Policy Committee. Hamby replied, I sure will. Boston replied, thank you. Any further comments? No one responded.

Motion to move those to the work session and just go straight into the work session

VOICE VOTE: (mover-yes) Boston

(seconder-yes) Hamby

Yes: 7, No: 2King: No,
Stout: No

MOTION: Motion Carried

8. Old Business - No Old Business was discussed.

9. Questions from Media - Boston asked if there were any questions from the media. No questions were asked.
10. Adjournment - Hamby made and Hale seconded a motion to adjourn at 4:58pm.

Motion to adjourn at 4:58pm.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

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 October 18, 2023.

Tabitha Webb
Board of Education Recorder

(* Indicates Board Approval Required

Board of Education
September 28, 2023 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a special session on Thursday, September 28, 2023 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)

Others in Attendance:

Earl Patton, Attorney
Scott Humphreys - Media
Cheryl Duncan - Media

2. Moment of Silence/Pledge of Allegiance
-Avery Atkinson-PHS
-Libby Atkinson-PHS
-Lyden Atkinson-PHS- Ms. Teresa Boston
- Boston led the board members in a Moment of Silence. After a moment of silence, Avery, Libby, and Lyden Atkinson from Pleasant Hill Elementary led the audience in the Pledge of Allegiance. Stepp presented Avery, Libby, and Lyden Atkinson with a Certificate of Appreciation.
3. Welcome to Visitors - Ms. Teresa Boston - Boston advised, next we would like to welcome all of our visitors that we have with us tonight. We certainly appreciate you coming out, taking your time to be with us and being interested in our children and our district.

4. Special Recognition
Student Board Representatives
-Braden Whitehair
-Nicole Ranson
-Owen Brown

-CCHS Suicide Prevention Awareness - Mr. William Stepp

(See Exhibit #1) Boston advised, Special Recognition. Student Representatives: Braden Whitehair, Phoneix High School, Nicole Ranson, Stone Memorial High School, and Owen Brown, Cumberland County High School. Boston replied, thank you for taking your time and effort in being here.

Stepp advised, we would like to recognize Cumberland County High School for their collaborative efforts to send suicide prevention messaging throughout the school district. With 216 entries in the suicide prevention poster contest, CCHS has allowed students the opportunity to send a message that Hope can change everything. This contest has been sponsored by the Tennessee Suicide Prevention Network, Cumberland County Health Department, Cumberland County Coordinated School Health and Nutrition Services. Cumberland County High School is being awarded this honor for the second year in a row. Great job guys.

5. SMHS FFA State Winners (See Exhibit #2) Stepp asked, would the following students come up and be recognized? It's Bella Moore, Brody Lowe, Brayden Webb and Lillie Iies. Stepp continued, this is the Stone Memorial High School Livestock Evaluation team that won the state contest and are now national bound! These 4 students have worked for years to make it to this point. So great job guys.
6. Kids First Award
-Keith Cole (See Exhibit #3) Mr. Robert "Keith" Cole, Legendary Livestock Judging Coach. We often associate legendary coaches with sports. Phil Fulmer, Bear Bryant, Steve Spurrier, Pat Head Summit, etc. These are legendary coaches as their records in their respective sports reflect that. Good coaches train the team, condition the team, put the gameplan into action, and play the game. Great coaches do all these things, but great players are inspired by great coaches. Keith Cole is a great coach. Aside from coaching students in livestock judging, he has inspired others in the classroom, the football field, the softball diamond, and a multitude of school and non-school activities. Mr. Cole started his livestock judging coaching career in the early 1980's after both attending the national contest himself and judging at MSTU in the 1980's. His team qualified for the national FFA contest in 1984. However, he was unable to attend due to the passing of his father. His next team to qualify as coach at Cumberland County High School was in 1998. The group of Jim Wilson, Danny Wilson, Nick West, and Chris Burris. Shortly on the heels of the "98" team, Mr. Cole had another team attend the nationals in 2004 from CCHS. Team members Bob Cole (Mr. Cole's son) Jake Beaty, Justin Beaty, and Amanda Taylor Mullinax Mr. Cole had several changes before the next team won another state title. He was the first Ag teacher and advisor at SMHS and his next team was in 2010. Team members were Colten McClanahan, Dusty Hinch, Taylor Graham, and Blythe Graham. He didn't have to wait long for another team to go from SMHS. The next team won in 2015. Team members were Logan Adams, Jenna Beaty, Jacy Beaty, and Andy Carey. Aside from FFA, Mr. Cole has also been heavily involved in 4-H livestock teams. His 4-H teams went to the national 4-H competition in 2006, 2008, and 2011. Most recently, the team he coached did something that hasn't been done before in his 36 years of teaching and coaching. The 2023 team will be competing in both the National FFA and National 4-H competition held this fall in Indianapolis and Louisville, respectively. Team members are Lillie Iies, Brody Lowe, Bella Moore, and Brayden Webb. Much could be said about the teams that won and even the teams that didn't. As with sports, it takes a degree of luck to win in livestock judging. However, the influence that Keith Cole has had on the students he coached is immeasurable. Former students and competitors are agricultural industry experts, coaches, teachers, FFA advisors, and multiple other career paths outside the

agricultural industry. As a legend in the field, Mr. Cole did more than just train us to evaluate cattle, sheep, and hogs. (albeit he did a really great job with that). He taught and inspired multiple generations of students to be productive citizens in agriculture and beyond. For that, we are truly grateful.

7. Roll Call (See Above)
8. 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."
9. *Approval of 8-24-23 Minutes (See Exhibit #4) Boston advised, next on the agenda is the Approval of the 8-24-23 Minutes. Hamby advised, I make a motion that we approve. Boston replied, I have a motion. Do I have a second? Stout advised, second. Boston replied, so I have a first and a second. Any discussion? No one responded. A Voice Vote was taken,

Motion to approve the 8-24-23 minutes as presented.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stout

Yes: 9, No: 0

MOTION: Motion Carried

10. *Approval of Agenda (See Exhibit #5) Boston advised, next is the approval of the agenda itself. Hamby advised, I make a motion we approve the agenda. Hale advised, second. Nichols advised, I have a question. Can I make a motion that we move 13 before 11? So the Community Comments; there's people here who need to make comments before they leave. Boston replied, you can't. Nichols replied, I can't. Boston replied, no. The elections are required to be here. Nichols replied, okay, thank you. Boston replied, we got that email today and I would have certainly considered that, but they are required to be there. So we have a first and a second. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the agenda as presented.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

Yes: 9, No: 0

MOTION: Motion Carried

11. Nomination/Election of BOE Officials (See Exhibit #6) Boston advised, next we go into the nomination of the Board of Education officials.

11.A. Nomination/Election of Board Chairman

- Boston continued, first is the Board Chairman. Bray passed out the nomination paper ballots to the board members.

Board Nomination / Election -- Chairman		
Vote # 1		
Dist.	Board Member	Voted For
1	Elizabeth Stull	Teresa Boston
2	Robert Safdie	Teresa Boston
3	Sheri Nichols	Robert Safdie
4	Anita Hale	Teresa Boston
5	Nicholas Davis	Chris King
6	Chris King	Chris King
7	Rebecca Hamby	Teresa Boston
8	Teresa Boston	Teresa Boston
9	Shannon Stout	Chris King
Dist.	Results	Total Votes
1	Elizabeth Stull	

2	Robert Safdie	1 (declined)
3	Sheri Nichols	
4	Anita Hale	
5	Nicholas Davis	
6	Chris King	3
7	Rebecca Hamby	
8	Teresa Boston	5
9	Shannon Stout	

Safdie advised, I requested that any of the nominees be able to speak about their nomination and their result. Hamby asked, nominees we have Mr. Safdie, Mr. King and Mrs. Boston, right? Boston asked, Mr. Safdie would you like to start? Safdie replied, ya. I would like to thank Mrs. Nichols for nominating me. I believe that good communication is essential, but I think my role would be better served in another location. So I'm going to ask to remove my name from the nominations. Boston replied, thank you Robbie. King advised, I appreciate the nominations. I have the experience, the skills and the desire to move us forward positively. Every member has a voice. They should be heard. Our school system has a tremendous potential to move forward, do great things. I am a promoter of peace. Not a creator of chaos. I appreciate your vote. Boston replied, thank you. Mr. King that was well said and I would just piggyback. I have the experience. I have the desire and also I want this board to work together. I want to move this district forward. I appreciate the confidence and I will continue to serve if elected with honesty and integrity. Thank you. Bray passed out the election paper ballots to the board members.

Board Nomination / Election -- Chairman		
	Vote # 1	
Dist.	Board Member	Voted For

1	Elizabeth Stull	Teresa Boston
2	Robert Safdie	Teresa Boston
3	Sheri Nichols	Chris King
4	Anita Hale	Teresa Boston
5	Nicholas Davis	Chris King
6	Chris King	Chris King
7	Rebecca Hamby	Teresa Boston
8	Teresa Boston	Teresa Boston
9	Shannon Stout	Chris King
Dist.	Results	Total Votes
1	Elizabeth Stull	
2	Robert Safdie	
3	Sheri Nichols	
4	Anita Hale	
5	Nicholas Davis	
6	Chris King	4

7	Rebecca Hamby	
8	Teresa Boston	5
9	Shannon Stout	

Chairman = Teresa Boston

11.B. Nomination/Election of Board Vice-Chairman - Boston advised, so now we move to Vice Chair and these are nominations. I appreciate the ability to serve another term. Bray passed out the nomination paper ballots to the board members.

Board Nomination / Election -- Vice Chairman		
Vote # 1		
Dist.	Board Member	Voted For
1	Elizabeth Stull	Robert Safdie
2	Robert Safdie	Robert Safdie
3	Sheri Nichols	Chris King
4	Anita Hale	Robert Safdie
5	Nicholas Davis	Chris King
6	Chris King	Chris King
7	Rebecca Hamby	Robert Safdie
8	Teresa Boston	Robert Safdie

9	Shannon Stout	Chris King
Dist.	Results	Total Votes
1	Elizabeth Stull	
2	Robert Safdie	5
3	Sheri Nichols	
4	Anita Hale	
5	Nicholas Davis	
6	Chris King	4
7	Rebecca Hamby	
8	Teresa Boston	
9	Shannon Stout	

Boston advised, we have Mr. Safdie and Mr. King. Mr. Safdie would you like to say something? Safdie replied, yeah. I would just like to thank those who nominated me and the board for their confidence. I feel like I can best serve this board by being in the role of Vice - Chairman. As I have said before, I think communication is awfully important. This will give me the avenue to assist and improve communication. King advised, I appreciate the nominations. Repeat the same thing I said last time. Bray passed out the election paper ballots to the board members.

Board Nomination / Election -- Vice Chairman	
	Vote # 1

Dist.	Board Member	Voted For
1	Elizabeth Stull	Robert Safdie
2	Robert Safdie	Robert Safdie
3	Sheri Nichols	Chris King
4	Anita Hale	Robert Safdie
5	Nicholas Davis	Chris King
6	Chris King	Chris King
7	Rebecca Hamby	Robert Safdie
8	Teresa Boston	Robert Safdie
9	Shannon Stout	Chris King
Dist.	Results	Total Votes
1	Elizabeth Stull	
2	Robert Safdie	5
3	Sheri Nichols	
4	Anita Hale	
5	Nicholas Davis	

6	Chris King	4
7	Rebecca Hamby	
8	Teresa Boston	
9	Shannon Stout	

Vice Chairman - Robert Safdie

11.C. Nomination/Election Board Parliamentarian - Boston advised, next is Nomination for Board Parliamentarian. Bray passed out the nomination paper ballots to the board members.

Board Nomination / Election -- Parliamentarian		
Vote # 1		
Dist.	Board Member	Voted For
1	Elizabeth Stull	Rebecca Hamby
2	Robert Safdie	Rebecca Hamby
3	Sheri Nichols	Chris King
4	Anita Hale	Rebecca Hamby
5	Nicholas Davis	Chris King
6	Chris King	Nicholas Davis
7	Rebecca Hamby	Rebecca Hamby
8	Teresa Boston	Nicholas Davis

9	Shannon Stout	Chris King
Dist.	Results	Total Votes
1	Elizabeth Stull	
2	Robert Safdie	
3	Sheri Nichols	
4	Anita Hale	
5	Nicholas Davis	2
6	Chris King	3 (declined)
7	Rebecca Hamby	4
8	Teresa Boston	
9	Shannon Stout	

Boston advised, Mrs. Hamby, would you like to say something? Hamby replied, thank you for the vote of confidence. I have experience as Parliamentarian. I served, I think it was two terms as Parliamentarian and I would do my best to continue to carry our board in the right direction. Davis advised, I appreciate the nomination. The cinema is nice. I do appreciate it. If I had the opportunity, I would do the very best I possibly could. King advised, I appreciate the nomination. I believe it is time to rotate. We should rotate all of our positions. So I would like to withdraw my name. Bray passed out the election paper ballots to the board members.

Board Nomination / Election -- Parliamentarian

Vote # 1		
Dist.	Board Member	Voted For
1	Elizabeth Stull	Rebecca Hamby
2	Robert Safdie	Rebecca Hamby
3	Sheri Nichols	Nicholas Davis
4	Anita Hale	Rebecca Hamby
5	Nicholas Davis	Nicholas Davis
6	Chris King	Nicholas Davis
7	Rebecca Hamby	Rebecca Hamby
8	Teresa Boston	Rebecca Hamby
9	Shannon Stout	Nicholas Davis
Dist.	Results	Total Votes
1	Elizabeth Stull	
2	Robert Safdie	
3	Sheri Nichols	
4	Anita Hale	

5	Nicholas Davis	4
6	Chris King	
7	Rebecca Hamby	5
8	Teresa Boston	
9	Shannon Stout	

Parliamentarian - Rebecca Hamby

11.D. Nomination/Election of TLN Representative - Boston advised, next is our nomination for our TLN Representative. Bray passed out the nomination paper ballots to the board members.

Board Nomination / Election -- TLN Representative		
Vote # 1		
Dist.	Board Member	Voted For
1	Elizabeth Stull	Shannon Stout
2	Robert Safdie	Shannon Stout
3	Sheri Nichols	Shannon Stout
4	Anita Hale	Shannon Stout
5	Nicholas Davis	Shannon Stout
6	Chris King	Shannon Stout
7	Rebecca Hamby	Shannon Stout

8	Teresa Boston	Shannon Stout
9	Shannon Stout	Shannon Stout
Dist.	Results	Total Votes
1	Elizabeth Stull	
2	Robert Safdie	
3	Sheri Nichols	
4	Anita Hale	
5	Nicholas Davis	
6	Chris King	
7	Rebecca Hamby	
8	Teresa Boston	
9	Shannon Stout	9

Stout advised, I am happy to do it again. Hamby advised, since there were no one else, we can do it by acclimation. Boston replied, by acclimation, by appoxy. Welcome aboard.

TLN Representative = Shannon Stout

11.E. Nomination/Election of Board Recorder - Boston advised, next is our nomination for our Recorder. Bray passed out the nomination paper ballots to the board members.

Board Nomination / Election -- Recorder
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Vote # 1		
Dist.	Board Member	Voted For
1	Elizabeth Stull	Tabitha Webb
2	Robert Safdie	Tabitha Webb
3	Sheri Nichols	Tabitha Webb
4	Anita Hale	Tabitha Webb
5	Nicholas Davis	Tabitha Webb
6	Chris King	Tabitha Webb
7	Rebecca Hamby	Tabitha Webb
8	Teresa Boston	Tabitha Webb
9	Shannon Stout	Tabitha Webb

Recorder = Tabitha Webb

12. Acknowledgement of Elected Officials - Boston advised, we would like to welcome Mr. John Patterson and Mrs. Sue York. Thank you for being here and taking your time too. We appreciate that. Mrs. York replied, Mrs. Boston, I would like everybody to remember former teacher Nancy Hyder. She needs our prayers. Boston replied, yes she does and I keep updated. York replied, she is holding her own. She has a long way to go. Boston replied, just say a silent prayer for Mrs. Nancy Hyder. She has served us and served us well for a long time and she certainly needs our thoughts and prayers.
13. Community Comments - Boston advised, next is our Community Comments. We only had 1 sign up, Mrs. Clark.

Linda Clark, President of the Cumberland County Tennessee Republican Womens Club
3rd District of Cumberland County

Subject: Thanked the board for their sacrifice and willingness to serve on the School Board. Discussed sitting through the Special Called and Worksession and was rather troubled with the way business was

conducted. Requests the board takes seriously the way communication happens and the response to the evaluation. Transparency, adequate notice of meetings and a divide and conquer approach.

14. School Board Reports - Boston continued, next on the agenda is our School Board Reports. First is the TLN Report, Mrs. Shannon Stout
 - 14.A. TLN Report - Ms. Shannon Stout - Stout advised, well this won't be my last TLN Report. Boston replied, you have several more to go. Stout continued, so the special session that was called in August wrapped on 8/29. There was a total of 4 bills that came out of the session. None that really impact the public school system. So one came out Department of Safety to provide free firearm locks to Tennessee residents upon request. Notification of TBI Final Disposition Criminal Proceedings Against a Person. TBI report on Child and Human Trafficking Crimes and Trends in the State and then there were appropriations for the actual special session itself. There was in that appropriations bill three amendments and one of those amendments was a new provision that was added for K-12 public education, but it is not going to impact our district. Because it has to do with additional monies being appropriated to the Department of Education to be distributed as School Safety Grants, but that is only going to be distributed to schools within the school districts without a full-time SRO in the school for 23-24. Since we already have full-time SROs that would not impact our district. We are under the umbrella. We are working with the Sheriff's Department and the city. Working with getting the grants with them. So not much impacting us this last time around. Boston replied, thank you very much.
15. Board Member(s) Report from Training(s) - Boston asked any other board members have any reports from training that they may have participated in? Stout replied, I did. I took part in the Safety in Schools Series. It was excellent. It was really good. I highly recommend it. If you all are looking for courses to take. It's really not just about schools. It's kind of about safety everywhere. It was really good. Boston replied, thank you. That is a big topic right now. Safdie advised, I attended the Fall District meeting in Clarksville, TN. The meeting was productive and by participating I felt kind of alone there, because I was the only board member attending that from Cumberland County, but of course, all 8 board members attended the one in Anderson County. So I attended the one in Trousdale. It allows us to at least to be eligible for the Board of Distinction. Boston replied, it was a long drive, but we appreciate you taking your time.
16. Legal Report - Mr. Earl Patton - Boston advised, our Legal Report, Mr. Patton. Patton advised, you have no new litigation, but you do have a DHA Appeal on the agenda tonight. Is there anyone who has not had an adequate opportunity to review the record of that procedure? Boston asked, is there and I am open for the board. Could we recess for about 10 minutes and go in and if anyone has legal questions to ask about this? We did this last time we had a DHA request and I think it was very helpful to us. I know it was helpful to me. Patton replied, I would be happy to. That would be fine. Boston replied, if our audience would give us about 10-15 minutes, maybe to meet with our legal counsel in regards to this DHA. I take these things quite seriously. We want to make sure that everyone understands. The board members moved to the Principals Room for a closed meeting with the board attorney at 6:45pm.
 - 16.A. *CT DHA Appeal to the Board - Boston advised, everyone is back in their seats (7:10pm) and we will reconvene. Thank you for your patience and allowing us to do that. Mr. Patton, I am going to turn it back over to you. Patton replied, board members we are dealing with an appeal from a hearing by the Discipline Hearing Authority. Concerns a student we will identify by the initials C.T. That student appealed the decision from the administration of the high school to the Discipline Hearing Authority. The Discipline Hearing Authority made their decision. The student appealed

that decision to the Director of Schools and now the student has appealed that decision to you. Under the policy which is 6.317 the board may take the following actions, you can either one grant a request or hearing and in that event, if the board grants a hearing it shall provide notice to the student and his or her parent. The notice of the hearing shall include a statement that unless the student or the student's parent requests an open hearing in writing within 5 days of receipt of the notice, the hearing shall be closed to the public and in that condition, in that situation, the board may affirm, over turn or modify the decision of the DHA. Including the imposition of a more severe penalty. The board can also deny a request for hearing and if the board does not grant a hearing it may still affirm, over turn or modify the decision of the DHA. The board shall not impose a more severe penalty than that imposed by the DHA without first providing an opportunity for a hearing before the board. So your basic choices are to either deny the request for hearing or to grant a request for hearing. King advised, madam chair move to deny to grant a hearing. Safdie replied, I will second that. Boston replied, so we have a first and a second to deny the hearing. Any discussion? King replied, I think Mr. Patton covered it well. Everything has been gone through and followed. Boston replied, and all of the board members have had an opportunity to look at what we are referring to as the record. A Roll Call Vote was taken.

Motion to deny to grant a hearing

VOICE VOTE: (mover-yes) King

(seconder-yes) Safdie

Yes: 7, No: 1, Pass: 1 Stull:

No

MOTION: Motion Carried

17. Director's Report- Mr. William Stepp - Boston advised, next on the agenda is our Director's report. Mr. Stepp would you? Stepp replied, thank you madam chair. So we are going to start off with something fun that SMHS and CCHS did. They did some videos on employees. So we have two videos and the board can choose which one they like the best. I know our staff have voted on this and then we will reward them with certificates and I might do a pizza party or something like that for them. They did two great videos on some employees. So we are excited to celebrate all of our employees. Both videos were shown. Stepp replied, great job to both high schools. Do we vote or just give pizza to everybody? Multiple board members said, give pizza to everybody. Stepp continued, so other good news in the school system real quick is part of the update, School Nutrition. So all health inspections came out with a 97 or better score with 4 perfect scores. So that is pretty awesome. One thing they are working on is getting more direct certified students findings. So that helps with our TISA funding. So they're going to have over 1,200 additional students, which means it will increase money in TISA and for School Nutrition. They've got a joint farm to school project going on. It's 7:20, I've got 4 pages of this. I'll share another time. There is a lot of great things going on at the school system. As you can see and we are super excited. So I will share a bunch more of that the next meeting.

17.A. *ESSER 2.0 & 3.0 2023-2024 SY Applications (See Exhibit # 7) Stepp advised, the next thing on the agenda, item 17.A. This is just the ESSER 2 and 3 that we do each year application. That is sent into the state department for your vote. King replied, madam chair. Move to approve 17.A. Stout replied, second. Boston replied, we have a first and a second to approve. This is just standard? Stepp replied, yes. We do this every year. Boston replied, okay. We have a first and a

second to approve ESSER 2 and ESSER 3 application. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve 17.A.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 9, No: 0

MOTION: Motion Carried

17.B. *Request to Accept North Kid's Club Grant (See Exhibit # 8) Stepp advised, next is Request to Accept North Kid's Club Grant. This is from the American Rescue Plan. This would be the last year of this grant, but we've been awarded it. Hamby replied, I make a motion that we approve. Hale replied, second. Boston replied, we have a first and a second to Accept North Kid's Club Grant. Any discussion? No one responded. Hale asked, now this would just be used at North? Stepp replied, yes. That program has been there a while. Boston asked, any discussion? No one responded. A Voice Vote was taken.

Motion to approve.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Hale

Yes: 9, No: 0

MOTION: Motion Carried

17.C. *Request to Accept and Participate in State SPED Preschool Grant (See Exhibit # 9) Stepp advised, is also to Accept and Participate in State SPED Preschool Grant. This is a new grant and it will be reoccurring and it depends each year on our numbers. We will be able to increase numbers cert. Safdie replied, move to approve the Special Education Preschool Grant Award. This award is for \$124,748. King and Hamby replied, second. Boston replied, we have a first and two seconds to accept the State SPED Preschool Grant. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the Special Education Preschool Grant Award.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) King

Yes: 9, No: 0

MOTION: Motion Carried

17.D. *Request to Accept and Participate in DIDD Grant (See Exhibit # 10) Stepp advised, the next is to Accept and Participate in DIDD Grant. So what this will do is for Special Education. This will purchase a changing table at CCHS. Boston replied, I will entertain a motion to approve. Hale replied, move to approve. Hamby replied, second. Boston replied, we have a first and we have a second. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve.

VOICE VOTE: (mover-yes) Hale

(seconder-yes) Hamby

Yes: 9, No: 0

MOTION: Motion Carried

17.E. Annual Planning Calendar (See Exhibit # 11) Stepp replied, next on the agenda is the Annual Planning Calendar. What this shows is the things that we have to complete on each month and if the box is red that shows we completed that. As you see in September we completed a lot of those. Now we are working on the Accountability Presentation. That will be in October once we get all of our data and we get all of that pulled together. So that we can give you an accurate show of what last year looked like as far as accountability. Any questions? Stout replied, that was the calendar we were referring to last night. For those of you that had questions on that. That's the calendar. Stepp replied, all of our requirements there.

Stout replied, before you run on Mr. Stepp, before we got to this. I just wanted to mention good work for you and the team on the grants. It is great to see this money come in. Obviously, we are happy to jump at it. Stepp replied, they do an awesome job.

17.F. FYI (See Exhibit # 12)

17.F.1. Administrative Meeting Agenda

17.F.2. Attendance Report - Stepp continued, then next is our Attendance Report. That shows you our total student population.

17.F.3. Personnel Report- Stepp continued, then Personnel Reports.

17.F.4. Substitute List- Stepp continued, Sub List.

17.F.5. Professional Development Report

17.F.6. School News Articles- Stepp continued, and the School News Articles, newsletters and calendar.

Hale advised, I had questions about the population. I noticed that Homestead and Martin and Stone. You know Homestead and Martin had like 700. I mean are those schools big enough? I know Martin probably is. Stepp replied, currently I think each of the elementary schools are around 80% capacity. Homestead is spread out with all of the buildings. Hale continued, then Stone has like 643 attending. I mean, is there overcrowding? Stepp replied, not over crowding, but we have a lot of programs. So like Mrs. Hall explained we've got every elementary school

is using every corner and space. Hale asked, and we don't have children out in the hallways? Stepp replied, we are using every space we can. So that there might be retaking a test you know in the hallway. We might have people in workrooms, working with kids. We've got RTI rooms and Intervention rooms. We have tutor rooms. How many rooms guys do we have that is required by law now? There is a lot of rooms. We are putting them everywhere. Hale asked, but how does this help you know whenever we are trying to deal with safety issues behind locked doors? Stepp replied, that is our goal that we keep all interior doors locked. So we've been checking them. I've worked with SROs. I've talked to principals each time I come into their buildings about making sure we've got doors locked, students secured. If a student is in a hallway, I almost always see them with an adult. If not always I see them with an adult and we have school psychiatrist that come in. Safe School Counselors, they use workrooms, the zen room. They are using principals offices for all kinds of things. Hamby asked, but if an intruder comes in and they are out in the hall, then they are a sitting duck. Stepp replied, that's not; we don't leave the kids alone like that. Between classrooms, you know you have to move from classroom to classroom. You've also got recess time. You've got cafeteria time, but we currently keep all the interior doors locked. That's the goal. Hale replied, thank you.

Stepp advised, I think that is all I have. Boston replied, the remainder are just FYI. Boston asked, did we get the Sub List ready? A new one, when we were setting the agenda. Stepp replied, yeah. The Sub List is attached. Boston replied, okay. Can you just pull that up? Stepp replied, we had more subs come in. So more people trained. Hale asked, the Personnel. Have you gone over the Personnel? Stepp asked, do we have all of our positions filled? Hale replied, well yeah. I was just wondering you had a lot of new positions. Stepp replied, through the ISM Grant. Hale replied, that's why I was wondering. We're are we getting these new positions. We had one in Crab Orchard, a new position and then a new SPED position. We had about 10 new positions. I was wondering why are all these new positions, why are we creating these new positions? Stepp asked, for this year's budget? Hamby replied, on the Personnel Report where you have hired someone it will say new position, new hirer, but it doesn't tell us what positions are hired for. Stepp replied, gotcha. We can fix that. Hamby replied, please do. We used to have that. Stepp replied, I see what you are saying now, sorry. Hale replied, there is a new position at Brown and Crab Orchard and Martin and is it a teaching position? Is it something to do with the ESSER fund? Stepp replied, I will list all; I will get more details on that and get that right back to you. Absolutely, I see what you are saying now. Hale replied, thank you. I don't know if it's teaching or counseling or if it's a cafeteria worker. Well Mrs. Hamby will tell us if it's a cafeteria worker. I appreciate that Mrs. Hamby. Stepp replied, we can add that on there. No problem.

17.F.7. School Calendar of Events

18. School Board Committees - Boston advised, next on the agenda is School Board Committees. Policy Committee, Mrs. Hamby.

18.A. Policy Committee - Ms. Rebecca Hamby

- 18.A.1. *Approval of First Reading of Policies (See Exhibit # 13) Hamby advised, we have on Approval for First Reading we had 4.700 Testing Programs. Dr. Maddox had made some requested changes to this and we had Mr. Patton to look at it. It came out of committee. So we do not need a second. Stout replied, move to approve. A Voice Vote was taken.

Motion to approve.

VOICE VOTE: (mover-yes) Stout

Yes: 9, No: 0

MOTION: Motion Carried

18.A.2. *Approval of Second Reading of Policies - Hamby advised, and then we have Approval of Second Reading Policies. There were none. I will let everyone know there will not be a Policy Meeting in October, because it falls during Fall Break and there may be some things on the Policy Agenda that staff or parents may want to be here for. So we will pick back up in November for Policy Committee. Boston asked, and it is the second Wednesday? Hamby replied, the second Wednesday of every month at 4:30pm. I want to say one other thing. We are trying to get our agenda out sooner. I have asked and so has Mrs. Diane to make sure to get any changes or requests in at least a week ahead of the time for the meeting. So that we can have time to go over the agenda and get it set. Mrs. Diane works very hard to get this going. So we would appreciate if you could get the information in a week ahead. Is that good? Boston replied, Policy is Mrs. Diane's favorite part of her job.

18.B. Athletic Committee - Mr. Nick Davis - Boston advised, the Athletic Committee, Mr. Davis. Davis replied, thank you. So we haven't met in a little while, but to update everybody a little bit on some of the changes. New school year, new TMSAA governing body, rules in place to help those student athletes find their lane. Help those coaches. There is a new structure in place with newly appointed Athletic Director. The remaining Athletic Directors were both high schools. There are two new SMHS feeder middle school Athletic Director and the CCHS feeder Athletic Director. Also, that are helping in those new roles. Dr. Maddox, has worked with updating as tasked the Elementary Middle School Athletic Procedure Manual. I don't know if it is 100% as of; I don't know if anything is ever 100%, but I do know that it's taken all those new things in consideration. We also met to talk about some of our 5-year goals action steps to be considered on the Athletic Committee or subcommittee for the Strategic Plan. There is a lot of development that has been taking place in that. A lot of thought, a lot of community collaboration, a lot of input from a lot of people across the county. Players, coaches, community members ranging from County Commissioners, principals, coaches, all those types of individuals. To help work towards looking into what we can do to improve their educational experiences. How to help empower those athletes. How to bridge the gap with the parents and expectations and in overall just education based on the general programs themselves in those kids. In those student athletes and those families can expect to be apart of for the years to come. Lots more to come there. I think we will see little more of that actually as the Strategic Plan starts to come a little more full circle for all of us to view. Hale asked, will we get a copy of that? Davis replied, it's online now. Hale replied, it's online. Davis replied, yep. It's on CCBOE. The procedure section. The Athletic Procedure where the old one was located. Hale replied, okay.

18.C. Budget Committee Meeting - Ms. Teresa Boston - Boston advised, Budget Committee is next. We have not had a Budget Committee Meeting since our last regular meeting. So there is nothing to report there.

18.D. Building and Grounds Committee - Mr. Robert Safdie (See Exhibit # 14) Boston advised, next is Building and Grounds Committee, Mr Safdie. Safdie advised, there were two things we had a Building and Grounds Committee Meeting and one item that we referred to the full board was the

South Digital Sign Approval. We wanted to retroactively approve the South School Sign that was donated by the South School PTO at a price of like \$23,682.00. That was a remarkable contribution to the school. So our committee approved that. So we don't need a second. Boston replied, coming out of committee South Digital Sign. Any discussion on that? No one responded. A Voice Vote was taken. Boston asked, and that is retroactive? Safdie replied, retroactive. They built it. They built it, they will come.

Motion to approve retroactively the South Digital Sign.

VOICE VOTE: (mover-yes) Safdie

Yes: 9, No: 0

MOTION: Motion Carried

18.D.1. [SMHS Baseball Facility Policy/Procedures](#) - Safdie continued, the 18.D.1 was questioned at our committee. Was asking to be addressed and that was the Third Party Construction Contract. The procedures that were involved and would provide a guideline to any new organization that wants to build a facility on the campuses. So I guess Mr. Stepp and your staff would like to ask if you could tell us where that Third Party Construction Contract is or the procedural guidelines are and tell us a little bit about that. Stepp replied, so we gave them the forms. They provided us all of the documents back up to Mrs. Kington and Mrs. Kim. We have those collected now. We are modifying the Third Party Procedure Form. According to some of the speed bumps they ran into. So we can make it a little more streamlined and less cumbersome. If that makes any sense. Safdie asked, it's a procedure document right? Stepp replied, checks and balances to make sure. Safdie asked, if it's procedural, does the board have to approve it or do we just get feedback to you when we look at it? Stepp replied, yeah just the feedback and then I will attach it in the policy. There is a procedure to the policy, the Construction Policy. Boston asked, Mr. Patton, have you looked at the changes so far? Patton replied, no I have not seen. Stepp replied, we have looked at it before we gave it to; I think I shared it with you before I gave it to SMHS. Patton replied, yes, but since then I have not. Stepp replied, we haven't went through and made any extra changes yet. I am waiting for them to get through their process, their building process. Boston relied, well it makes sense to me while they're going through the process, this worked, this didn't. This was bundlesome. We just simple can't do this. This worked great. Who is their contact person? Is that Mrs. Bray or Mrs. Kington or both? Stepp replied, both. Mrs. Bray has been collecting all that paperwork. Boston asked, so do they contact you if they have an issue or if they have? Bray replied, we work together. I request documents from them. They provide them to me. If I have any questions, I reach out. Boston replied, okay. Safdie asked, does any of the other committee members have questions to ask related to that? Davis asked, I guess my question would be I know that as the Contract Committee met the last time, there were question to whether or not it was going to remain a procedure or indeed needed to be policy. That needed to be modified or created to make sure that certain checks and balances and/or concerns were met. Boston replied, I think, once the document is finalized, we as a board can make that decision. Davis asked, when do we; when can we expect that document to be completed? At the completion of the project? Stepp asked, Mrs. Kim, we've got everything at this point, correct? Bray replied, correct. Davis replied, I'm just saying the Third Party Construction Procedure. Stepp replied, I'm going to meet with all those people and Mrs. Bray and we are going to talk about the insurance person

said we really don't need this or you do need this. What speed bumps they hit? We will just make it more streamlined. Davis replied, that's helpful. Stepp replied, I will share it with the whole board and with Mr. Patton. Davis replied, that's excellent. Very good. Safdie asked, and the Baseball Facility. What is the status of that Mrs. Kim? Bray replied, well I was out there Tuesday. there's no concrete being poured except the footers and there's a roof on it. Stepp replied, yeah I got an update from Mr. Brown, which said what she said. The hitting facility has the core of the building erected. The footers, roof and beams are completed at this point and once the material arrives, the rest of the outside of the building will be completed. They are waiting on brick right now. Safdie replied, that is exciting. Madam chairman that is all I have to say. Hale advised, I have a question madam chair. Okay so Mrs. Bray, you are in charge of all this kind of stuff now? I mean, is it like maintenance or building or? Bray replied, I guess all of the above. Hale asked, do we not have a maintenance? Stepp replied, she works with Mrs. Kington. Nichols replied, they work together as a team. Stepp continued, they work together. Hale replied, okay.

18.E. Safety Committee - Ms. Rebecca Hamby - Boston advised, Mrs. Hamby, Safety Committee Report. Hamby advised, we have not had a Safety Meeting. It's been a struggle trying to get a meeting together, because of the scheduling conflicts. I will ask Mr. Stepp. What is the status on the door locks? Stepp replied, we've gotten all of the door locks in Mrs. Bray. Did we finish installment? Bray replied, we still have some at Homestead. Stepp replied, we had a supply chain issue. They didn't come in over the summer. They came in late July, early August. They just had a hold on them. Hamby replied, okay and I would also like to thank Mr. Patterson for bringing his concerns to the board last night about the safety concerns and I respect that. I respect your concerns for that. I am all for making sure that our schools, all of our buildings are safe, but my number one goal is to make sure that our students and our staff are safe. So in order to do that we have other projects besides just cosmetics and things like that, that need to be done. So there is a lot of things to take into consideration. A lot of things, but I wanted to let you know I appreciate it.

18.F. Contract Committee - Ms. Teresa Boston - Boston advised, next is the Contract Committee and we have had the one meeting of the Contract Committee. We addressed that Third Party Procedure that Third Party Building Agreement. We turned it now over to Mr. Stepp, Mrs. Bray and Mr. Patton and you head the progress on that. So we've just got the ball moving. Nothing else to report on that one.

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

19.A. Monthly Financial Report (See Exhibit # 15) Bray advised, well it's August. We've got two months worth of numbers now. As you can see the revenues came in at 6.3 million. Now our expenditures are over 8, but don't get too excited about that, because just remember we only have one month of our TISA payment. Because you don't get one in July. So actually, we have basically one month of revenue and two months of expense. I'm not too terribly excited about that, because we will straighten out as we go further into the year. Does anybody have any questions on any particular items? Because we are just getting started. No one responded. Bray continued, if not, we will move onto the Sales Tax Report.

19.B. Monthly Sales Tax Report (See Exhibit # 16) Bray advised, there again we are new in the year. Obviously, one month didn't come in as we had anticipated or we had projected, but there again we are still very early in the year. So hopefully it will be like last June. We will come out a bit ahead. Stull asked, the Sales Tax is a month behind, correct? Bray replied, two months behind. Stull replied, two months behind, okay.

19.C. *141 Budget Amendments (See Exhibit # 17) Bray continued, so where shall we begin? Well the first one is a grant that Mrs. Polson got. We will be getting a \$113,000 to use for the Health Services for the next 5 years. So we are in receipt of \$113,000. This is how she would like to utilize it. Boston asked, so you are telling me we get \$113,000 for the next 5 years? Bray replied, you can thank Mrs. Polson for that. Multiple board members thanked Mrs. Polson. Boston replied, why don't we just go through all of the 141s. If there is any questions and then we can just. Bray replied, I think the next 141 is a Special Ed where we have moved some money from where we didn't hire an actual Speech Pathologist. We just moved it to Contracted Services and travel. So we will contract those services. Boston replied, the only question that I had was this Speech Pathologist just in the 23-24 budget? Bray replied, yes. Boston replied, so it's in the 23-24 budget, but we are moving it? Bray replied, to Contracted Services. Bray asked, so we can contract that out? Because we can't find one. Bray replied, that is correct. I think that was the last 141. (See vote on 19.C. on 19.D.)

19.D. *142 Budget Amendments (See Exhibit # 18) Bray continued, we move to 142. There is a lot. This one is basically a line error. It should have been put in Staff Development initially. So we're decreasing office supplies and putting it where it was intended to go initially. The next one is for the IDA per school carry over. Just reporting it in this year. Boston asked, that's the \$10,000? Bray replied, I think there is two of those. There is one that looks like it's \$67,815 and then there is an IDA Part B 142 that's 901. That is also carry over allotment and then it looks like we have one for \$124,748. That's the new state preschool budget. Boston asked, these are all 142s? Bray replied, yes. The next one is for TEIS, Baby Birds and this is where we were instructed to move indirect costs into administrative cost. Boston asked, which amount is that? Bray replied, \$32,221. The further instructions and all of the that is attached. So that is all the 142 for Special Education and the others are Federal Programs and according to Dr. Whittenbarger, all of these are just based on things that they need to match up to meet e-plan. Boston asked, for this year? Bray replied, for this new year. The second one for \$384,000. This is based on each school's Title 1 budget and the needs assessment and the rest of it is just matching. Boston replied, Kim I have one question and I can't find it. There is one resolution we had that you moved money and then I think you gave it to individual schools. Am I right on that? Bray replied, that is something to do with ISM. Hamby advised, 141 ISM revision. Boston replied, okay. Is that, what is that doing? Are we giving it, we just moved it from one line in that school to another line in that school? Am I correct on that? Eldridge replied, yes ma'am. The state requires us to leave the money in the school. So anytime we do a budget amendment, it has to stay with that school. Boston replied, that's it. That's all I needed to know. Is that all of the resolutions? Bray replied, I believe. King advised, move to approve all of 19.C. and 19.D. Boston replied, so we have a motion to approve 19.C. and 19.D collectively. Safdie advised, second. Boston continued, we have a second. A Roll Call Vote was taken.

Motion to approve all of 19.C. and 19.D.

VOICE VOTE: (mover-yes) King

(seconder-yes) Safdie

Yes: 9, No: 0

MOTION: Motion Carried

20. *Consent Agenda (See Exhibit # 19) Boston advised, next on the agenda is the Consent Agenda. King advised, move to approve 20, all of it. Boston replied, okay so we have a motion. Do we have a second?

Davis replied, second. Boston replied, so we have a first and a second to approve the Consent Agenda. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the Consent Agenda.

VOICE VOTE: (mover-yes) King

(seconder-yes) Davis

Yes: 9, No: 0

MOTION: Motion Carried

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

20.B. *Approval of Contracts

20.C. *School Wide Fundraisers

20.D. *Approval of Disposal of Surplus Property

20.E. *Executive Approval

21. Old Business - Boston asked, do we have any old business that anyone would like to bring up? Hamby advised, madam chair. I would like to clarify something. There have been a couple of people question and actually make comments that whenever we called the Special Called and worksession the other day. That we only gave a 24 hour notice, but we actually gave a 49 hour and 7 minutes notice. The Chronicle got the notification at 3:23pm on Monday evening. Mr. Scott did not get his notification, because we did not have his email at the time, but the Chronicle did get there notification on Monday and we did not have the meeting until Wednesday evening. So I just wanted to clarify that, because I have heard 24, 24, 24 several times.
22. Questions from Media - Boston asked if there were any questions from the media. No questions were asked.
23. Adjournment - Boston advised, I'll entertain a motion to adjourn. Hamby advised, I make a motion we adjourn @ 7:46 pm. Boston asked, second? Safdie replied, second. A Voice Vote was taken.

Motion to adjourn at 7:46 p.m.

VOICE VOTE: (mover-yes) Hamby

(seconder-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 October 18, 2023.

Tabitha Webb
Board of Education Recorder

(* Indicates Board Approval Required)

(*) Indicates Board Approval Required
October 26, 2023 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

-[Brinley Davis-Martin Elem.](#)

-[Brystol Davis-Martin Elem.](#)

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

[Student Board Representatives](#)

-[Braden Whitehair](#)

-[Nicole Ranson](#)

-[Owen Brown](#)

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Information Item

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 September 27, 2023 Special Called Minutes &
September 28, 2023 Regular Board Meeting Minutes

Agenda Item Type: Action Item

Attachments: (2)

- [September 27, 2023 SC](#)
- [September 28, 2023 BOE](#)

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. *Brown Property Consideration

Agenda Item Type: Information Item

Attachments: (1)

- [Brown Elem Property](#)

12. School Board Reports

Agenda Item Type: Information Item

12.A. TLN Report

Speaker(s): - Ms. Shannon Stout

Agenda Item Type: Information Item

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

Agenda Item Type: Information Item

14. Legal Report

Speaker(s): - Mr. Earl Patton

Agenda Item Type: Information Item

15. Director's Report

Speaker(s): - Mr. William Stepp

Agenda Item Type: Information Item

15.A. School Updates

Agenda Item Type: Information Item

15.B. *State Compliance Report

Agenda Item Type: Action Item

Attachments: (1)

- [Compliance Report](#)

15.C. *CCEA Collaborative Conferencing

Agenda Item Type: Information Item

Attachments: (1)

- [Collaborative Conference](#)

15.D. *META Litigation

Agenda Item Type: Action Item

Attachments: (1)

- [META Litigation](#)

15.E. *Strategic Plan-Mr. Bobby Cox, NIET

Agenda Item Type: Action Item

Attachments: (1)

- [CCS 5 Year Strategic Plan](#)

15.F. *TISA Accountability Report

Agenda Item Type: Action Item

Attachments: (1)

- [TISA District Plan 2023](#)

15.G. Annual Planning Calendar

Agenda Item Type: Information Item

Attachments: (1)

- [Annual Planning Calendar](#)

15.H. FYI

Agenda Item Type: Information Item

15.H.1. Attendance Report

Agenda Item Type: Information Item

Attachments: (1)

- [Warm Body Count](#)

15.H.2. *HR Job Description

Agenda Item Type: Action Item

Attachments: (1)

- [Human Resource Officer Job Description](#)

15.H.3. *Financial Controller Job Description

Agenda Item Type: Action Item

Attachments: (1)

- [Financial Controller Job Description](#)

15.H.4. Personnel Report

Agenda Item Type: Information Item

Attachments: (2)

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

15.H.5. Substitute List

Agenda Item Type: Information Item

Attachments: (1)

- [Substitute Board List](#)

15.H.6. Professional Development Report

Agenda Item Type: Information Item

15.H.7. 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 newsletter](#)

15.H.8. School Calendar of Events

Agenda Item Type: Information Item

Attachments: (12)

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

16. School Board Committees

Agenda Item Type: Information Item

16.A. *Appointment of Committee Members

Agenda Item Type: Action Item

Attachments: (1)

- [Committees](#)

16.B. Policy Committee

Speaker(s): - Ms. Rebecca Hamby

Agenda Item Type: Committee Report Item

16.B.1. *Approval of First Reading of Policies

Agenda Item Type: Action Item

16.B.2. *Approval of Second Reading of Policies

Agenda Item Type: Action Item

Attachments: (1)

- [Policy 4.700 Testing Programs](#)

16.C. Athletic Committee

Speaker(s): - Mr. Nick Davis

Agenda Item Type: Committee Report Item

16.D. Budget Committee Meeting

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Committee Report Item

16.E. Building and Grounds Committee

Speaker(s): - Mr. Robert Safdie

Agenda Item Type: Committee Report Item

16.F. Safety Committee

Speaker(s): - Ms. Rebecca Hamby

Agenda Item Type: Committee Report Item

16.G. Contract Committee

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Committee Report Item

17. Chief Financial Officer's Report

Agenda Item Type: Information Item

17.A. Monthly Financial Report

Agenda Item Type: Information Item

Attachments: (1)

- [Financial Report](#)

17.B. Monthly Sales Tax Report

Agenda Item Type: Information Item

17.C. *141 Budget Amendments

Agenda Item Type: Action Item

Attachments: (2)

- [141 BA Governor's Book Bus Fund](#)
- [141 BA Public School Security Grant](#)

17.D. *142 Budget Amendments

Agenda Item Type: Action Item

Attachments: (3)

- [142 BA CTE Perkins Basic Budget Revision](#)
- [142 BA ESSER 3.0](#)
- [142 BA TN ALL Corps](#)

18. *Consent Agenda

Agenda Item Type: Consent Agenda

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

Agenda Item Type: Consent Item

Attachments: (7)

- [Brown Overnight Request](#)
- [Crab Orchard Overnight Request BETA](#)
- [North Overnight Request BETA](#)
- [Pleasant Hill Overnight Request](#)
- [SMHS Overnight Request Digital Art Class](#)
- [Stone Elem Overnight Request 7th & 8th Grade Trip](#)
- [Stone Elem Overnight Request BETA](#)

18.B. *School Wide Fundraisers

Agenda Item Type: Consent Item

Attachments: (5)

- [CCHS School-Wide Fundraiser IT Class](#)
- [CCHS School-Wide Fundraiser Lady Jets Softball 1](#)
- [CCHS School-Wide Fundraiser Lady Jets Softball 2](#)
- [CCHS School-Wide Fundraiser Lady Jets Softball 3](#)
- [CCHS School-Wide Fundraiser Lady Jets Softball 4](#)

18.C. *Approval of Disposal of Surplus Property

Agenda Item Type: Consent Item

Attachments: (4)

- [CCHS CTE Retired Inventory](#)
- [CCHS General Retired Inventory](#)
- [Food Service & SPED Retired Inventory](#)
- [SMHS Retired Inventory](#)

18.D. *Executive Approval

Agenda Item Type: Consent Item

19. Old Business

Agenda Item Type: Action Item

20. Questions from Media

Agenda Item Type: Information Item

21. Adjournment

Agenda Item Type: Action Item

Comments:

GREG CANTRELL
3 Spyglass Hill
Brentwood, TN 37027

(601) 917-4500

Gzc5360@aol.com

September 21, 2023

Earl Patton, Board Attorney
Patton and Hyder
645 S. Main Street
Suite 104
Crossville, TN 38555

Dear Mr. Patton:

We are writing to follow-up to numerous discussions about the property adjacent to Brown Elementary (parcel 018161-01400) of approximately 41 acres. As you recall, The Frank Brown Family Trust ("Trust") contributed 31 acres to the Cumberland County Board of Education ("Board") in an agreement dated October 18, 2001 (Attachment A). The Trust essentially retained easements and sewer rights for the development of the remaining 41 acres. **This letter replaces the proposed terms of our letter dated July 21, 2023.**

Upon the passing of my grandmother, Jaunita Brown Gilbert in 2018, the clock for the liquidation of all assets began for the benefit of the Trust's heirs. Our due diligence considerations involved legal experts, engineering and master planning experts, mining and timber consultants, and local real estate consultants. Clearly, the least disruptive strategy for both parties is to reach a definitive agreement for the purchase of the remaining property on Dunbar Road.

The purpose of this letter is to set forth general terms for the Board's consideration. The justification for the investment is 1) long-range planning for the expansion needs for students of Brown Elementary, 2) Board retain complete control for the remaining property, 3) avoid controversy over development rights, 4) participate in the appreciation of Cumberland County/Lake Tansi property adjacent to University of Tennessee land.

Our proposal is as follows:

- A. Sales Price: \$450,000 for 36.5 acres

- B. Installment Sale (interest free)
 - 1. Deposit Money: \$50,000 in 2023
 - 2. Payment 1 due July 2024: \$200,000
 - 3. Payment 2 due July 2025: \$200,000

- C. Board fund closing costs

- D. Board fund taxes (forest plan) beginning 2024

- E. Dissolve all prior agreements with Frank Brown Family, its heirs and assigns

F. Transfer all engineering and site work product

G. Remaining 4 acres separated by Bass Creek will create a conservation easement or acquired by University of Tennessee.

Our family has deep ties to Cumberland County and to public education in Tennessee. We look forward to addressing any questions and hearing your thoughts, ultimately seeking a final agreement between the Trust and the Board.

After meeting with engineers and our timber broker, we are scheduled to pull timber on the tract for two months starting in June 2024 to avoid any safety issues for school operation.

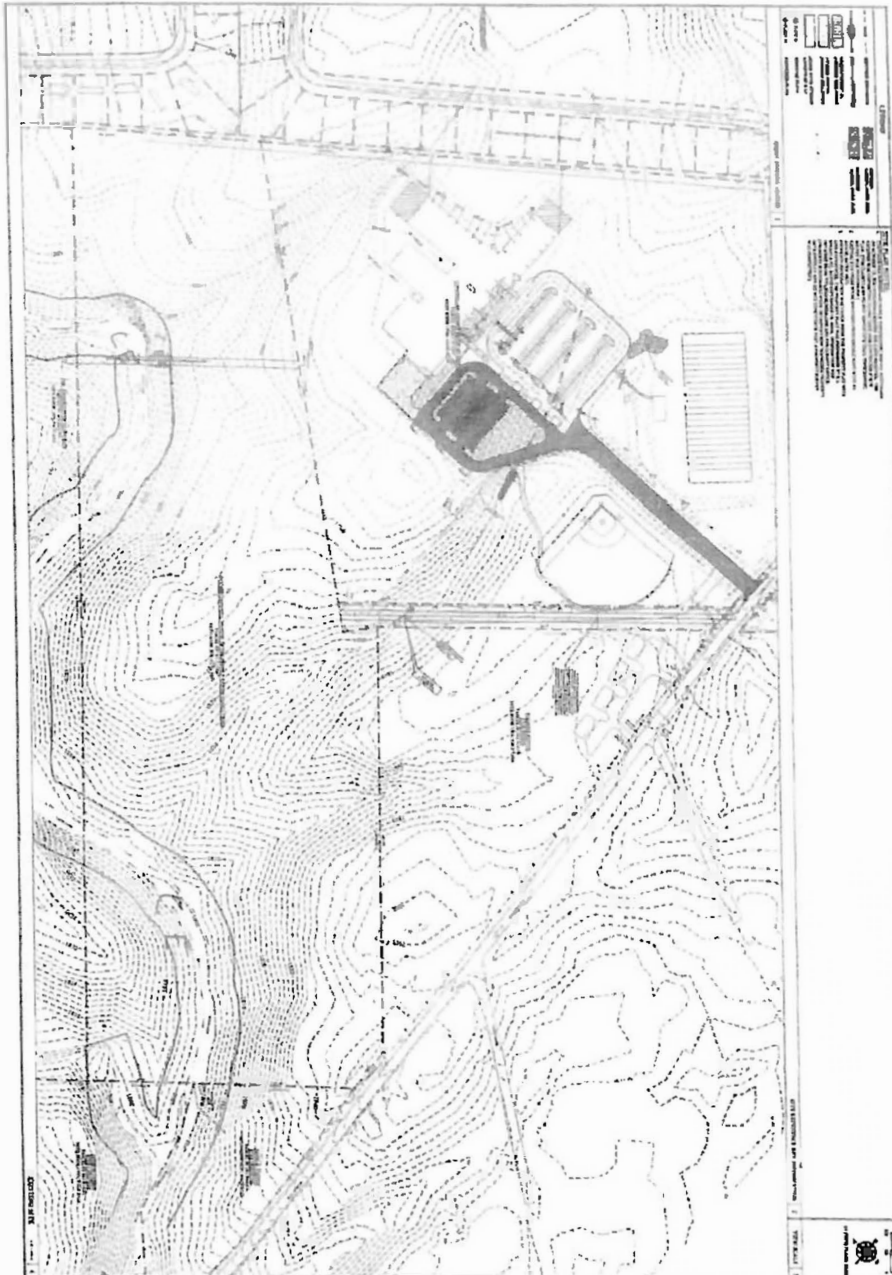
Sincerely,

A handwritten signature in blue ink that reads "Greg Cantrell". The signature is written in a cursive style with a large initial "G".

Greg Cantrell
Trustee
Frank Brown Family Trust

Enclosures

cc: Ms. Teresa Boston
Chairman
Cumberland County Board of Education
368 4th Street
Crossville, TN 38555



NO.	DESCRIPTION
1	EXISTING SITE PLAN
2	PROPOSED SITE PLAN
3	PROPOSED SITE PLAN
4	PROPOSED SITE PLAN
5	PROPOSED SITE PLAN
6	PROPOSED SITE PLAN
7	PROPOSED SITE PLAN
8	PROPOSED SITE PLAN
9	PROPOSED SITE PLAN
10	PROPOSED SITE PLAN

DATE: 10/15/14
 DRAWN BY: [Name]
 CHECKED BY: [Name]
 APPROVED BY: [Name]

EXISTING SITE PLAN

BROWN PROPERTY DUNBAR ROAD
FRANK P. BROWN FAMILY TRUST
OPP DUNBAR ROAD
CROSSVILLE, CUMBERLAND COUNTY, TENNESSEE

DRAFT

DATE: 10/15/14
 DRAWN BY: [Name]
 CHECKED BY: [Name]
 APPROVED BY: [Name]

ENVIRONMENTAL & CIVIL ENGINEERING SERVICES
CONSULTING & DESIGN GROUP
FOR THE DEVELOPMENT OF
CUMBERLAND COUNTY, TN 38103
CONTACT: [Name]
PHONE: [Number]
FAX: [Number]

2023 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 30, 2023**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

- I certify that the LEA is in compliance with all federal and state education laws and SBE rules.
- I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

LEA Name: Cumberland County Schools

Director of Schools/Superintendent Name: William Stepp

Director of Schools/Superintendent Signature:

School Board Chair Name: Teresa Boston

School Board Chair Signature:

Date of School Board Approval:

UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 30, 2023

(including the corresponding corrective action plan if applicable).

Upload instructions are accessible [here](#).

Appendix A

2023 Noncompliance Corrective Action Plan

Instructions: Below is a screenshot of the corrective action plan template. The actual template, which is provided [here](#) in Word format, includes an example and can also be accessed by downloading and opening this PDF and then clicking the attachment (paper clip) icon in the navigation pane.

Additionally, the current edition of *Commissioner's Update for Directors* includes individual links to the compliance report, corrective action plan template, and ePlan submission instructions.

Area of Noncompliance	Scope and Reason(s) for Noncompliance	Corrective Action Step(s)	Person(s) Responsible	Anticipated Completion Date(s)
T.C.A. § 49-5-413(a) (background checks)	An internal audit conducted on October 2, 2023, revealed eleven (11) employees with an expired background check.	<ul style="list-style-type: none"> ▪ Notify the eleven (11) impacted employees and their managers of the noncompliance in writing and include next steps. ▪ Coordinate fingerprinting scheduling, results processing, and related communications. ▪ Notify the TDOE director of LEA approval of corrective action plan completion. 	Human Resources Director Human Resources Director Human Resources Director (with director of schools copied)	Oct. 16, 2023 Oct. 16 - Oct. 31, 2023 Nov. 1, 2023

E X A M P L E



Dear Cumberland County School Board:

At the beginning of this school year, as allowed by law, CCEA is prepared to initiate the collaborative-conferencing process on behalf of all teachers. The goal of collaborative conferencing is to reach an MOU (Memorandum of Understanding) with the Cumberland County School Board. Our current MOU expires on May 27, 2024.

To initiate this process, the law requires that we submit a petition in October to the Board of Education requesting collaborative conferencing. We have petitioned the teachers (enclosed with this letter). The petition contains the signatures of at least 15 percent of all Cumberland County educators.

Sincerely,

Julia Timson

Local President,

Cumberland County Education Association



LEWIS THOMASON

LEWIS THOMASON, P.C.
One Centre Square
620 Market Street, Fifth Floor
P.O. Box 2425
Knoxville, TN 37901
T: (865) 546-4646 | F: (865) 523-6529

Chris W. McCarty
DL: (865) 541-5256
CMccarty@lewisthomason.com

September 26, 2023

VIA EMAIL stepp2@ccschools.k12tn.net

William Stepp, Director of Schools
Cumberland County Schools
368 Fourth Street
Crossville, TN 38555

RE: Meta Platforms, Inc.: Mass Tort Litigation

Dear William:

As you are well aware, previously my firm, as well as the Frantz Law Group out of California, worked together on multi-district litigation against JUUL. That litigation, as you are also well aware, previously settled, and all school systems who were part of it will soon start receiving their settlement proceeds.

Some months ago, I also sent out new information regarding another type of multi-district litigation that Lewis Thomason has agreed to assist the Frantz Law Group with here in Tennessee. Attached as a link, in fact, you will find a Complaint that was filed on behalf of Clarksville-Montgomery Schools on May 8, 2023, against numerous social media companies, including, but not limited to, Meta (Facebook, Instagram, WhatsApp), Google, etc. School systems across the country are filing litigation like this because of the countless hours they are having to devote to counseling, discipline, and other issues stemming from the effects of social media on teenage minds.

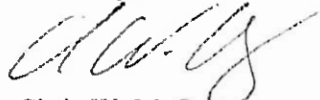
If your school system would like to join in this litigation, as you did previously with the JUUL litigation, I would just ask that you let us know soon. All it would take is a motion, a second, and a majority vote during the Board's next public meeting, specifically granting permission for your school system to enter into this litigation with both our law firms against the social media companies named within the attached Complaint. For your review, I am also attaching an example of the Fee Agreement your school system, if approving the lawsuit, would enter into with the Frantz Law Group. You will see that it is very similar to the agreement entered into previously during the JUUL litigation. And it does not call for any fees or upfront costs. Lawyers only get paid here if settlement or judgment occurs.

September 26, 2023
Page 2

If you are not interested in pursuing this new line of multi-district litigation, I certainly understand. But I also want you to know that a number of school systems have already joined this fight as well, including, but not limited to, Clarksville-Montgomery, Knox County, Sevier County, Oneida, and many others.

I thank you as always for your time and attention, and I hope to be hearing from you again soon.

Sincerely,



Chris W. McCarty

CWM/par

5-Year Strategic Plan Cumberland County School System 2023 - 2028

Ms. Teresa Boston, *School Board Chair*

Mr. Robert Safdie, *School Board Vice-Chair*

Ms. Shannon Stout, *School Board Member*

Mr. Chris King, *School Board Member*

Mr. Nicholas Davis, *School Board Member*

Ms. Anita Hale, *School Board Member*

Ms. Sherry Nichols, *School Board Member*

Ms. Rebecca Hamby, *School Board Member*

Ms. Elizabeth Stull, *School Board Member*

Mr. William Stepp, *Director of Schools*



October 2023

Cumberland County Schools 5-Year Strategic Plan

The following section provides an overview of the Cumberland County Schools' Strategic Plan development process.



CONTEXT: Cumberland County School district administration and the Board of Education have worked collaboratively with the Director of Schools, District Steering Committee, Cumberland County Community subcommittees as well as with the National Institute for Excellence in Teaching to develop a five-year strategic plan that will guide the work of the district for the time period of 2023-2028. The strategic planning process provides focus for the district, is designed to engage and inform the community and stakeholders, and will enable the district to be efficient with funds provided to the district. The Cumberland County School Systems Strategic Plan is designed to be a document that will be reviewed and monitored throughout the implementation process. The results of the implementation plan will be communicated to district leadership and the Board of Education in an effort to ensure that the district and board work together in partnership to provide the best possible learning environment for all students.



The strategic plan development process consisted of the following steps:

1. Vision Setting

- a. Initial Vision Setting Meeting
- b. Identify District Focus Areas
- d. Conduct SWOT Analysis (Strengths, Weaknesses/Challenges, Opportunities, and Threats)

2. Goal and Action Plan Development

3. Steering Committee and Community Subcommittee Feedback Sessions

4. Implementation and Monitoring Plan



Initial Vision-Setting Meeting:

Strategic plan development began with an initial vision-setting meeting that included the Cumberland County Schools district leadership and NIET consultants to discuss the district’s mission, vision, and priorities for the next five years.

Identify District Focus Areas:

The district leadership team of Cumberland County School System recognized a need to scale back on the number of initiatives the district was pursuing and focus their attention and resources on the most important issues for the district. They determined that working to ensure students and staff are focused on a K-12 Framework of Post Secondary/Career Attainment was a primary focus. The district is also focused on Emergency Management, Security, and Wellness of all staff and students. A deliberate focus on acquiring and retaining the highest quality talent and retention of those employees is a priority, along with high quality athletic programs and a laser focus on academics, primarily Literacy and Numeracy, closing achievement gaps, and ensuring that all students in the district are college and career ready upon graduation from high school. The district has ensured that the new five year strategic plan is fully aligned with TISA and all state and federal funding requirements at the time of development.

K-12 Framework(Post Secondary/Career Attainment)

Emergency Management/Security/Wellness

Talent Acquisition and Retention

Athletics

Academics

SWOT Analysis:

Once the district focus areas were determined, the Steering Committee members met to discuss a five-year vision for their district and then conducted a SWOT analysis for each of the focus areas, identifying strengths, weaknesses or challenges, opportunities, and threats to accomplish the success of the district mission.

Steering Committee:

The District Steering Committee met to review the mission and vision for the district and to develop the structure for the revision and development of the strategic plan. After each Steering Committee session, the information developed was reviewed by all members of the leadership team and taken to each subcommittee for review and feedback. Feedback was brought back to the Steering Committee to ensure the strategic plan is a document that collected feedback from all parties and that represents the needs of the school and community.

Goal and Action Plan Development:

To develop goals and action steps the district used the results from the SWOT analysis and ranked each item discussed in each category determined as the priority areas for the district. The district prioritized the manageable goals and actions to ensure success in each area over the next five years.



Steering Committee

Steering Committee Member

Mr. William Stepp
Mrs. Kim Bray
Mrs. Karri Hobby
Dr. William Maddox
Dr. Leslie Eldridge
Mrs. Kathy Hamby
Mr. Bo Magnusson
Dr. Rebecca Farley
Mr. Chris King
Mr. Nicholas Davis
Mrs. Shannon Stout
Mrs. Colleen Mall

Role

Director of Schools
Chief Operating Officer
PreK-8 Supervisor of Instruction
9-12 Supervisor of Instruction
College Career Technical Education Director
School Nutrition District Supervisor
Attendance Supervisor/Safety & Security Director
Chief Academic Officer
CCSchools Board Member
CCSchools Board Member
CCSchools Board Member
Cumberland County Commissioner





Mission, Values, and Core Beliefs

Our Mission

To inspire every student, every day towards academic achievements and excellence in life skills so they may reach their full potential.

Our Vision

Cumberland County Schools are Engaged in an Innovative learning environment Empowering every student to achieve excellence in life, academics, arts, athletics, and activities.

Our Core Beliefs

The beliefs of the Cumberland County School System are:

- 1) Education is the responsibility of families, students, teachers, and the community.
- 2) Our focus is our students' success.
- 3) Expectations and standards influence performance.
- 4) Attendance is vital to learning success.
- 5) Foster a positive school environment of belonging, trust, respect, and safety.
- 6) Highly qualified, effective instructors and leaders are crucial to the success of our students.
- 7) Cultural diversity is important to the success of every student.
- 8) Athletics, Arts, Academics and Activities motivate students to excel in learning success.
- 9) CCS will be equipped to serve the academic and non-academic needs of all students in their career pathways.



K-12 Framework (Post Secondary/Career Attainment)

Goal #1: *The Cumberland County School District Administration and Board of Education will implement the K-12 career connections framework, including awareness, exploration, advisement, and planning to ensure all students are productive members of the workforce upon high school graduation or post-secondary completion through the 2028-29 school year.*

ACTION STEPS:

- Implement additional CTE teachers into all elementary schools
- Implement work-based-learning and industry 4.0 coordinators at CCHS and SMHS
- Educate administrators, staff, students, and families on Ready Graduate indicators
- Recruit and retain school counselors as it pertains to graduation rate, ready graduates, and high quality advisement
- Increase partnerships with Post-Secondary and the Workforce
- CTE (Farm to School/Table partnership with Coordinated School Health and School Nutrition)
- Establish a long term community committee of stakeholders to deep dive research strategies and barriers to increasing parental involvement. (looking at others successes and what our community might be receptive to as we increase parental involvement)

PERFORMANCE METRICS:

- Annually 10% increase in the Ready Graduate Indicators with goal of being 100% by 2028-29
- Annually 2% increase in Graduation Rate to reach Attainment of 100% by 2028-29
- 100% of students tracked using LEA Ready Graduate Tracking Documents
- 100% of students will attain at least 1 Industry Credential Reporting to State upon graduation by 2028-29
- Core Indicators of Performance (CIPs) to exceed state expectations
- 100% High School and Beyond Tracking and Student Success
- Maximize Classroom Capacity through state reporting for Middle CTE Enrollment
- 100% Defined learning career assessment tracking
- Increase work based learning enrollment by 10% annually
- Maximize exposure to Industry 4.0 by 10% annually



Emergency Management/Security/Wellness

Goal #2: *The Cumberland County School District Administration and Board of Education will develop procedures and plans that will ensure all schools and the district have a safe and welcoming learning environment leading to an improved quality of life for all students and staff through the 2028-29 school year.*

ACTION STEPS:

- All staff trained in person on Trauma Informed Schools (BOTH certified and classified)
- Safe School Counseling-mental health etc (Psychological Needs)
Partners with Community agencies (Standardized protocols between all agencies)
- School Personnel Structure-Having required and consistent staff at all schools
- School Counselor-academic career, social emotional each school in the district (social workers)
- Facilities and Improvement Management - increase security fencing, EM - update schematics for all schools
- Cyber security
- Coordinated School Health (CSH) - focus on preventative measures for chronic illness/ telemed
- Establish a long term community committee of stakeholders to deep dive research strategies and barriers to increasing parental involvement. (looking at others successes and what our community might be receptive to as we increase parental involvement.)
- Provide meals free all students
- Joint central distribution center with a loading dock (FRC, CSH, Tech, textbooks, ect.)
- Box truck w/ lift gate for mobile services (FRC, CSH, Tech, textbooks, surplus inventory, etc.)
- Maintain technology infrastructure (on 5 year upgrade cycle)
- 1 to 1 Chromebooks (Purchase on 5 year cycle)



Emergency Management/Security/Wellness

Goal #2: *The Cumberland County School District Administration and Board of Education will develop procedures and plans that will ensure all schools and the district have a safe and welcoming learning environment leading to an improved quality of life for all students and staff through the 2028-29 school year.*

PERFORMANCE METRICS:

- 100% of Schools annually will complete and document all Local, State, and Federal drill and training requirements
- 100% of Schools annually will complete and submit to the district office the district required standardized safety plan
- 100% of all school staff will be trained in all emergency processes including trauma informed school training



Talent Acquisition and Retention

Goal #3: *The Cumberland County School District Administration and Board of Education will create a consistent and welcoming work environment where all school district employees are valued, compensated, and supported resulting in successful recruiting and retention of high performing school district employees through the 2028-29 school year and beyond.*

ACTION STEPS:

- Retention (Attendants on all Buses)
- Recruitment of Employees
- Benefits and Compensation
- Facilities and Improvement Management
- Work based learning site for recruitment and retention of employees for the Maintenance and Custodial Departments
- Recruitment of Employees (Teaching as a Profession within the district)
- Recruitment of Employees

PERFORMANCE METRICS:

- Cumberland County Schools will increase the number of Teaching as a Profession (TAP) participants by 10% each year from 2023-2024 through the 2028-2029 school year
- Cumberland County Schools will increase the number of 2 + 2 (two years at Roane State Community College and two years Tennessee Tech University) participants given the reinstatement of the program. If the program is reinstated, the goal would be to increase participants by 10% each year from 2023-2024 through the 2028-2029 school year



Athletics

Goal #4: *The Cumberland County School District Administration and Board of Education will develop procedures that will ensure all schools and the district have a standardized student athletic program that includes a comprehensive approach to facilitate a highly successful student athlete experience through the 2028-29 school year and beyond.*

ACTION STEPS:

- Policies and Procedures
- Parent Code of Conduct
- Careers in Athletics
- School Support for Athletes
- Parental Involvement

PERFORMANCE METRICS:

- Joining of TMSAA and modifying existing county wide athletic procedure manual
- Life Skills to Athletics by adding a athletic portfolio for each student athlete
- Adding careers into athletics by expanding the CTE program
- Create parental engagement periods to support student athletes and families



Academics

Goal #5: *Cumberland County Schools are Engaged in an Innovative learning environment Empowering every student to achieve excellence in life, academics, arts, athletics, and activities through the 2028-2029 school year.*

ACTION STEPS:

- PreACT
- Embedded Professional Development
- Consistent Benchmarks
- Maximize Fine Arts Opportunities

PERFORMANCE METRICS:

- Annually 1% increase in ACT Composite to reach 100% testing at least prior to junior year (11th grade)
- 100% of individual schools will strive to meet Annual Measurable Objectives (AMO) in ELA and Math
- 100% of individual schools will strive to achieve a growth index score or 4 or higher
- Increase participation at the middle school fine arts program by 2% annually



Appendices

- o Implementation plans
- o District Monitoring plans
- o Sub Committee Members

Next Steps

- o The Steering Committee will meet quarterly to review progress and discuss key accomplishments, identify challenges, and determine next steps.



October 2023



5-Year Strategic Plan Cumberland County School System 2023 - 2028

Developed with support from the
National Institute for Excellence in Teaching (NIET)

NIET

NATIONAL INSTITUTE FOR
EXCELLENCE IN TEACHING



Tennessee Investment in Student Achievement

Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
 - One of the goals **must** include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.¹
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to T.C.A. § 49-3-114 to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please contact tnedu.funding@tn.gov

Completed reports should be submitted in ePlan by **Nov 1, 2023**

¹ T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3rd grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3rd grade students proficient in ELA.

DISTRICT INFORMATION		
District Name	Cumberland County (180)	
Director of Schools Name	William G. Stepp	
District Point of Contact for TISA Accountability Report	Name	Dr. Rebecca Farley
	Phone Number	(931) 337-7179
	Email Address	rfarley@ccschools.k12tn.net
Percent of 3 rd grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the spring TCAP	34.3%	

DISTRICT GOAL STATEMENT(S)	
Goal Statement 1: 3 rd Grade ELA Proficiency ²	70% of students will score proficient on the 3 rd grade ELA TCAP by year 2030.
Goal Statement 2:	70% of students will be Ready Graduates by year 2030

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
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² **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

Goal Statement 1: 3 rd grade ELA proficiency ³		70% of students will score proficient on the 3 rd grade ELA TCAP by year 2030		
Year 1: 2023-24 school year	40	2024 District Assessment, 3 rd TNReady, ELA, All Students	<ul style="list-style-type: none"> • Consistent unit and lesson prep implementation of ELA HQIM K-12 (LIN, TNTP) • High dosage, low ratio tutoring for at-risk or retained 3rd grade students through TN All Corp tutoring. • Learning Loss Interventionists • Summer learning camps • RTI2 program implementation in every school with a dedicated RTI Coordinator. • Becoming Test Savvy Training for all 3rd grade teachers, interventionists, and tutors. 	<p>Cumberland County Schools will utilize TISA funding to purchase:</p> <p>High-quality instructional ELA materials in P-12 classrooms.</p> <p>LIN Network will support K-5 HQIM, IPG, and PLC implementation to support ELA instruction. The network in conjunction with TNTP will train the instructional coach, principal and district leaders to support individual, small, and whole group coaching, professional development sessions and lead teachers who support PLCs and provide instructional support and feedback to classroom teachers.</p> <p>Ensure the continuation of high dosage – low ratio tutoring (with the use of a tutoring liaison and placement of trained tutors in elementary schools.</p> <p>Learning Loss Interventionists at each school will target students below the 40th percentile on academic screeners. Tutors are currently funded by TN All Corp until the end of 2024 school year. TISA funds will be used to provide tutoring in the future.</p> <p>Summer learning camps will serve rising 4th grade students in need of remediation based on standardized test results.</p> <p>Each school has an RTI Coordinator and interventionist partnering with core instructors to provide RTI2 programming that will coordinate skill acquisition to</p>
Year 2: 2024-25 school year	45	2025 District Assessment, 3 rd TNReady, ELA, All Students		
Year 3: 2025-26 school year	50	2026 District Assessment, 3 rd TNReady, ELA, All Students		
Year 4: 2026-27 school year	55	2027 District Assessment, 3 rd TNReady, ELA, All Students		
Year 5: 2027-28 school year	60	2028 District Assessment, 3 rd TNReady, ELA, All Students		
Year 6: 2028-29 school year	65	2029 District Assessment, 3 rd TNReady, ELA, All Students		
			*These strategies will be reviewed each year to analyze their impact and adjust to ensure a maximum level of effectiveness.	

³ The annual outcome for 3rd grade ELA proficiency must include, but is not limited to, the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next 3 years, starting with the 2022-23 TCAP results, to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA. If the district already has 70% or more of 3rd grade students proficient in ELA, it is not required to state in your annual outcomes the 15% gap closure, but must still detail annual outcomes and metrics to either maintain or increase your district's 3rd grade ELA proficiency rates and other stated district goals.

Year 7: 2029-30 school year	70	2030 District Assessment, 3rd TNReady, ELA, All Students		<p>grade level standards (HQIM) to produce a coherent connection to Tier 1 instruction.</p> <p>All 3rd Grade teachers, interventionists, and tutors were trained in Becoming Test Savvy, by Bob Alexander. This program provides test taking strategies and ways for teachers and parents to support student growth.</p> <p>* Federal funds, ESSER, and ISM funds are braided with TISA funds to support multiple initiatives. Unfortunately ESSER funds sunset in 2024, Federal funds have limitations, and ISM funds will decrease and sunset over the next 3 years.</p>
Goal Statement 2: Ready Graduate	70% of students will be Ready Graduates by year 2030 (34.5% to 70%)			
Year 1: 2023-24 school year	40	2023 Ready Graduate District Level Data, All Students	<ul style="list-style-type: none"> ● ACT Preparation Classes ● ACT Achievement Support for staff ● Grade 8-9 Practice ACT ● Grade 10 Pre ACT ● Grade 11-12 ACT ● Ready Graduate Data Tracking System ● Increase EPSO opportunities ● Increase AP Access For All ● Increase HQ advisement for all students ● Industry credentials offered in all CTE program of study courses 	<p>Cumberland County Schools will utilize TISA funds to purchase:</p> <ul style="list-style-type: none"> ● High-quality ACT prep curriculum (Max the Test) and implementation training for staff. ● ACT practice test for every 8th and 9th grade student. ● PreACT test for every 10th grade student. ● Ready Graduate Coach
Year 2: 2024-25 school year	45	2024 Ready Graduate District Level Data, All Students		
Year 3: 2025-26 school year	50	2025 Ready Graduate District Level Data, All Students		

Year 4: 2026-27 school year	55	2026 Ready Graduate District Level Data, All Students	<ul style="list-style-type: none"> • Career Coach at each elementary school. <p>*These strategies will be reviewed each year to analyze their impact and adjust to ensure a maximum level of effectiveness.</p>	<ul style="list-style-type: none"> • Work Based Learning (WBL) Coordinator at each high school • Industry Certification exam fees paid for students. • Career Coach at each elementary school to build career awareness, exploration, and advisement. <p>* Federal funds, ESSER, and ISM funds are braided with TISA funds to support multiple initiatives. Unfortunately ESSER funds sunset in 2024, Federal funds have limitations, and ISM funds will decrease and sunset over the next 3 years.</p>
Year 5: 2027-28 school year	60	2027 Ready Graduate District Level Data, All Students		
Year 6: 2028-29 school year	65	2028 Ready Graduate District Level Data, All Students		
Year 7: 2029-30 school year	70	2029 Ready Graduate District Level Data, All Students		

Public Comment	
The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.	
Date(s) of opportunity for local public comment.	<ul style="list-style-type: none"> • School District and County Education Committee public meeting discussion Oct. 4, 2023 • Board Meeting Discussion Oct. 26, 2023 • Plan posted on district website from Oct. 5-26, 2023, feedback email address provided.
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	<ul style="list-style-type: none"> • School District and County Education Committee public meeting discussion Oct. 4, 2023 • Board Meeting Discussion Oct. 26, 2023 • Plan posted on district website from Oct. 5-26, 2023, feedback email address provided.
Summary of public comment received, if any.	In Progress (Awaiting Public Comments)
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	In Progress (Awaiting Public Comments)

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.

Description of how your district did or did not incorporate public comment received into the final accountability report submission.

In Progress (Awaiting Public Comments)

Cumberland County Board of Education

2023-2024 Annual Planning Calendar

JULY

- Summer Law Institute
- Approval of Members 6.317- Bo
- Appoint System Testing Coordinator
- Annual Utilization Report SRO's-Bo
- Orientation for New Teachers
- ~~Field Trip Approval~~
- Vendor Contracts – School

AUGUST

- Service Celebration (Convocation)
- Professional Achievement Celebration (Convocation)
- New Teacher Celebration and Orientation
- Retirement Celebration
- Apply for Grants CSH and SS
- New Board Member In-service

SEPTEMBER

- Election of Officers
- Appointment of TLN Representative 1.105
- Appoint Committees 1.300
- Accountability Presentation
- Fall District Meeting
- TSBA Boardmanship Code of Ethics

OCTOBER

- Student Activity Funds Audit Report 2.900
- School Compliance Document
- Approval of Compliance Report

NOVEMBER

- Annual Notification of Student Rights 6.601
- Food Service Report 3.500
- Financial Report for Last Fiscal Year 2.701
- Director of Schools Evaluation
- TSBA Leadership Conference/Annual Conference
- School/System Report Card
- Salary and Benefit Review Task Force
- TASBO

DECEMBER

- Budget Preparation Calendar 2.200
- Distribute Budget Requests to Staff
- DEC 1 Report-HR

JANUARY

- State Financial Audit Review
- Prioritize Budget Request
- Insurance Benefits Review
- Tenure Teacher Election and Celebration
- BOE Retreat – Annual Review of Strategic Plan
- Strategic Plan Update

FEBRUARY

- Day on the Hill
- Safety committee 3.201
- Budget Preparation

MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

APRIL

- Budget Preparation
- Present Preliminary Budget
- District Solutions Bus Advertising Contract

MAY

- Employee Non-Rehire Notification
- Approval Facilities Use Fees 3.206
- Submit Budget
- 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
- Year End Experience Report-HR

JUNE

- Non-Rehire/Tenure Notifications 5.201
- Approve Annual Budget 2.200
- Submit Budget to County Government
- Federal Consolidated Plans (ESSA, IDEA, CTE, VPK, Homeless, 21st CCLC)
- Coordinated School Health Report
- Submit Salary Scales for Approval

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
- Completed Task
- Disregard Task

ON GOING

- Attendance Monthly Report
- Financial Monthly Report
- Maintain Board of Distinction
- Policy Review and Update
- Monitor School Zones
- School Visits
- Administrative Evaluations
- Employee Advisory Council
- Student Advisory Council
- Monthly Administrative Meetings
- Personnel Report
- Work Sessions
- TSBA Training

10/2/23

Cumberland County Schools Enrollment

	Pre-K	SE	K	1	2	3	4	5	6	7	8	9	10	11	12	9+	Total	K-3	4-6	7-8
Brown	20		54	53	78	54	66	65	70	59	63						582	239	201	122
Crab Orchard	19	8	33	41	34	56	45	52	40	50	40						418	164	137	90
Homestead	39	27	78	75	63	57	65	68	79	72	81						704	273	212	153
Martin	39	30	84	79	71	83	81	89	73	68	74						771	317	243	142
North	20		56	52	46	61	53	59	56	65	54						522	215	168	119
Pine View	15		20	15	13	19	23	16	20	14	12						167	67	59	26
Pleasant Hill	20		62	52	61	60	56	57	60	76	75						579	235	173	151
South	38		64	52	60	59	62	74	54	66	47						576	235	190	113
Stone	20	40	60	62	55	77	68	70	60	61	72						645	254	198	133
CCHS												227	229	249	278		983			
SMHS												286	290	231	224		1031			
Phoenix																	74			
Total	230	105	511	481	481	526	519	550	512	531	518	513	519	480	502	0	7052	1999	1581	1049

JOBDESCRIPTION
Cumberland County School District

HUMAN RESOURCES OFFICER

Purpose Statement

The job of Human Resources Supervisor was established for the purpose/s of acting as a lead person in the delivery of human resource services with specific responsibility for providing information to other HR staff and district employees regarding policies and regulations; addressing a variety of issues and/or providing general support; overseeing the maintenance of records, files and databases of personnel actions, evaluations, licensure, and tenure; working with the State Department of Education on licensure issues; ensuring that personnel functions conform to all applicable regulatory requirements. The HR Supervisor responsible for performing in-depth human resources duties under minimal supervision and the nominal supervision of subordinate personnel. The H.R. Officer is a member of the Executive Staff and supervisor to the following departments: Transportation and School Nutrition.

This position reports to the Director of Schools

Essential Functions

- | Assists in scheduling a variety of meetings and employee events (e.g. Employee In-processing, Teacher Orientation, Retirement Workshop, applicant interviews, etc.) for the purpose of meeting the needs of the department, District and employees.
- | Audits monthly personnel actions prepared by staff to ensure consistency and that errors are kept to a minimum and that correct account numbers are used.
- | Communicates with other employees, departments, administrators, applicants and the public for the purpose of providing information and assistance concerning employment, recruitment, transfers, personnel records, leaves, licenses, and related legal requirements.
- | Conducts, along with other HR employees, the employee orientation (e.g. introducing personnel, payroll, employment benefits, policies, assisting with enrollment forms, etc.) for the purpose of ensuring employees are knowledgeable of current practices and administrative processes as well as completion of forms.
- | Coordinates the employment process (e.g. tracking of staff as compared to budget, processing applications, analyzing transcripts, assisting teachers with licenses and endorsements, etc.) for the purpose of meeting district staffing requirements while complying with established guidelines.
- | Coordinates the activities of the HR department ensuring all appropriate deadlines are met effectively and efficiently.
- | Develops a wide variety of written materials (e.g. letters, forms, procedures, brochures, pamphlets, etc.) for the purpose of documenting activities, providing written reference, and/or conveying information.
- | Ensures effective and appropriate policies and procedures are followed (e.g. processing of personnel actions, including new hires, transfers, promotions, termination, and completion of state reports) for the purpose of being timely, accurate, legal and meeting organizational objectives.
- | Evaluates the effectiveness of training sessions and programs for the purpose of determining whether changes need to be made to ensure appropriate skills development.
- | Interprets a variety of written materials (e.g. transcripts, references, employment records, education codes, employment regulations, etc.) for the purpose of ensuring compliance with regulatory requirements.
- | Monitors a variety of processes (e.g. application, eligibility, certifications, etc.) for the purpose of ensuring efficient processing of applicants and employees in addressing position requirements and adhering to legal and/or administrative requirements.

- | Monitors a wide variety of personnel policies and programs regarding employees (e.g. advertising positions, processing applications, placement, transfer, separation, verifying employment, orientation, contracts, compensation schedule, FMLA, etc.) for the purpose of conforming to district policies, relevant laws, contracts and agreements. Informs supervisor of non-compliance.
- | Monitors and complies with personnel record keeping procedures (e.g. maintaining personnel files (applications, reference checks, transcripts, PRAXIS tests) Highly Qualified status, recruiting, hiring, placing and paying personnel etc.) for the purpose of ensuring compliance with established guidelines.
- | Participates in meetings that involve a range of issues (e.g. personnel actions, regulatory requirements, actions involving outside agencies, inter-department needs, etc.) for the purpose of developing recommendations and/or supporting other staff.
- | Prepares a variety of reports and related documents (e.g. verification requests of employment, folders, paperwork, announcements of vacancies, personnel transactions for inclusion in the monthly Board packets, End-Of-Year report, PIRS report, etc.) for the purpose of providing documentation and information to others.
- | Presents information on a variety of topics (e.g. orientations, meetings, etc.) for the purpose of conveying information and/or making recommendations regarding district services.
- | Processes, files, and maintains documents, data, and materials (e.g. employee personnel files, I-9 records, Human Resources Information System, State Personnel system, etc.) for the purpose of disseminating information to appropriate parties and inputting data.
- | Researches information required to manage assignments including reviewing relevant policies and current practices for the purpose of ensuring compliance with legislative requirements and securing general information for planning and/or responding to requests from directors and various state and federal agencies.
- | Responds to written and verbal inquiries from a variety of internal and external sources for the purpose of resolving problems, providing information and/or referring to appropriate personnel and/or identifying the relevant issues and recommending or implementing a remediation plan.
- | Supports the department staff for the purpose of assisting in the performance of their work activities.
- | Trains other Human Resource Employees (e.g. processes, procedures, protocols and policies) for the purpose of ensuring that best employment practices are followed.

Other Functions

- | Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
- | Serves as a liaison to committees and/or organizations on behalf of the Human Resources Department for the purpose of conveying and/or gathering information required for district operations.

Working Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally the job requires 70% sitting, 30% walking, and % standing. This job is performed in a generally clean and healthy environment.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform single, technical tasks with a need to periodically upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: planning and managing projects; preparing and maintaining accurate records; operating standard office equipment; planning and managing projects; utilizing pertinent software applications; facilitating meetings; interpersonal aptitude; and record keeping.

KNOWLEDGE is required to perform basic math, including calculations using fractions, percents, and/or ratios; read technical information, compose a variety of documents, and/or facilitate group discussions; and solve practical problems. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: personnel practices applied within a school

district environment; codes, regulations & laws related to the job functions; bookkeeping/accounting practices; English grammar/punctuation/ spelling/vocabulary; office equipment/software; organizational structure design; and office practices.

ABILITY is required to schedule a number of activities, meetings, and/or events; gather, collate, and/or classify data; and use basic, job-related equipment. Flexibility is required to work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using defined methods. Ability is also required to work with a diversity of individuals and/or groups; work with a variety of data; and utilize job-related equipment. Problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is limited to moderate. Specific ability-based competencies required to satisfactorily perform the functions of the job include: meeting schedules/deadlines; adaptability/flexibility communication with persons of diverse backgrounds knowledge/skills; confidentiality; dealing with frequent interruptions; decision making; detail oriented; innovation; multitasking; organizing; prioritization; reliability; taking initiative; and teamwork.

Experience Job related experience with increasing levels of responsibility is desired.

Requirement This is a certified or non-certified position.

Education For a certified applicant, a TN teaching license and Tennessee Administrator Endorsement required.
For a non-certified applicant, a minimum of an associate's or bachelor's degree is required with HR Specialist Certification preferred

Equivalency None Specified

Certificates & License

None Specified

Continuing Educ./Training

None Specified

Clearances

Criminal Justice Fingerprint/Background Clearance

FLSA Status

Non Exempt

Approval Date

Salary Grade

JOB DESCRIPTION

Cumberland County School District

Financial Controller

Purpose Statement

The job of the Financial Controller was established for the purposes of directing business programs and financial services; providing information and serving as a resource to others; achieving defined objectives by planning, evaluating, developing, implementing and maintaining services in compliance with established guidelines. The Financial Controller supervises Financial Operations for the district.

This job reports to the Director of Schools

Essential Functions

- | Analyzes a variety of financial information (e.g. revenues, expenditures, cash management, cost projections, real estate, insurance, etc.) for the purpose of providing direction and support, making recommendations, maximizing use of funds, and/or ensuring overall operations are within budget.
- | Assists a variety of external agency personnel (e.g. auditors, grant representatives, regulatory agency staff, etc.) for the purpose of providing information, general support, and risk assessment of district operations.
- | Collaborates with internal and external personnel (e.g. other administrators, auditors, public agencies, public officials, community members, vendors, etc.) for the purpose of implementing and/or maintaining services and programs.
- | Compiles data from a wide variety of sources (e.g. staff, public agencies, school districts, etc.) for the purpose of analyzing issues, ensuring compliance with organization policies and procedures, and/or monitoring program components.
- | Conducts internal audits (e.g. general and special funds, etc.) for the purpose of ensuring program operations are within budget and in accordance with fiscal practices.
- | Communicates with district personnel (e.g. Finance Director, Staff Attorney, Human Resources Supervisor, Technology Department etc.) for the purpose of advising of new policies and making recommendations to update current policy.
- | Directs department operations, the maintenance of services and the implementation of new programs and/or processes for the purpose of achieving organizational objectives and ensuring compliance with legal, financial and district requirements within established timeframes.
- | Facilitates meetings, workshops, seminars, etc. (e.g. financial procedures, regulatory requirements, community or outside agencies, interdepartmental needs, etc.) for the purpose of identifying issues, developing recommendations, supporting other staff, and serving as a District representative.
- | Maintains a variety of manual and electronic fiscal information, files and records (e.g. payroll, month end, student activities, contracts, etc.) for the purpose of providing an up-to-date reference and audit trail.
- | Monitors budget allocations, expenditures, fund balances and related financial activities for the purpose of ensuring that allocations are accurate, revenues are recorded, expenses are within budget limits and/or fiscal practices are followed.
- | Participates in meetings, workshops and seminars for the purpose of conveying and/or gathering information required to perform functions.
- | Prepares a wide variety of materials (e.g. annual budgets, financial statements, reports for the Auditors, Board, Superintendent, County Commission, department administrators, etc.) for the purpose of documenting activities and issues, meeting compliance requirements, and/or providing supporting materials for requested actions.

- | Provides assistance and direction for all school bookkeepers. Reviews audits of internal school funds.
- | Provides direction and oversees activities of all booster club organizations and provides annual training for a representative of all groups.
- | Presents information (e.g. budget overviews, accounting processes, distribution formulas, etc.) for the purpose of communicating information, gaining feedback and ensuring adherence to established internal controls.
- | Resides on committees as assigned by the Director of Schools at the district and county level.
- | Researches financial topics and related legal issues (e.g. discrepancies, current legislative trends, etc.) for the purpose of evaluating compliance requirements and potential implications on district operations.
- | Responds to a wide variety of inquiries of staff, district personnel, other professional organizations, etc. (e.g. accounting guidelines, expenditure status, grant guidelines, etc.) for the purpose of resolving problems, providing information and/or referring to appropriate personnel.
- | Performs personnel functions under assigned area of control (e.g. interviewing, evaluating, supervising, etc.) for the purpose of maintaining adequate staffing, enhancing productivity of personnel and achieving objectives within budget for department under assigned control. Presently: Finance
- | Assists in design of short and long term operational plans for the district.
- | Attends meetings as needed and provides information and reports regarding the operational aspects of the district as pertains to finance.

Other Functions

- | Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple, highly complex, technical tasks with a need to occasionally upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: operating standard office equipment including using a variety of software applications; planning and managing projects; preparing and maintaining accurate records; analyzing; budgeting and cost control; facilitating meetings; guiding others; interpersonal aptitude; managing staff/performance; problem solving; and supervision.

KNOWLEDGE is required to utilize theoretical mathematical concepts; review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: pertinent laws, codes, policies, and/or county, state and/or federal regulations; personnel processes; program planning and development; school budgeting, policies and audit procedures; concepts of grammar and punctuation; and principles of public and fund accounting and budgeting.

ABILITY is required to schedule a number of activities, meetings, and/or events; routinely gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; analyze data utilizing a variety of complex processes; and operate equipment using a variety of standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of widely varied types and/or purposes; and utilize a variety of job-related equipment. Problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is moderate. Specific ability-based competencies required to satisfactorily perform the functions of the job include: adapting to changing work priorities; communicating with diverse groups and individuals in public and/or private settings; meeting deadlines and schedules; setting priorities; working as part of a team; working with detailed information/data; decision making; detail oriented; leadership and direction; meeting schedules/deadlines; motivating others; organizing; prioritization; and taking initiative.

Responsibility

Responsibilities include: working independently under broad organizational guidelines to achieve unit objectives; managing multiple departments; and supervising the use of funds for multiple departments. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is a continual opportunity to significantly impact the organization's services.

Working Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; and significant fine finger dexterity. Generally the job requires 60% sitting, 20% walking, and 20% standing. This job is performed in a generally clean and healthy environment.

Experience Job related experience within specialized field with increasing levels of responsibility is required.

Education Bachelor's degree in Finance, Business Management or Accounting. Job related experience required. Master's Degree, CPA License Preferred, not required.

Equivalency None Specified

Requirement
This is a certified or non-certified position.

Certificates & Licenses

Continuing Educ. / Training
None Specified

Clearances
Criminal Justice Fingerprint/Background Clearance

FLSA Status
Exempt

Approval Date

Salary Grade



William G. Stepp ● Director of Schools

Teresa Boston ● Board Chair

October 17, 2023

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
Sharyl Gutierrez	SMHS Café Sub	09/25/2023	N/A
Amanda Daugherty	Phoenix Café	10/16/2023	New Position due to Increased Participation
Ashley Music	Café Sub	10/17/2023	N/A

Resignations/Retirements:

Name	Location	Date	Status
Andrea Judkins	Martin Café	09/28/2023	Resignation

Transfers:

Name	Location (From/To)	Date	Replacing
Inge Barnwell	North / Martin	09/19/2023	Andrea Judkins

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
Jenny Scarbrough	South	12/31/23	Resign
Michelle Cole	Brown	1/1/24	Resign

Transfers

Name	From/To	Date

Terminations

Name	From/To	Date

NON-CERTIFIED

New Hires:

Name	Location	Date	Replacing
Daniel Reed	CCHS	10/16/23	New Hire SPED
Sonkarana Stephens	CCHS	10/2/23	New Hire-SPED
Nancy Davenport	Phoenix	9/26/23	Laura Earhart
Kathy Wilson	Brown	9/19/23	Natalie Canfield
Sarah King	Brown	10/18/23	Christina Kessler
Brittany Wade	Homestead	10/16/23	Shelly Cochran
Betty Morrow	Transportation	10/16/23	PT Driver

Resignations/Retirements:

Name	Location	Date	Status
Rachel Davenport	Crab Orchard	1/5/24	Resign
Wanda Gilbert	CCHS	10/1/23	Resign
Shelly Cochran	Homestead	9/22/23	Resign
Brittany Henson	Homestead	9/29/23	Resign
S. Quinton Rayder	Martin	9/28/23	Resign
Linda Garber	Transportation	9/28/23	Resign
Charles Barker	Brown	10/16/23	Resign
Tonia Lybarger	CCHS	10/6/23	Resign

Transfers

Name	From/To	Date

Terminations

Name	From/To	Date

SUBSTITUTES

<u>NAME</u>
Colton, Madison
Ghotbi, Sheila
Hale, Jessica
Iles, Sara
Jones, Christine
Overman, Jerald

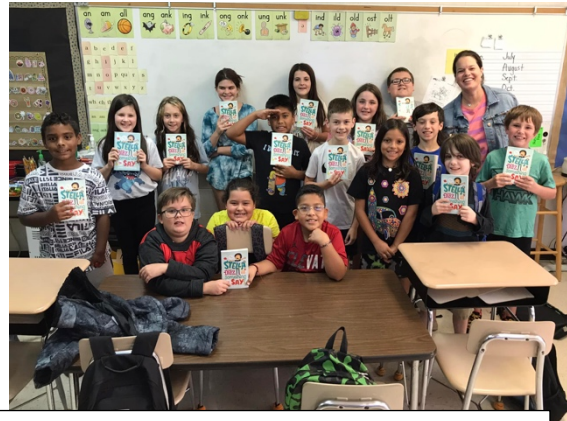
BES October 2023 Newsletter



FRANK P. BROWN ELEMENTARY SCHOOL



BES experienced a "Reading Through the Decades" Book Fair with student art work, dress up days, and Family Reading Night.



Brown Elementary's Book Club has been reading, "Stella Diaz Has Something to Say" and enjoyed food described in the book. Hannah VanWinkle is the after school club sponsor.



Brown Elementary FFA students volunteered at the SMHS and CMHS Farm Day on September 16.



Fourth Grade students took a walking tour of downtown Crossville on September 19. They are pictured in the Art Circle Public Library with children's librarian Patty Dalton.



Our very own Reece Gilpin competed in the 4-H Grill Masters competition on September 19 in Maryville, TN, taking home a 4th

OCTOBER CCHS NEWSLETTER



Fall
FUN!

We are ready for Fall
at CCHS!!!



Thanks to Mrs. Varner, our hallways are
a little brighter!!



HOME Schedule

Clarkrange November 28
 Pickett County December 1
 Walker Valley December 8
 Rhea County December 12
 Kingston December 19
 Livingston January 5
 Stone January 16
 Upperman January 19
 Dekalb County January 30
 White County February 2

AWAY Schedule

Pickett County November 14
 Cookeville November 17
 Rhea County November 20
 Clarkrange December 15
 Dekalb County January 9
 White County January 12
 Livingston January 26
 Stone February 5
 Upperman February 8

NEUTRAL Schedule

Gordonsville Tournament
 • December 20-22
 Tampa Invitational
 • December 27-30
 District Tournament TBA
 Region Tournament TBA
 State Tournament TBA



Lady Jets & Jets

23-24 • Basketball Sched

* White = District Game

#FLYWITHTHIS



McCart earns berth in our region.
 Jets showed marked improvement
 #GoJets #JetsGolf



DISTRICT HONOR AWARDS

ALL DISTRICT FIRST TEAM

OLIVIA CONNER
PEYTON DUNLAP
MOLLY NEAL
JESLA URIBE

ALL DISTRICT SECOND TEAM

ARIEL BAKER
ABBY LEON



WAY TO GO
LADY JETS
SOCCER!!



Huge congratulations to the CCHS Jet Pride Marching Band for earning the following scores today at the Tree City Marching Band Festival at Warren County HS!!!
Band: Excellent
Drum Major: Superior
Percussion: Superior
Color Guard: Superior



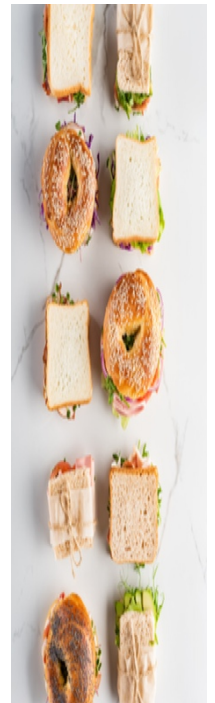
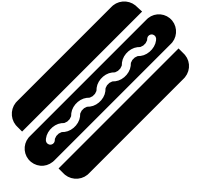
CCHS SOILS TEAM IS STATE BOUND!!
2nd in the region with the 3rd highest individual & all members in the top 24!



We are so proud of this team and all the hard work they have put in. Also thankful for all of the alumni & community support of this team!



Congratulations to Bishop Higgins for passing his check ride today. He is now a licensed private pilot!!! Awesome achievement Bishop!



SRO VanRuden joined in behind the scenes and helped serve our students lunch. We are so fortunate in having such a wonderful SRO at CCHS!!



CCHS students dress for success in their future medical careers. #CCTE #GoJets

Senior Superlatives 2023-2024

- ◆ *Mr. & Ms. Funniest:
Cayden McElhaney & Joelle Rees*
- ◆ *Mr. & Ms. Most Likely to Succeed
Jacob Atkinson & Grace Gee*
- ◆ *Mr. & Ms. Most Reliable
Clay Mullen, Isabella Cross & Audrey Wellman*
- ◆ *Mr. & Ms. Best Dressed
Gabriel Alva & Abigail Leon*
- ◆ *Mr. & Ms. Most Changed Since Freshman Year
Brandon Hale & Costanza Billups*
- ◆ *Mr. & Ms. Most Likely to Brighten Your Day
Tony Grace & Jazmine Troglin*
- ◆ *Mr. & Ms. Most School Spirit
Dylan Smith & Stephanie Turner*
- ◆ *Mr. & Ms. Most Athletic
Nolen Carter & Jalynn Baldwin*
- ◆ *Mr. & Ms. CCHS
Jake Hedgecoth & Angelina Haygood*

CRAB ORCHARD NEWS



October 2023

FALL FESTIVAL



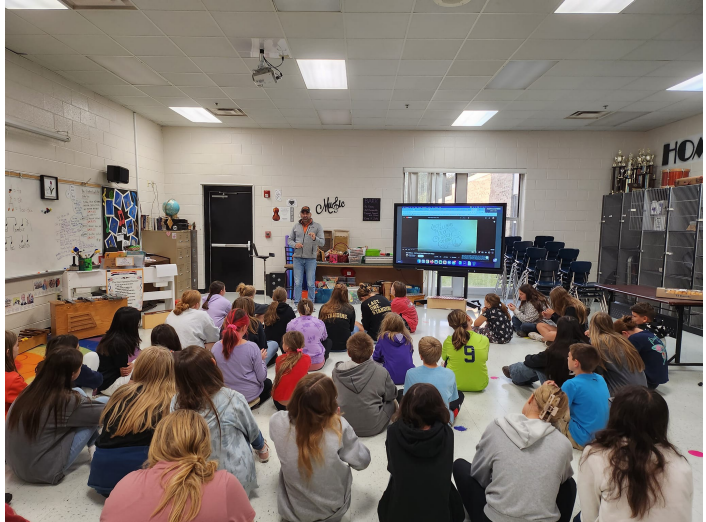
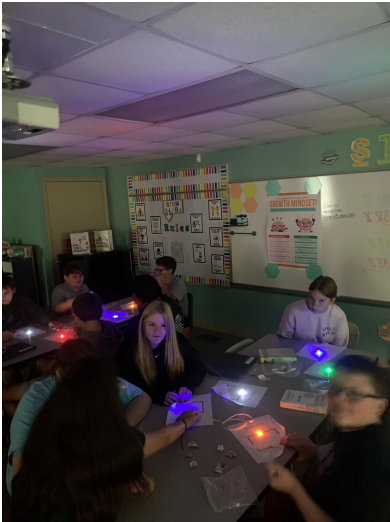
At our Fall Festival, students enjoyed spending time with friends and family while playing games, eating some great and strange food (looking at you pickle milkshake), and demolishing a car all while supporting our school.



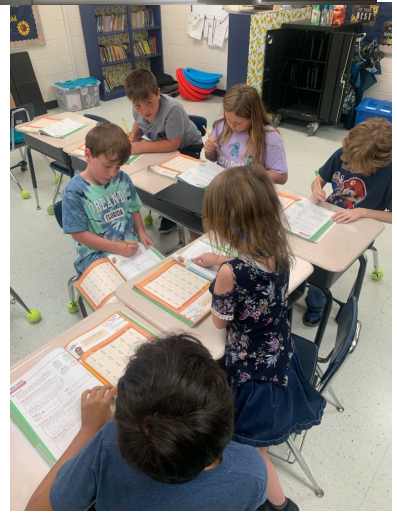
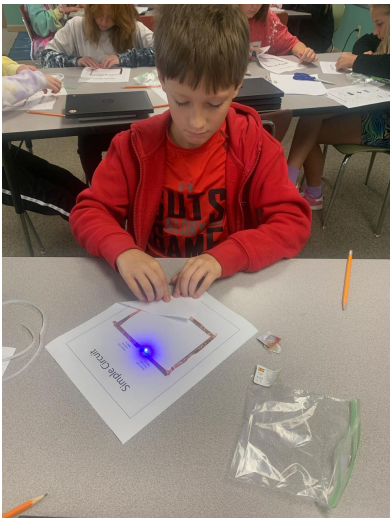
HEALTH SCREENINGS

Big shoutout to the SMHS Nursing Education students who stopped by to help us with our BMI screenings





Exploring and learning
at
Homestead Elementary



8th grade students had an amazing day at the Career Fair at TTU





2nd Grade students celebrated Hispanic Heritage month in Art class by making traditional Guatemalan worry dolls.



6th grade science students and Ms. Kelsey from 4H are doing a year long experiment called Soiling your Underpants. We bury a pair of underwear along with some other things and leave them until May. This is to demonstrate the different decomposition rates of different materials as well as how different soil conditions effect decomposition.



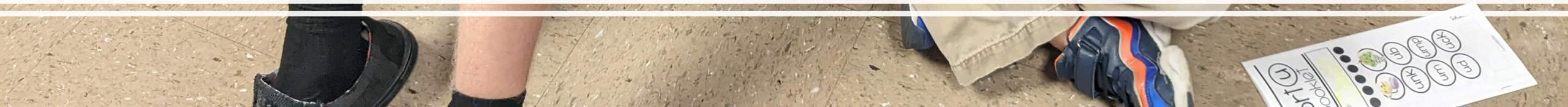
Our families enjoyed spending time in the library reading and taking AR tests during family reading night



2nd Grade students had a great time on their community helpers field trip.














CCHS Reading Buddies visited our Kindergarten and 1st grade students!





My Tree Observations

<p>The size of my tree is:</p> <p> Small</p> <p> medium</p>	<p> Large</p>	<p>There is a hole in my tree.</p> <p> yes <input type="radio"/> no <input type="radio"/></p>	<p>I think an animal lives in my tree.</p> <p> yes <input type="radio"/>   no <input type="radio"/></p>
<p>The TOPS of the leaves are:</p> <p> pointy</p>	<p> rounded</p>	<p>I also noticed this about my tree:</p> <p>That My tree has strong roots and a lot of roots. My tree is still.</p>	
<p>The bark of my tree is:</p> <p> </p>			

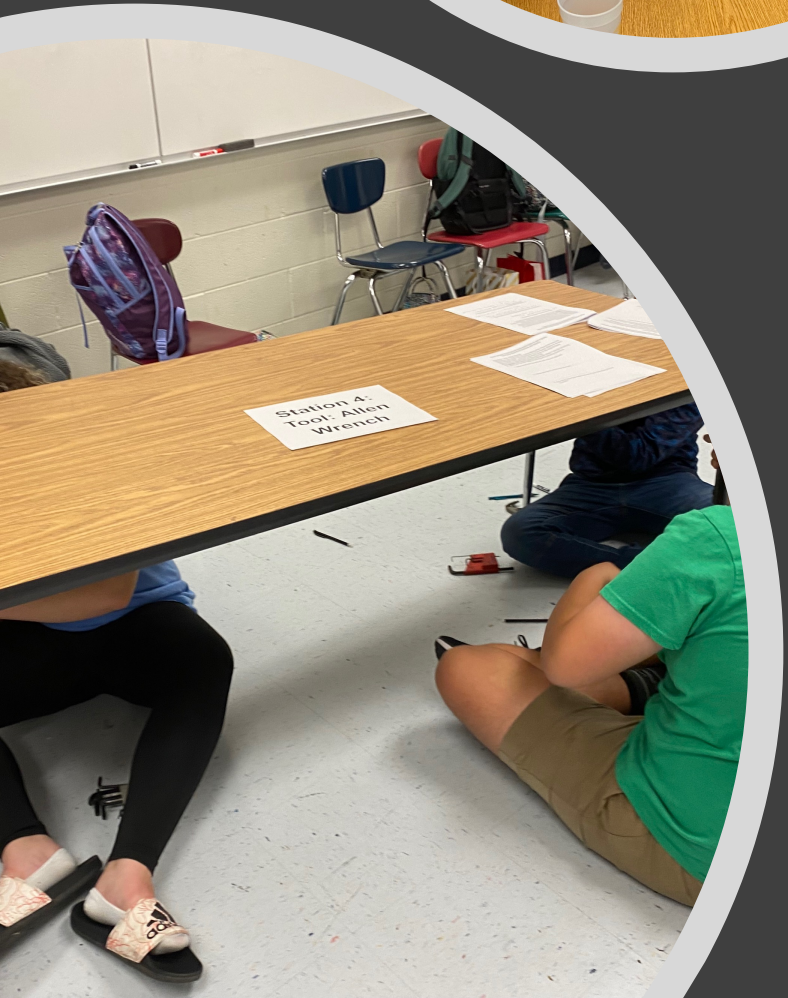
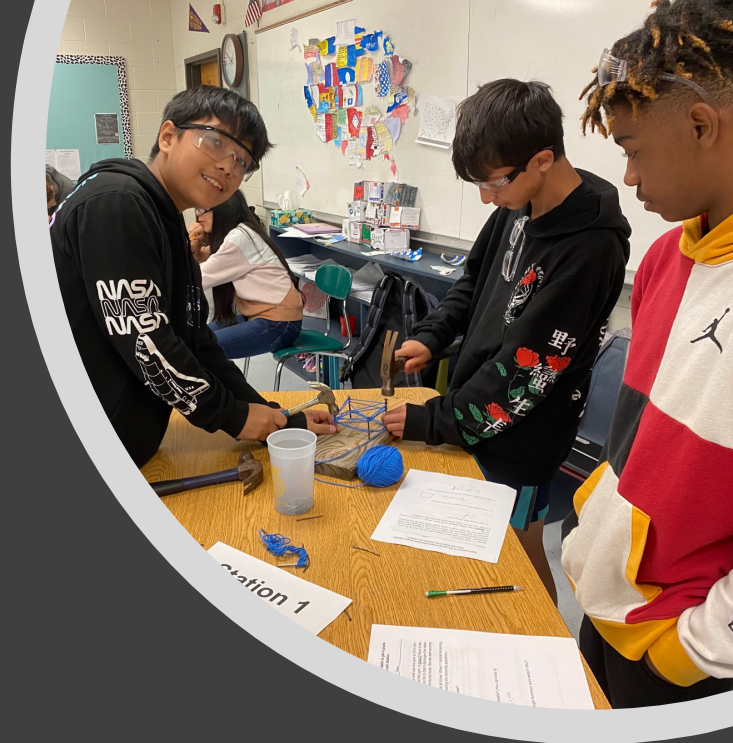


- Mrs. Davis' students love their classroom volunteer!

2nd Grade students completed tree observations during science class.

Our 5th Grade Agriculture students are working on a campus beatification project with donations from Woodman Life!





8th grade students are learning to use tools in Agriculture Class.





4th grade Students learned so much touring Downtown Crossville!



PreK students learned about force with straw rockets during STEM class.



Kindergarten Students work hard learning new skills every day!



NCE

Children First Excellence Always

Career Fair

8th grade traveled to TTU to attend their career fair. Students got to visit booths from all aspects of the industry. At each booth they got to try their hand at a skill from the career.



Upcoming Events

- 10/6 Grade Period 1 Ends
- 10/9-13 Fall Break (No School)
- 10/19 Report Cards
- 10/19 Lions Club Screenings
- 10/20 District Wide Kickball
- 10/20 Fall Festival
- 10/23 Make up & Class Pictures
- 10/23 Parent/ Teacher Conferences

- 11/10 Veterans Day Program @ 9am
- 11/13 Progress Reports
- 11/15 Basketball & Cheer Pictures
- 11/22-24 Thanksgiving Break
- 11/27 8th grade tour

NCE is Engineering Excellence



Puzzling Times in 5th grade

When finished with classwork, 5th grade students get the opportunity to work on jigsaw puzzles during their free time. It's been amazing to watch all the students come together to complete this masterpiece!



What's STEMmin' at NCE?

In 8th grade STEM this month their focus has been Civil Engineering. They have worked on building earthquake resistant structures, bridges, and geodesic domes.



Eggcellent Inquiry

Kindergarten students learned about Humpty Dumpty in one of their stories. At the end of the unit they participated in a culminating activity by picking out items to put eggs in and then made educated guesses of what would happen to the egg. Then tested their hypothesis.

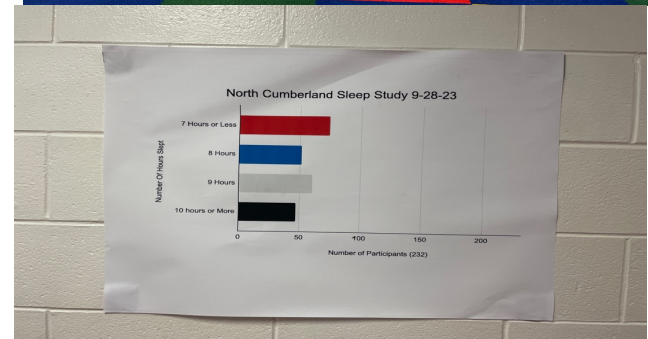


Patriot Pulse: Monthly

Fuel up to play team promoted healthy sleep this month by conducting their sleep study day. Students wore pj's to school and charted their sleep for the night. A bar graph was created with the results of the sleep study.

The Heart of the Matter

First grade participated in their PBL this month. Students constructed their own stethoscopes, exercised to get their heart pumping, then listened to each other's heartbeat.



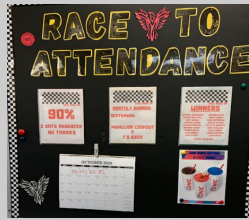


Phoenix Happenings



Meet our Cumberland County Board of Education Student Representative...

18 year old Braden Whitehair is set to graduate in December of this year and has big plans for his future. He is set to report to boot camp for the National Guard in March of 2024, and he is looking forward to serving his country. His favorite class while at Phoenix has been history with Mr. Wheeler. When asked what he liked most about Phoenix was the small classes and the personal connections he could make in each. His personal piece of advice is to "Calm down and figure it out."



CTE Students clean and maintain the TEIS play area.



Shown are Jacob Moles and Anthony Covey.



Principal's Luncheon

Once per month, Mr. Lowe meets with various students to gain their



feedback, opinions, and ideas. He also strives to answer any of their questions.

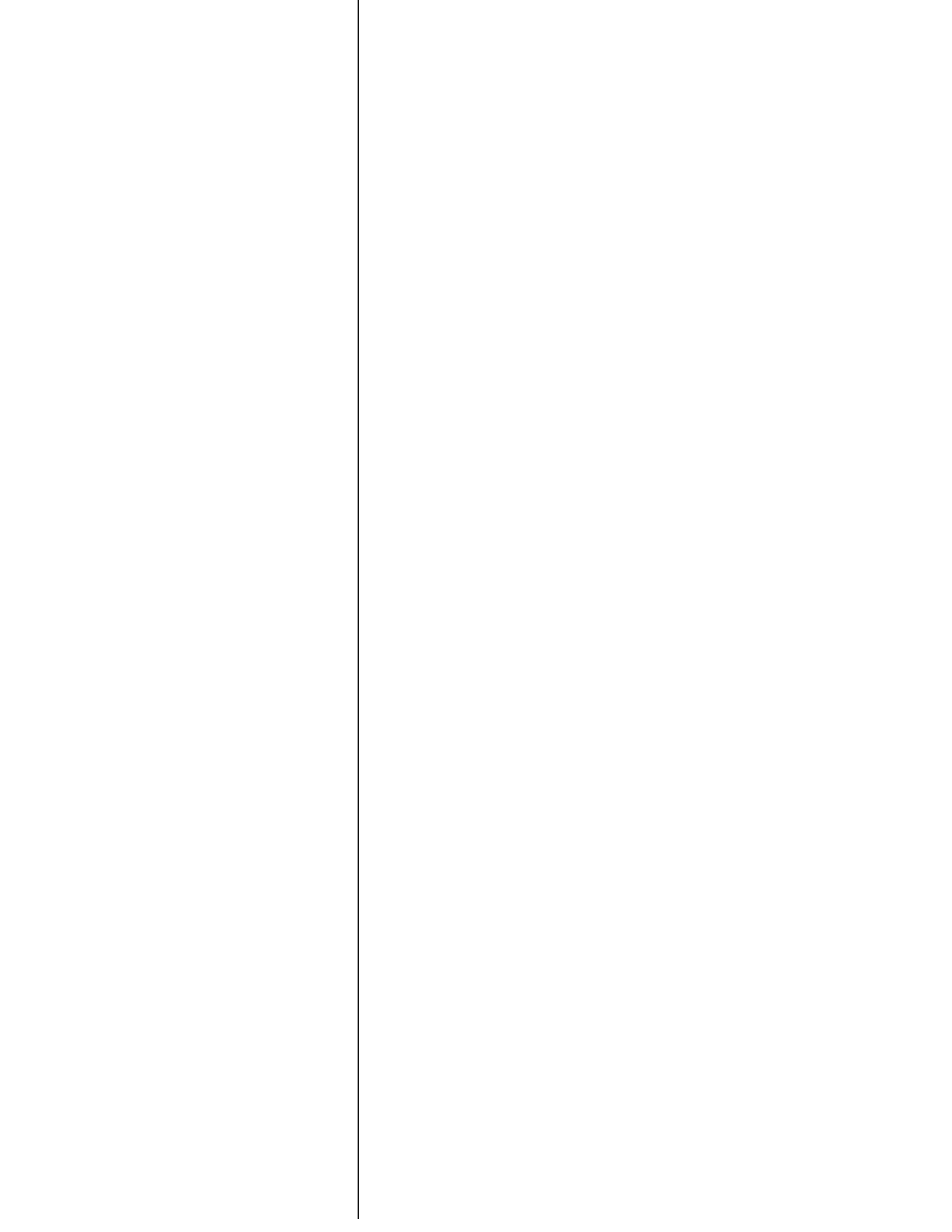


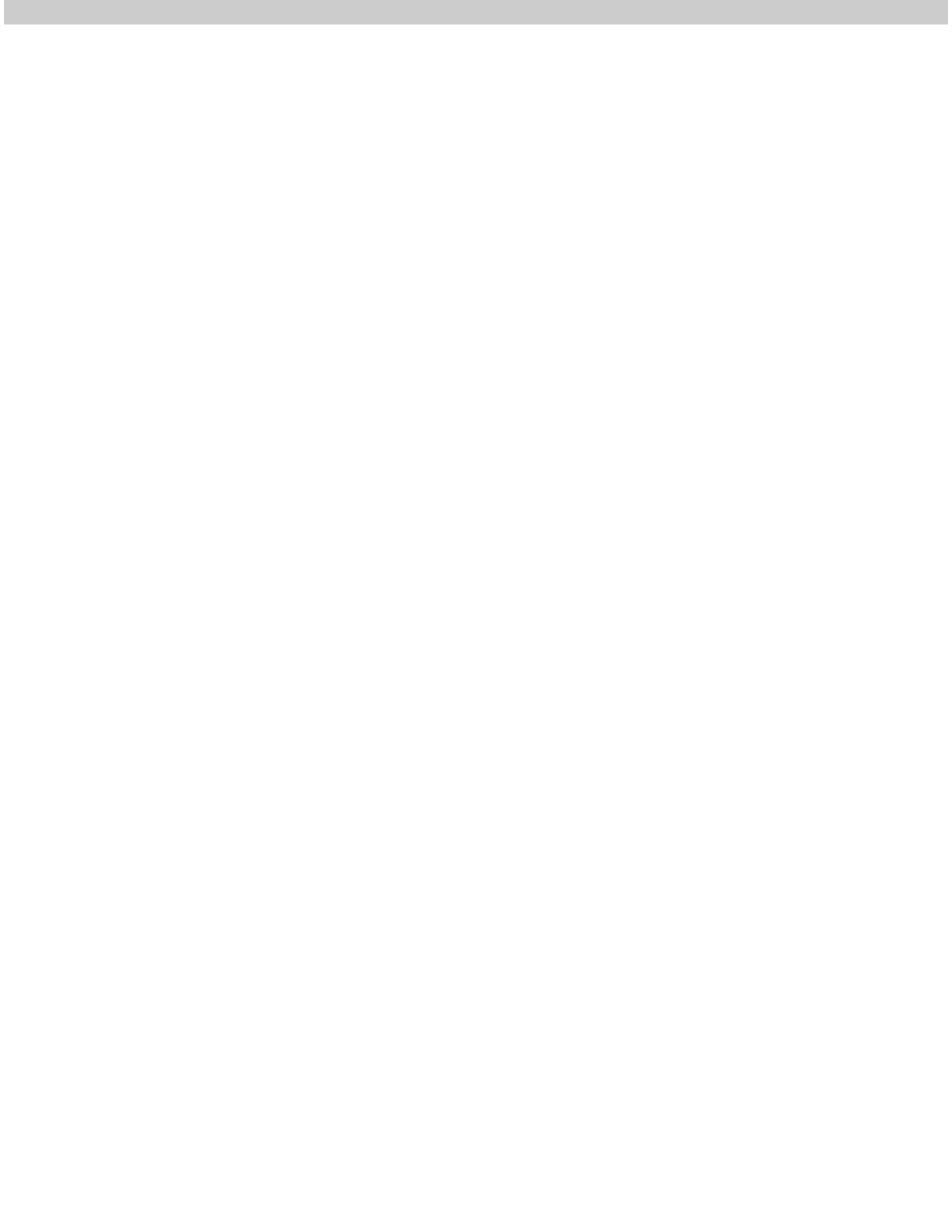
This month's attendees were Josie Wilson, Natalie Ricchio, Lily'ana Nelson, and Gracie Wilson.



Greenhouse students plant and beautify campus by planting mums and pansies across the front of the main building.

Shown are Damien Defur, Marlayna Myers, and Jayda Garrett.







Family Engagement Night





PLEASANT HILL ELEMENTARY

We Bring the Sting!!

OCTOBER 2023

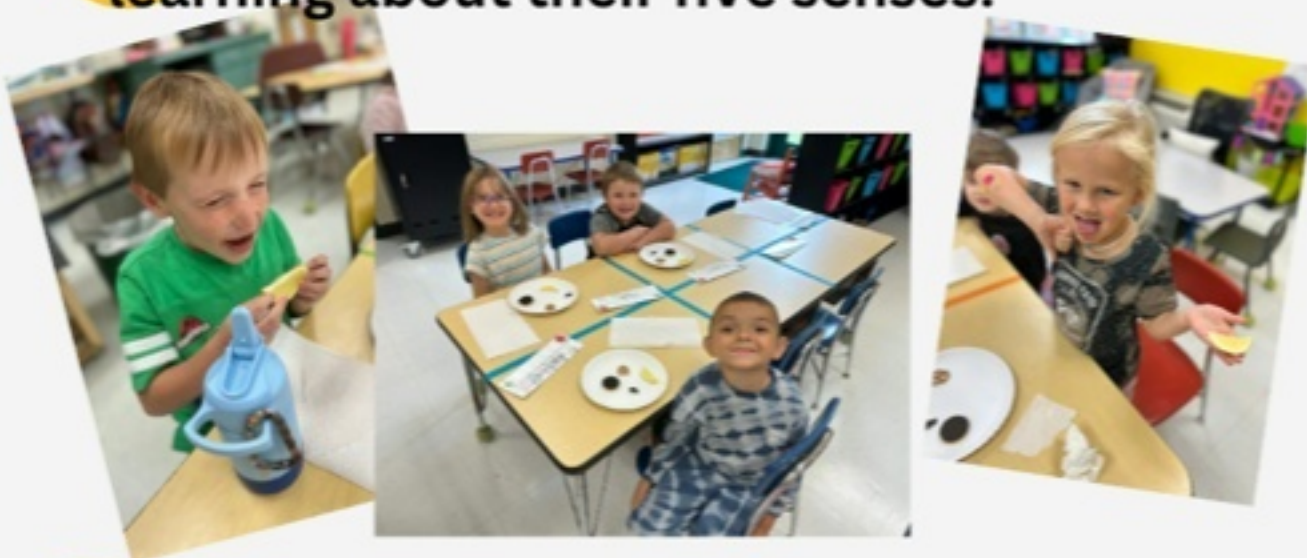
Field Trips to the Farm!



Let's learn about Fire Safety!



Kindergarten taste testing after learning about their five senses!



Middle School Career Awareness!



We love our AMAZING Custodians!



First Band Concert for 5th Grade!



SMHS NEWSLETTER

October

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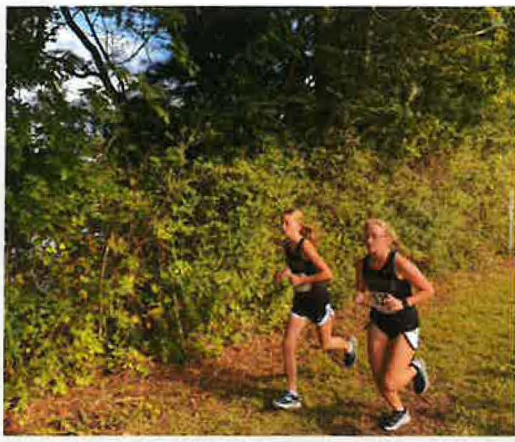


The 2023 Homecoming King and Queen were Rhapsody Thetford and Brady Lane.

The volleyball team secured 1st seed in the district with a big big win at Livingston.



The band won 1st place for music, 1st for colorguard, and 2nd place overall at the Clinch River Classic.



Cross country, golf, and football all continue to push forward successfully through their seasons.



Leilah Crawford and Phoebe Smith were awarded Lion's Club Students of the Month for August and September.



Our FFA students won the state livestock judging and will represent Tennessee at the national contest. Art 2 and 3 classes visited the TTU Craft Center for a day of hands-on workshop.

MONTHLY NEWSLETTER OCTOBER '23

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

YOU BETTA BELIEVE IT!

SCES HAS INDUCTED ITS LATEST BETA CLASS OF 6TH, 7TH, AND 8TH GRADERS! THE CLUB IS 28 MEMBERS STRONG, WITH 3 CLUB SPONSORS, MRS. JULIE WYATT, MRS. KRISTIN WALKER, AND MS. MARY BETH MAXWELL. THE CLUB IS CURRENTLY RAISING MONEY TO ATTEND THE STATE BETA CONVENTION IN NASHVILLE IN NOVEMBER.



South
Cumberland
REBELS
Every Child.
Every Day.

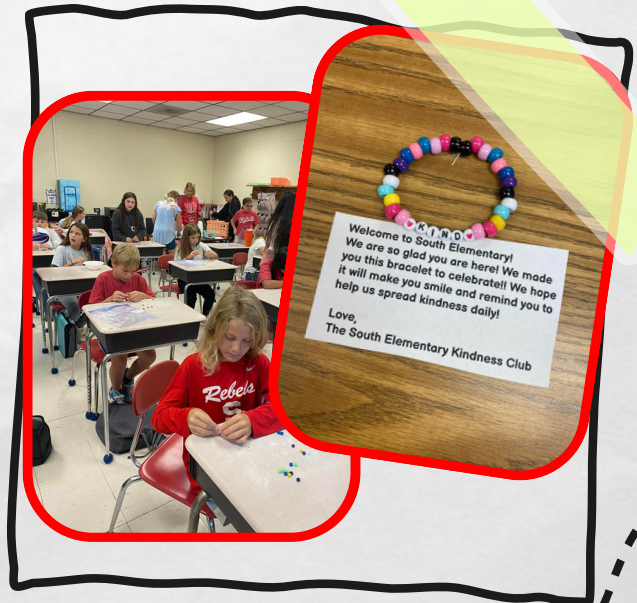
X PREK GETS ZUMMING

MS. ALYSSA WOODY'S PREK CLASS TOOK WELLNESS WEDNESDAY TO ANOTHER LEVEL BY WORKING OUT WITH ZUMBA!



X KINDNESS MATTERS

THE KINDNESS CLUB AND MRS. PIMENTEL TOOK IT UPON THEMSELVES TO MAKE ALL NEW REBELS FEEL WELCOMED BY MAKING THEM FRIENDSHIP BRACELETS.



X IT'S BASKETBALL TIME IN CUMBERLAND COUNTY!

SOUTH'S REBELS AND LADY REBELS HAVE BEEN WORKING HARD THIS OFFSEASON IN HOPES OF BUILDING OFF A SUCCESSFUL 2022 SEASON. COACH CAITLIN BROWN, COACH MATT CRAVEN, AND COACH ALLI SMITH HAVE BEEN WONDERFUL ROLE MODEL FOR THEIR PLAYERS. GO REBELS!

SOUTH CUMBERLAND ELEMENTARY SCHOOL
Rebels and Lady Rebels
2023-24 SCHEDULE

26 CAC	30 STONE	28 PLEASANT HILL
28 SOUTH FENTRESS	02 GLENN L. MARTIN	30 HOMESTEAD
03 SOUTH FENTRESS	07 HOMESTEAD	04 NORTH CUMBERLAND
05 PLEASANT HILL	09 CRAB ORCHARD	05 CRAB ORCHARD
16 CRAB ORCHARD	26 BLEDSOE MIDDLE	07 CRAB ORCHARD
17 NORTH CUMBERLAND	04 MEET THE JETS	08 COALFIELD
19 PINEVIEW	16 PLEASANT HILL	09 PINE HAVEN
23 FRANK P. BROWN	17 YORK	11 GLENN L. MARTIN
24 PLEASANT HILL	20 CAC	14 STONE
		04 FRANK P. BROWN

REBELS STAFF:
 Matt Cravens Head Coach

LADY REBELS STAFF:
 Caitlin Brown Head Coach
 Alli Smith Assistant Coach

*ENERGY * EFFORT * ENTHUSIASM!*

FOLLOW US ON



@SOUTHCUMBERLANDELEMENTARY



Stone Elementary

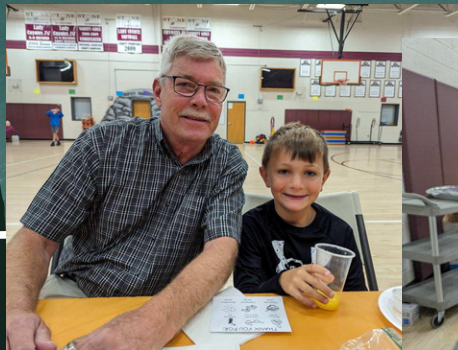
Stone Cafeteria

The Stone Cafeteria celebrated a 100 on their health inspection.



Goodies with Grands

Stone Elementary grandparents enjoyed pancakes with their grandchildren.



Cross Country Finished Strong

Stone Elementary Cross Country finished the season out strong. They showed true team spirit as they ran with a teammate to end the season.



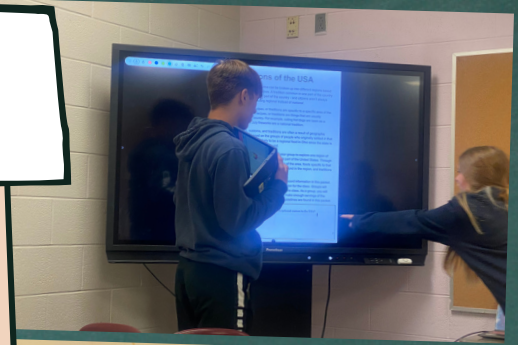
4th Grade tours
Downtown



Stone Elementary's
fourth grade classes
enjoyed a walking tour
of Downtown Crossville.

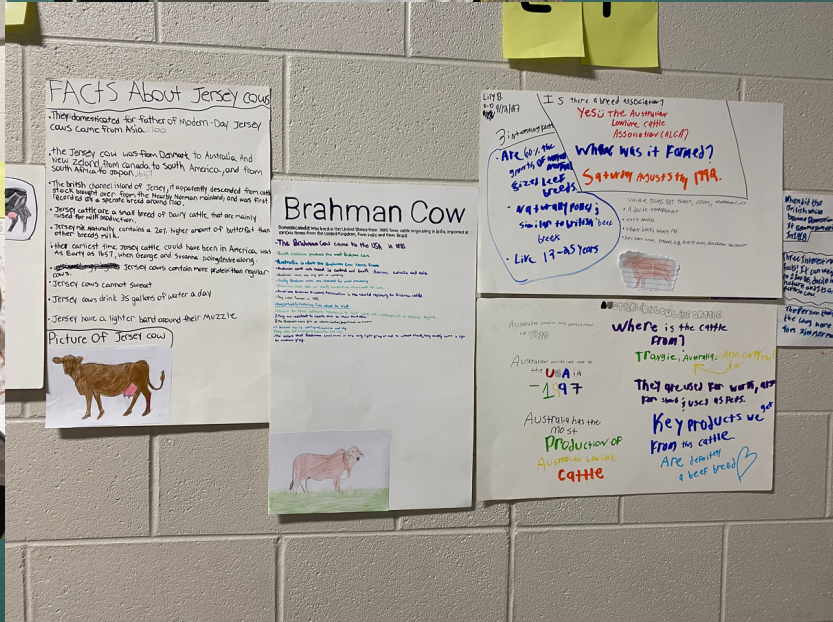
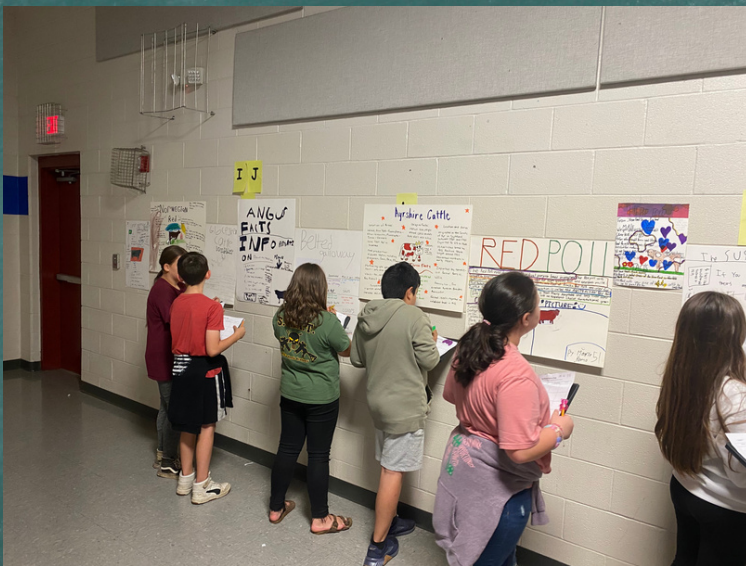
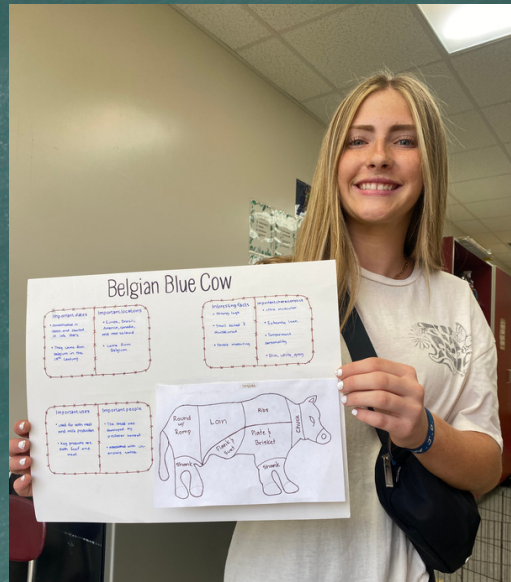
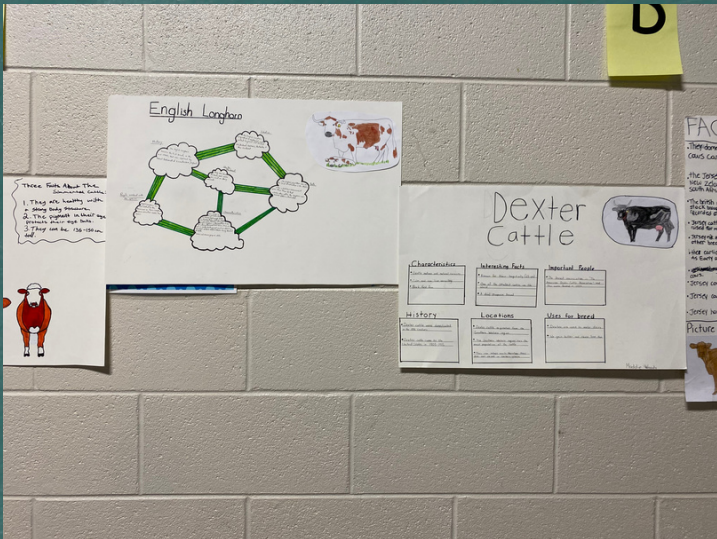
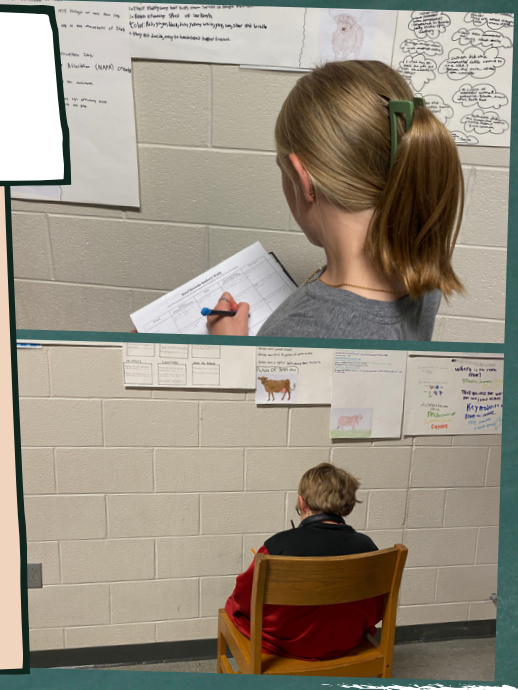
CTE Classes

Our CTE classes are learning about foods, teamwork, and communication.



AG Class

Students in 5th, 7th and 8th Enrichment class researched cattle breeds and created an informational poster. All three classes' work was displayed and students were able to perform a gallery walk and collect notes about the breeds presented. Over 40 cattle breeds were covered.



Ag in the classroom trip for 3rd grade

Our third graders really enjoyed their visit to UT Research Farm where we learned about plants and animals.



Fall Festival Fun

On Friday, September 29, Stone Elementary hosted our annual Fall Festival. Families enjoyed activities like painting a pumpkin, sponge toss, horse back riding, face painting, testing out their YETI strength, butterbeer, and so many more fun family activities.

Fall Festival Fun



November 2025

Frank P. Brown



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6 Parent/Teacher Conferences	7	8 Spirit Night @ Wendys 5-8pm	9	10 Veteran's Day Program @ 9:00	11
12	13 Progress Reports Go Home	14	15	16	17 After School Fundraiser Grades 5-8	18
19	20	21 Wear Pj's for \$1	22 Thanksgiving Break	23 Thanksgiving Break	24 Thanksgiving Break	25
26	27	28	29	30		





CCHS November 2023 Calendar

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4 Cross Country- State meet Basketball Meet the Jets- TBA
5	6	7 Basketball vs Monterey Bowl vs Wilson 3pm (Home)	8 Bowl vs Signal Mtn 3pm (Cookeville)	9	10	11 Basketball TBA
12	13 Progress Reports Bowl vs Upperman 3pm (Home)	14 Basketball @ Pickett 6pm Bowl vs Lebanon 3pm (Lebanon)	15	16	17 Basketball @ Cookeville 6pm Bowl vs Warren 1pm (Home) Boys Only	18
19	20 Basketball @ Rhea 5pm Bowl vs York 3pm (Cookeville) Boys Only	21 Bowl vs Upperman 3pm (Cookeville)	22 THANKSGIVING	23 BREAK!!!!	24 	25 Bowl Tourn 10:00 EST-Knox
26	27 Bowl vs SMHS 3pm (Home)	28 Basketball vs Clarkrange 6pm Bowl vs Jackson 3pm (Cookeville)	29	30 Bowl vs SMHS 3pm (Home)		


















Get these printable calendars for any dates you need with [CalendarsThatWork.com Full Access](#).

Crab Orchard Elem Nov 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2 Ham N Goody's Orders Due Stone @ CO	3	4 5K/Fun run @ State Park
5	6	7 Field of Honor 5pm CO @ Brown	8 8th grade SMHS/TCAT visits	9 CO @ South	10 Veterans' Day Program 1pm	11
12	13	14	15	16 Ham N Goody's delivery date	17	18
19	20 Pleasant Hill @ CO	21 Dominos Pizza Night	22 Thanksgiving Break begins	23	24	25
26	27 CO @ Burks	28 Dodson Branch @ CO	29	30 Martin @ CO		

Homestead Elementary

November 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2  JV Basketball vs. Stone Parent-Teacher Conferences 3-6 p.m.	3  FCA @ 7:10am Concessions SWPB HAT DAY 5 BARK BUCKS	4
5  Daylight Saving Times Begins	6	7  JV Basketball @ South 6pm	8	9 8th Grade Career Fair  Chess Club  JV Basketball @ Martin 6pm	10  FCA @ 7:10am Veterans Day Program 1:15p.m.	11
12	13 Progress Reports Go Home  JV Basketball Semi Finals	14  JV Basketball Championship	15	16  Christmas Pictures V Basketball and Cheer  V Basketball @ North 6pm	17  FCA @ 7:10am  Thanksgiving Lunch	18
19	20	21	22  Thanksgiving Break- No School	23 	24  Thanksgiving Break- No School	25
26	27 HES PIZZA NIGHT DOMINOS	28	29	30  V Basketball vs. South 6P.M.		

November 2025

Martin Elementary

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 TAD 7th/8th	2 Basketball South @ Martin 5:00	5 PBS Halloween Dance 4:30-8:00	1 Regional Scholastic Chess Tourn
5	6 Upperman @ Martin 5:00	7 8th grade CCHS/ TCAT Tour	8	9 Basketball Homestead @ Martin 5:00	10 JV Tournament Play in Game @ Martin 5:00	11 Jv Tournament @Martin All Day
12	13 JV Semi Finals @ Martin 3:30 Progress Reports go home	14 JV Finals @ Martin 5:00	15	16 Basketball Stone@Martin 5:00	17	18
19	20 Kindergarten to Playhouse	21	22	25	24	25
26	27	28	29	30	Thanksgiving Break No School	

November 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



November 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

We are so thankful
for our North Fam!

NOVEMBER

2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1.	2. JV Bball @ P.Hill	3.	4.
5. Children First! Excellence Always! North Cumberland Elementary	6. JV @ Pinehaven	7.	8.	9. 8th Grade to TCAT/SMHS	10. Veteran's Day Program @ 9am JV Tournament Round 1	11.
12.	13. Progress Reports JV Tournament Round 2	14. JV Tournament Round 3	15. Basketball & Cheer Pics	16.	17.  Turkey Bowl	18.
19. Beta Convention @ Opryland Hotel in Nashville	20.	21.	22.	23. 	24.	25.
26.	27.	28. Varsity vs CAC	29.	30. Varsity @ Brown		

Thanksgiving Break



November 2023



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Faculty Meeting	2 Men Make Dinner Day	3	4 Book Lovers Day
5	6 Progress Monitoring National Nacho Day	7 Progress Monitoring Election Day	8	9	10 USMC Day	11 Veteran's Day
12	13 T2 Progress Reports Go Home World Kindness Day	14 Young Readers Day	15 Pay Day	16 Great American Smokeout	17	18
19	20	21	22 No School	23 Thanksgiving Day	24 No School	25 Small Business Saturday
26	27 Progress Monitoring Principals Lunch EOCs Open	28 Progress Monitoring	29	30 Pay Day Data Team Meeting		



Pine View

NOVEMBER 2023



Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	31	1	2 Brown @ Pine View @ 6:00	3 5-8 PTO Dance 6-8	4
5	6	7 Pleasant Hill @ Pine View 6:00	8	9 8th Grade Field Trip TCAT Stone @ Pine View	10 Veterans Program @ 9:00 am Progress Reports 2nd 9 weeks	11
12	13	14 On My Way to K Class 5-7 pm	15	16	17 PreK-4 PTO Party 3:30-5:30	18
19	20	21 PreK/K Thanksgiving Feast @ 11 am	22 Thanksgiving	23 Break--No	24 School	25
26	27 Students Return from Thanksgiving	28	29	30	1	2



Pleasant Hill Elementary

November 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 JV Basketball North @ PHS 6:00pm	3	4
5 Field of Honor Opening Ceremony @ Garrison Park 2:00pm 7 th & 8 th grade band students	6 JV Basketball PHS @ CAC 6:00pm	7 JV Basketball PHS @ Pineview	8	9	10 Veteran's Day Program 9:00am JV Basketball 1 st round of tournament @ Martin	11 JV Basketball 2nd round of tournament @ Martin
12	13 4 th Grade to Tennessee Tech for Band Concert JV Basketball 3 rd round of tournament @ Martin	14 JV Basketball Finals Varsity Basket CAC @ PHS 6:00pm	15	16 Varsity Basketball PHS @ South 6:00pm	17 Hat Day for \$1 Fundraiser for PBS	18
19	20	21 Pre-K Pie with Parents 1:00pm	22 Thanksgiving Break No School	23 Happy Thanksgiving No School	24 Thanksgiving Break No School	25
26	27	28 Varsity Basketball South @ PHS 6:00pm	29	30 Varsity Basketball Stone @ PHS 6:00pm		

****STUDENTS CAN NOT BE PICKED UP FROM THE FRONT OFFICE AFTER 2:15****

Today



December 2023



Month

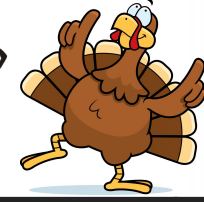


SUN 26	MON 27	TUE 28	WED 29	THU 30	FRI Dec 1	SAT 2
	Fall EOC Window					
	<ul style="list-style-type: none"> 3pm Theater Dress Rehearsal 3pm Bowling @Cumberland Co 	<ul style="list-style-type: none"> 7am SDC Testing (Auditorium) 3pm Theater Dress Rehearsal 3 more 	<ul style="list-style-type: none"> EOC English 10 part 1, Alg 1 part 1 & 3pm Theater Dress Rehearsal 3pm Bowling @ Cumberland Co 	<ul style="list-style-type: none"> EOC English 9 part 1, Geometry part 3pm Theater Dress Rehearsal 3pm Fall Theater Practice (Auditori 	<ul style="list-style-type: none"> 3pm Theater Dress Rehearsal 3pm Fall Theater Practice (Auditori 2 more 	<ul style="list-style-type: none"> 5pm Basketball v Lenoir City (Smith)
3	4	5	6	7	8	9
Fall EOC Window						SMHS Band in Christmas Parade
	<ul style="list-style-type: none"> SDC Testing (Auditorium) 3pm Theater Dress Rehearsal 	<ul style="list-style-type: none"> EOC English 10 part 2, Alg 1 part 3, / RTI Data Meetings 4 more 	<ul style="list-style-type: none"> EOC English 9 part 2, Geometry part 3pm Theater Dress Rehearsal 	<ul style="list-style-type: none"> EOC English 9 & 10 part 3 3pm Theater Dress Rehearsal 6pm Christmas Theater Show 	<ul style="list-style-type: none"> 7:45am SDC Make Up Testing (Aud 3pm Theater Dress Rehearsal 6pm Christmas Theater Show 	<ul style="list-style-type: none"> 6pm Christmas Theater Show 6pm SMHS Winter Formal (Homes
10	11	12	13	14	15	16
		<ul style="list-style-type: none"> Mid Term 3rd block 5pm Basketball v Knox Webb (Brov 7pm SMHS Christmas Band / Choir 	<ul style="list-style-type: none"> Finals 1st & 5th 	<ul style="list-style-type: none"> Finals 2nd & 4th 3pm SMHS Faculty Meeting 4:30pm CCCB Concert (Auditorium 	<ul style="list-style-type: none"> 1st Semester Ends Students dismiss @ 10 5pm Basketball Tournament @ Knc 	<ul style="list-style-type: none"> 5pm Basketball Tournament @ Knc
17	18	19	20	21	22	23
Winter Break						
	<ul style="list-style-type: none"> 6pm Basketball @ Cookeville HS 					
24	25	26	27	28	29	30
Winter Break						
			Basketball Tournament in Panama City, FL			
31	Jan 1	2	3	4	5	6
Winter Break		<ul style="list-style-type: none"> Admin Day (No Students) 6pm Basketball v Cookeville HS (B 	<ul style="list-style-type: none"> 2nd Semester Begins Students Return 7:30am TEACHER GRADES DUE IN 		<ul style="list-style-type: none"> 6pm Basketball v Upperman (Moor 	

SCES



November



2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 FCS 7:00 am <i>Wellness Wednesday</i> 	2  Kindness Club 7:00 am JV Basketball South @ Martin 	3	4 Meet the Jets 
5 	6	7  8th grade to TCAT & CCHS JV Basketball South vs Homestead 	8 FCS 7:00 am	9 BETA 7:10 am JV Basketball South vs Crab Orchard 	10  Veteran's Day Breakfast 8AM JV Basketball Play in game 	11  Veteran's Day JV Basketball Bottom 4 Consolation game
12	13	14	15 FCS 7:00 am	16  Kindness Club 7:00 am V Basketball South vs Pleasant Hill 	17 V Basketball South vs York 	18
19	20 BETA CONVENTION V Basketball South vs CAC 	21	22	23  <i>Happy Thanksgiving</i>	24	25
26	27	28 V Basketball South @ Pleasant Hill 	29 FCS 7:00 am	30  V Basketball South @ Homestead 		

Stone Elementary

November 2023

Mission:

Empowering each student with the skills to be productive citizen by fostering a culture of excellence through high expectations for all.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Stone JV @ Crab Orchard 6pm	3 Pine Haven @ Stone JV 6pm	4
5 Daylights Savings Time ends	6 Stone V @ South Fentress 6pm	7 Field of Honor Band/Choir @ Garrison Park Martin @ Stone JV 6pm	8 8 th Grade: SMHS/TCAT	9	10 Veterans Day Program 9-10am JV Tournament Play-in Game 6-7pm	11 JV Tournament
12	13 2 nd 9 wks Progress Reports 4 th Grade -Bryan Symphony Orchestra JV Tournament Semi-Finals 5-8pm	14 JV Tournament Championship 5-8pm	15 Fall Make-up Pictures	16 Hispanic Literacy Night Stone V @ Martin 6pm	17	18
19	20	21	22 Thanksgiving Break	23 Thanksgiving Break	24 Thanksgiving Break	25
26	27 South Fentress @ Stone V 6pm	28 Stone V @ Pine Haven 6pm	29	30 5 th grade – Biz Town Stone V @ Pleasant Hill 6pm		

COMMITTEES 23/24

POLICY	Becky Hamby	Sheri Nichols	Elizabeth Stull		Meets every month
BUILDING AND GROUNDS/ Safety	Robbie Safdie	Rebecca Hamby	Elizabeth Stull		Monthly or as needed
BUDGET	Teresa Boston	Chris King	Anita Hale		As needed Heavily in April & May
ATHLETIC	Nick Davis	Shannon Stout	Chris King		As needed

Disengaging Safety & Contract

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Testing Programs	Descriptor Code: 4.700	Issued Date: 02/23/23
		Rescinds: 4.700	Issued: 10/28/21

General

The board shall provide for a system-wide testing program, which shall be periodically reviewed and evaluated. The purposes of the program shall be to:

1. Assist in promoting accountability;
2. Determine the progress of students;
3. Assess the effectiveness of the instructional program and student learning;
4. Aid in counseling and guiding students in planning future education and other endeavors;
5. Analyze the improvements needed in each instructional area;
6. Assist in the screening of students with learning difficulties;¹
7. Assist in placing students in remedial programs;
8. Provide information for college entrance and placement; and
9. Assist in educational research by providing data.²

The Director of Schools shall be responsible for planning and implementing the program, which includes:

1. Determining specific purposes for each test;
2. Selecting the appropriate test to be given;
3. Establishing procedures for administering the test;
4. Making provisions for interpreting and disseminating the results;
5. Maintaining testing information in a consistent and confidential manner; and
6. Ensuring that results are obtained as quickly as possible, especially when placement in a special learning program might be necessary.

State-mandated student testing programs shall be undertaken in accordance with procedures published by the State Department of Education.³

WEIGHTING TCAP SCORES

TNReady⁴ and End of Course (EOC)⁵ scores will be included in students' final grades as follows:

1. Grades 3 – 5 - 10%
2. Grades 6 – 8 – 10%
3. Grades 9 – 12 – 15%

The Cumberland County School System shall use the following methodology: target score method.

The Director of Schools may exclude these scores from students' final grades if results are not received by the district at least five (5) instructional days before the end of course.^{4,5}

Cumberland County Schools will use a Target Score Methodology for End of Course Score conversions from raw scores to scaled scores. The Tennessee Department of Education has provided the district with average raw score data for both the state and the district. Because the students testing in the fall are not always as diverse as the system population it was decided that the state average raw score would be used as a baseline score. That baseline score, the state average, will be assigned a scaled score of 84. The max raw score and the baseline score will then be used to find a scale factor for each test. These numbers will be used in the formula below to develop a conversion table for each exam. The scaled score will count as 15% if the final grade of the course.

Scaled Score = $[(\text{Raw Score}/\text{Max Raw Score})^{(\text{Scale Factor})}] * 100$

INTEREST INVENTORIES AND CAREER ASSESSMENTS⁶

Interest inventories shall be made available to middle schoolers. These will include assessments such as the Kuder assessment, Myers Briggs Type Indicator, the Armed Services Vocational Aptitude Battery (ASVAB), or the College Board Career Finder.

Career aptitude assessments shall be administered to 7th and 8th graders in order to guide the student's high school plan of study. Upon receiving the results from these assessments, the school shall provide students with information on any available career and technical education opportunities in which the student may participate in.

TESTING INFORMATION AND PARENTAL CONSENT

Any test directly concerned with measuring student ability or achievement through individual or group psychological or socio-metric tests shall not be administered by or with the knowledge of any employee of the system without first obtaining written consent of the parents or guardians.²

Results of all group tests shall be recorded on the students' permanent records and shall be made available to appropriate personnel in accordance with established procedures.⁷

No later than July 31st of each year, the board shall publish on its website information related to state and board mandated tests that will be administered during the school year. The information shall include:⁸

1. The name of the test;
2. The purpose and use of the test;
3. The grade or class in which the test will be administered;
4. The tentative date or dates that the test will be administered;
5. The time and manner in which parents and students will be notified of the results of the test;
6. How parent(s)/guardian(s) can access the questions and answers on their student's state-required tests; and
7. If a board mandated test, how the test complements and enhances student instruction and learning and how it serves a purpose distinct from state-required tests.

Testing information shall also be placed in student handbooks or other school publications that are provided to parents on an annual basis.

TESTING TRANSFER STUDENTS FOR GRADE PLACEMENT OR AWARDING CREDIT⁹

Students transferring from a Category IV church-related school, Category V private school, or home school shall be awarded credit upon completion of a written exam. These exams shall be approved, administered, and graded by the school's principal/designee. Upon request from a parent/guardian, student scores from a nationally standardized achievement test in the relevant subject shall be accepted as a substitute for these exams.

For students in grades one through eight (1-8), the exam shall only cover the last grade completed. For students in grades nine through twelve (9-12), the exam shall only cover the last course completed by the student (for example, if a student has completed English I, II, and III, the examination shall only cover English III).

The Director of Schools shall provide notice to parent(s)/guardian(s) of these exams.

HIGH SCHOOL CREDIT EXAM FOR ELIGIBLE COURSES¹⁰

A student in grades nine through twelve (9-12) may receive credit for an eligible course in which the student is not enrolled but attains a qualifying score on the eligible course's credit exam. The qualifying scores for these exams shall be presented to the Board at the July board meeting.

The Director of Schools/designee shall be responsible for determining which eligible courses will have a credit exam and shall provide high school students each semester the opportunity to take a credit exam for an eligible course offered. Each eligible course's credit exam shall be administered to any student seeking course credit within the first two weeks of the school year as determined by the principal. Before taking a credit exam, the student shall be notified of the qualifying score needed to receive credit for the eligible course and the grade that will be included in his/her overall grade point average if the student achieves a qualifying score on the credit exam. A student may only take a credit exam once.

A student may take up to four (4) exams, earning no more than four (4) credits that will be applied to the student's graduation requirements and be included in the student's overall grade point average.

The Director of Schools/designee shall provide information on these exams to the Department of Education at the end of the school year per state law.

Legal References

1. TCA 49-10-108

Cross References

Student Surveys, Analyses, and Evaluations 6.4001

2. 20 USCA § 1232(g)
3. TRR/MS 0520-01-03-.03(11)
4. TCA 49-1-617; State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.03(11)(e); State Board of Education Policy 2.103; TCA 49-1-617
6. TCA 49-6-412
7. TCA 10-7-504(a)(4)(A)
8. TCA 49-6-6007; State Board of Education Policy 2.102; State Board of Education Policy 2.103
9. [TRR/MS 0520-07-01-.03\(3\)](#)
10. [Public Acts of 2023, Chapter No. 269; State Board of Education Policy 2.103](#)

Student Records 6.600

**Cumberland County Finance
Summary Financial Statement
September 2023**

DRAFT / PRELIMINARY

141 General Purpose School		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget	Total	Actual	Encumbered	% of Avg
							Estimate				
Revenues											
40110	Current Property Tax	1,863,921.00	217,336.92	217,336.92	0.00	11.66%	155,326.75	217,322.18	217,322.18	0.00	139.91%
40120	Trustee's Collections - Prior Year	163,519.00	36,742.11	36,742.11	0.00	22.47%	13,626.58	10,072.78	10,072.78	0.00	73.92%
40130	Cir Clk/Clk & Master Collections-Pr Yr	108,155.00	15,382.36	15,382.36	0.00	14.22%	9,012.92	6,862.28	6,862.28	0.00	76.14%
40140	Interest And Penalty	91,724.00	11,435.26	11,435.26	0.00	12.47%	7,643.67	4,786.26	4,786.26	0.00	62.62%
40210	Local Option Sales Tax	16,680,255.00	2,796,467.29	2,796,467.29	0.00	16.77%	1,390,021.25	1,362,368.09	1,362,368.09	0.00	98.01%
40270	Business Tax	4,855.00	627.00	627.00	0.00	12.91%	404.58	323.00	323.00	0.00	79.84%
40275	Mixed Drink Sales	80,465.00	18,302.94	18,302.94	0.00	22.75%	6,705.42	5,897.81	5,897.81	0.00	87.96%
43517	Tuition - Other	110,000.00	28,313.00	28,313.00	0.00	25.74%	9,166.67	13,308.00	13,308.00	0.00	145.18%
43570	Receipts From Individual Schools	60,000.00	8,293.78	8,293.78	0.00	13.82%	5,000.00	5,626.77	5,626.77	0.00	112.54%
43990	Other Charges For Services	26,000.00	0.00	0.00	0.00	0.00%	2,166.67	0.00	0.00	0.00	0.00%
44120	Lease/Rentals	7,719.00	415.02	415.02	0.00	5.38%	643.25	415.02	415.02	0.00	64.52%
44145	Sale Of Recycled Materials	5,000.00	638.06	638.06	0.00	12.76%	416.67	149.75	149.75	0.00	35.94%
44170	Miscellaneous Refunds	110,000.00	6,512.08	6,512.08	0.00	5.92%	9,166.67	3,656.86	3,656.86	0.00	39.89%
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	250.00	250.00	0.00	50.00%	41.67	30.00	30.00	0.00	72.00%
44570	Contributions & Gifts	15,000.00	14,077.25	14,077.25	0.00	93.85%	1,250.00	3,077.25	3,077.25	0.00	246.18%
44990	Other Local Revenues	14,000.00	0.00	0.00	0.00	0.00%	1,166.67	0.00	0.00	0.00	0.00%
46511	Basic Education Program	47,198,485.00	9,369,478.93	9,369,478.93	0.00	19.85%	3,933,207.08	4,684,739.46	4,684,739.46	0.00	119.11%
46515	Early Childhood Education	1,059,450.00	0.00	0.00	0.00	0.00%	88,287.50	0.00	0.00	0.00	0.00%
46590	Other State Education Funds	597,026.00	119,405.13	119,405.13	0.00	20.00%	49,752.17	59,702.56	59,702.56	0.00	120.00%
46591	Coordinated School Health - ARRA	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
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	0.00	0.00	0.00	0.00%	8,333.33	0.00	0.00	0.00	0.00%
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	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
46790	Other Vocational	0.00	198,285.66	198,285.66	0.00	0.00%	0.00	0.00	0.00	0.00	
47401	American Rescue Plan Grant #1	0.00	0.00	0.00	0.00	0.00%	0.00	198,285.66	198,285.66	0.00	#DIV/0!
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	100.00	100.00	0.00	0.00%	0.00	0.00	0.00	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	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
Total Revenues		\$ 68,629,074.00	\$ 12,879,712.79	\$ 12,879,712.79	\$ -	18.77%	\$ 5,719,089.50	\$ 6,576,623.73	\$ 6,576,623.73	\$ -	114.99%

Expenditures

71100	Regular Instruction Program	(30,355,462.00)	5,745,685.62	5,711,785.62	33,900.00	-18.93%	(2,529,621.83)	2,258,578.18	2,477,093.08	(218,514.90)	89.29%
71150	Alternative Instruction Program	(346,710.00)	65,718.18	65,718.18	0.00	-18.95%	(28,892.50)	28,034.11	28,034.11	0.00	97.03%
71200	Special Education Program	(5,427,421.00)	887,719.34	887,562.72	156.62	-16.36%	(452,285.08)	414,503.34	414,346.72	156.62	91.65%
71300	Career And Technical Education	(3,799,515.00)	1,087,095.85	913,487.56	173,608.29	-28.61%	(316,626.25)	593,003.63	431,938.29	161,065.34	187.29%
71400	Student Body Education Program	(681,239.00)	37,187.49	37,187.49	0.00	-5.46%	(56,769.92)	7,538.43	7,538.43	0.00	13.28%
72110	Attendance	(220,842.00)	57,389.38	57,193.75	195.63	-25.99%	(18,403.50)	37,408.97	37,213.34	195.63	203.27%
72120	Health Services	(767,563.00)	137,349.13	135,924.06	1,425.07	-17.89%	(63,963.58)	64,297.47	66,149.33	(1,851.86)	100.52%
72130	Other Student Support	(2,141,340.00)	270,475.97	270,401.16	74.81	-12.63%	(178,445.00)	126,427.38	126,352.57	74.81	70.85%
72210	Regular Instruction Program	(1,378,911.00)	435,571.90	435,571.90	0.00	-31.59%	(114,909.25)	85,903.80	85,903.80	0.00	74.76%
72220	Special Education Program	(800,703.00)	163,603.11	163,603.11	0.00	-20.43%	(66,725.25)	79,803.83	79,803.83	0.00	119.60%
72230	Career And Technical Education	(539,796.00)	98,628.01	98,578.01	50.00	-18.27%	(44,983.00)	37,265.23	37,215.23	50.00	82.84%
72250	Technology	(1,578,682.00)	771,376.66	770,309.02	1,067.64	-48.86%	(131,556.83)	84,402.78	85,541.22	(1,138.44)	64.16%
72310	Board Of Education	(1,154,080.00)	429,836.55	429,836.55	0.00	-37.24%	(96,173.33)	51,070.67	51,070.67	0.00	53.10%
72320	Office Of The Superintendent	(329,165.00)	70,980.45	70,950.50	29.95	-21.56%	(27,430.42)	22,614.62	22,584.67	29.95	82.44%
72410	Office Of The Principal	(4,629,221.00)	848,169.01	848,169.01	0.00	-18.32%	(385,768.42)	367,839.37	367,839.37	0.00	95.35%
72510	Fiscal Services	(299,611.00)	55,644.73	55,644.73	0.00	-18.57%	(24,967.58)	19,578.00	19,677.00	(99.00)	78.41%
72520	Human Services/Personnel	(210,792.00)	47,043.49	45,734.69	1,308.80	-22.32%	(17,566.00)	5,208.95	15,477.95	(10,269.00)	29.65%
72610	Operation Of Plant	(5,788,084.00)	1,627,352.68	1,602,830.03	24,522.65	-28.12%	(482,340.33)	376,509.96	376,164.31	345.65	78.06%
72620	Maintenance Of Plant	(4,146,920.00)	491,978.59	250,659.24	241,319.35	-11.86%	(345,576.67)	260,553.47	83,573.82	176,979.65	75.40%
72710	Transportation	(3,931,857.00)	583,868.38	552,541.30	31,327.08	-14.85%	(327,654.75)	282,900.52	287,083.84	(4,183.32)	86.34%
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)	35,266.11	35,066.11	200.00	-22.00%	(13,356.17)	14,489.48	14,489.48	0.00	108.49%
73400	Early Childhood Education	(1,423,112.00)	239,095.27	234,877.27	4,218.00	-16.80%	(118,592.67)	114,228.90	110,010.90	4,218.00	96.32%
76100	Regular Capital Outlay	(235,000.00)	10,744.78	10,744.78	0.00	-4.57%	(19,583.33)	3,050.80	7,850.60	(4,799.80)	15.58%
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)	\$ 14,197,780.68	\$ 13,684,376.79	\$ 513,403.89	19.89%	\$ (5,947,557.42)	\$ 5,335,211.89	\$ 5,232,952.56	\$ 102,259.33	89.70%
Total	141 General Purpose School	\$ (2,741,615.00)	\$ (1,318,067.89)	\$ (804,664.00)	\$ (513,403.89)	-48.08%	\$ 11,666,646.92	\$ 1,241,411.84	\$ 1,343,671.17	\$ (102,259.33)	-10.64%

Resolution #
Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to accept the Governor's Book Bus funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day of
_October 2023, that the following budget amendment be adopted.

General Budget Amendment

Increase Revenues:		
<u>141-46590</u>	Other State Education Funds	\$16,500.00
Total Increase in Revenues		\$16,500.00
Increase Expenditures:		
<u>141-71100-790</u>	Other Equipment	\$16,500.00
Total Increase in Expenditures		\$16,500.00

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 General budget requires revision to accept the Public School Security Grant in the amount of \$282,868.89.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th_day of _October 2023, that the following budget amendment be adopted.

General Budget Amendment

Increase Revenues:		
141-46981	Safe Schools	\$282,868.89
Total Increase in Revenues		\$282,868.89
Increase Expenditures:		
141-72620-790	Other Equipment	\$282,868.89
Total Increase in Expenditures		\$282,868.89

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
Perkins Basic Federal Fund

WHEREAS, the Perkins Basic Grant requires a revision to increase equipment and remove Industry Certifications that the Perkins Reserve Consolidated is funding .

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day of October, 2023, that the following budget amendment be adopted:

FEDERAL GRANT: Perkins Basic			
Increase Expenditures			
142-801-71300-730	Vocational Equipment		8,920.00
		Total Increase	\$ 8,920.00
Decrease Expenditures			
142-801-71300-499	Other Supplies & Materials		\$ 8,920.00
		Total Decrease	\$ 8,920.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: __ Nays: __ Abstain: _____

RESOLUTION # _____
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 26th day
of October 2023, that the following budget amendment be adopted:

Federal ESSER 3.0 Budget Amendment

Decrease Expenditures:

142-933-71100-599	Other Charges	\$78,151.26
142-933-72210-201	Social Security	\$953.74

Total Decrease in Expenditures

\$79,105.00

Increase Expenditures:

142-933-72210-105	Supervisor / Director	\$12,500.00
142-933-72210-204	Pensions	\$605.00
142-933-72210-399	Other Contracted Services	\$66,000.00

Total Increase in Expenditures

\$79,105.00

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 Tennessee ALL Corps. Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day
of October 2023, that the following budget amendment be adopted:

Federal TN ALL Corps. Budget Amendment

Increase Revenues:		\$49,739.91
<u>142-939-47401</u>		
 <u>Decrease Expenditures:</u>		
142-939-71100-201	Social Security	\$2,500.00
142-939-71100-599	Other Charges	\$400.00
142-939-72210-105	Supervisor/Director	\$84,216.98
142-939-72210-201	Social Security	\$6,320.93
142-939-72210-204	State Retirement	\$7,357.55
142-939-72210-206	Life insurance	\$148.25
142-939-72210-207	Medical Insurance	\$12,000.00
142-939-72210-208	Dental Insurance	\$636.68
142-939-72210-210	Unemployment	\$110.00
142-939-72210-599	Other Charges	\$391.19
		\$114,081.58
Total Decrease in Expenditures		\$114,081.58
Increase in Revenue		\$49,739.91
Total Decrease with Increase in Revenue		\$163,821.49

<u>Increase Expenditures:</u>		
142-939-71100-163	Educational Assistants	\$62,259.12
142-939-71100-204	Social Security	\$9,740.00
142-939-71100-206	Life Insurance	\$250.00
142-939-71100-207	Medical Insurance	\$65,500.00
142-939-71100-208	Dental Insurance	\$2,484.89
142-939-71100-210	Unemployment	\$900.00
142-939-71100-299	Other Fringe Benefits	\$900.00
142-939-71100-429	Instructional Supplies and Materials	\$5,514.42
142-939-71100-499	Other Supplies and Materials	\$8,273.06
142-939-71100-722	Regular Instruction Equipment	\$5,000.00
142-939-72210-524	In-Service / Staff Development	\$3,000.00
		\$163,821.49
Total Increase in Expenditures		\$163,821.49

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: _____

Frank P. Brown Elementary School



3766 Dunbar Road
Crossville, Tennessee 38572
Phone (931) 788-2248
Fax (931) 788-2554

Dr. Stephanie L. Speich
Principal

Mr. Stepp and CCBOE members:

Please approve the overnight field trip for Brown Elementary students to attend the state Beta Convention in Nashville on November 16-19.

Thank you,

Dr. Stephanie Speich
Principal, Brown Elementary

**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 afterward filed in the principal's office.

School Brown Subject/Grade Level 6-8 Beta Club
 Trip Requested By Jennifer Cox Date of Trip Nov. 16-19
 Destination Nashville - Opryland Hotel City Nashville State TN
 Departure Time 8:00 Return 4:00 Admission per student \$ 0
 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: Jennifer Cox # of Students 16
Jessi Wyatt
Sarah King

TOTAL # of TEACHERS: 2 TOTAL # of STUDENTS: 16
 Additional Chaperones (If Needed) Leana Wyatt, Michaela Hargis, Bryan Brandenburg

- Cafeteria Notified
- Purchase Order Requested
- Substitute Requested (If Needed)
- Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature: Jennifer Cox Cell Phone #: 931-200-2056 Principal's Signature: Steph... Date: 10-16-23

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 _____



**CRAB ORCHARD
ELEMENTARY SCHOOL**

240 School Road
Crab Orchard, TN 37723
PHONE: (931) 484-7400 FAX: (931) 456-5655
Principal: Debbie Beaty
Asst. Principal: Todd Kuffel

August 29, 2023

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

Dear Mr. Stepp and Board of Education,

I am submitting Crab Orchard Elementary's request for an overnight field trip to Nashville, Tn for the Tn Junior Beta Convention November 19-21, 2023. This trip will be for qualifying Beta Club students in 8th grade.

Students will be chaperoned by April Shelton and Pam Graves. Thank you for your consideration of this request.

Sincerely,

Handwritten signature of Debbie Beaty in cursive.

Debbie Beaty
Principal

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 Crab Orchard Elem. Subject/Grade Level BETA 8th Grade
 Trip Requested By April Shelton/Pam Graves Date of Trip 11/19-11/21
 Destination BETA Convention City Nashville State TN
 Departure time 11/19 3:00pm Return 11/21 3:00pm Admission per student \$ 30.00
 Special Services needed such as school nurse, handicap vehicle, etc. N/A

Please check type of Activity:

- | | |
|--|---|
| <input type="checkbox"/> Academic Field Trip | <input 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: April Shelton
 Co-sponsor: Pam Graves

 Total: 2

of Students 4

 Total: 4

Additional Chaperones (if needed) _____

- Cafeteria notified Purchase order requested Permission slip obtained (should be taken on trip)
 Substitute requested (if needed)

April Shelton 931-250-2779 NOB 9-29-23
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

<i>For transportation Department Only</i>			
Drivers: (1) _____	(2) _____	(3) _____	(4) _____
Beginning Mileage _____	Ending Mileage _____	Total miles _____	
Amount to be paid driver \$ _____		Amount for Fuel \$ _____	
_____ Transportation Supervisor		_____ Director of Schools	

<i>This section to be completed for out-of-state or overnight school sponsored trips only</i>	
<input type="checkbox"/> Approved	<input type="checkbox"/> Denied
_____ Director of Schools Signature	
Date of Board Approval _____	



Tennessee

JUNIOR



- Due to the availability of space and number of participants, the schedule is subject to change. The final schedule will be published online and on our Mobile App two weeks prior to the convention. You can download our Mobile App to view detailed schedule and session information by scanning the QR code provided.
- When registering students for competitions, be mindful that some competition times overlap. In addition, competition times may conflict at National Convention.



SUNDAY, NOVEMBER 19, 2023

2:00 PM	Performing Arts Preliminaries - Solo, Duo, Trio
5:00 PM - 6:00 PM	Registration
5:00 PM - 6:00 PM	Coordinator Meeting
5:00 PM - 7:30 PM	Living Literature - Set-up (5:00 PM - 6:00 PM); Judging (6:00 PM - 7:00 PM); Viewing (7:00 PM - 7:30 PM)
6:00 PM	Engineering
7:00 PM	Songfest Preliminaries

MONDAY, NOVEMBER 20, 2023

8:00 AM	Performing Arts Preliminaries - Group
8:00 AM - 9:00 AM	Coordinator Meeting
8:00 AM - 10:00 AM	Check-in: Visual Arts and Club Trading Pin
8:00 AM - 10:00 AM	Registration
8:30 AM - 9:30 AM	Beta Spelling Bee
9:00 AM - 10:30 AM	Musicology
9:30 AM - 10:30 AM	State Officer Meeting
10:00 AM	Robotics Showcase
10:00 AM - 12:00 PM	Sponsor Hospitality
10:30 AM - 12:00 PM	Check-in: Accessorized Design, Apparel Design, Digital Portfolio, Scrapbook, Service Learning Showcase, Three Dimensional Design, and Two Dimensional Design
11:00 AM - 12:00 PM	New Sponsor Meeting
11:00 AM	Speech

MONDAY, NOVEMBER 20, 2023

- 11:00 AM Marketing and Communications
- 11:30 AM - 1:00 PM Onsite Art - Drawing and Painting
- 11:30 AM - 1:30 PM Quiz Bowl Finals (Oral Rounds)
- 12:00 PM - 2:00 PM Junior Convention Statewide Service Project

FIRST GENERAL SESSION

3:00 PM

Guest Speaker
Campaign Rally
Songfest Finals (Top 5)

5:00 PM - 5:45 PM

Viewing: Visual Arts, Club Trading Pin, Accessorized Design, Apparel Design, Digital Portfolio, Scrapbook, Service Learning Showcase, Three Dimensional Design, and Two Dimensional Design (**Pick-up** at 5:45 PM)

SECOND GENERAL SESSION

7:30 PM

Performing Arts Finals - Group (Top 3)
Awards Presentation - Academic and Individual

TUESDAY, NOVEMBER 21, 2023

- 8:00 AM - 9:30 AM Sponsor Breakfast/Meeting

THIRD GENERAL SESSION

10:00 AM

Installation of New State Officers
Performing Arts Finals - Solo, Duo, Trio (Top 3)
Awards Presentation - Team and Club

**Cumberland County Schools
Field Trip Request**

In State/ Pre-approved _____ Overnight Out of State _____

This form is to be submitted to the principal for approval and forwarded to the Transportation Department 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: North Cumberland Subject/ Grade Level: 6-8 Beta
 Trip Requested By: Julia Timson Date of Trip: Nov 19-21
 Destination: Opryland Hotel City: Nashville State: TN
 Departure Time: 1:00pm Return: 2:00pm Admission per student \$175

Special Services: Check ALL that apply. Explain further if needed. Prior approval is required.

- School Nurse SpEd Bus SpEd Assistant Students have 504 Plan Bus with Lift

Please check type of activity:

- Academic Field Trip Competition
 Incentive Field Trip Sports
 School Clubs Special Classroom Trip (description) _____
 Band/ Chorus Other _____

Teachers: Julia Timson # of Students 25
Cathryn Clark

Please check this box if # of students is less than 14 and if you would prefer a SpEd Bus

Total: 2 Total # of Students: 25

Additional Chaperones (if needed) Tasha Draper, Tasha Ordway, Robyn Decker, Lori Hedrick, Kristina Jones, Kayla Jellison

- Cafeteria notified Purchase order requested Permission slip obtained (should be taken on trip)
 Substitute requested (if needed) Teacher of record must communicate special needs (504 plans, health plans, etc.) to the driver and other appropriate persons.

Julia Timson (931) 377-5255 Ann Marie A. Wilson 10-16-23
 Sponsoring Teacher's Signature Cell Phone Number Principal's Signature Date

For Transportation Department Use Only			
Drivers: (1) _____	(2) _____	(3) _____	(4) _____
Beginning Mileage _____	Ending Mileage _____	Total Mileage _____	
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

- Approved Denied

Director of Schools Signature

This request must come to Transportation first. Requests needing BOE approval will then be forwarded on to Central Services for processing.

Pleasant Hill School



486 East Main Street
Crossville, TN 38571

Phone (931) 277-3677
Fax (931) 277-3880
Tracie Buckner, Principal
Cristyn Diana, Assistant Principal

September 19, 2023

To: Cumberland County Board of Education, Mr. William Stepp
468 Fourth Street
Crossville, TN 38555

From: PHS Beta Sponsors
Julie Mahaney and Brandi Roysden

Re: Overnight Trip

Please accept this request for permission to take the PHS Jr. Beta Club to the Jr. Beta Convention at the Opryland Hotel in Nashville, TN. The annual convention is being held at the Opryland Hotel on Sunday, November 19, 2023 thru Tuesday, November 21, 2023. This will be a two-night overnight trip. The club plans to depart from Pleasant Hill Elementary on Sunday, November 19, 2023 at 12:00pm and return to Pleasant Hill on Tuesday, November 21, 2023 at 2:30 pm.

Our Division II club looks forward to numerous competitions and academic growth opportunities at the convention. This is a wonderful experience for our students and we appreciate your time and consideration.

Thank you,

Julie Mahaney

A handwritten signature in blue ink that reads 'Julie Mahaney'.

Brandi Roysden

A handwritten signature in black ink that reads 'Brandi Roysden'.

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 Pleasant Hill Subject/Grade Level Jr. Beta / 8th
 Trip Requested By Julie Mahaney Date of Trip 11/19 - 11/21
 Destination Nashville City _____ State TN
 Departure time 12:00pm Return 2:30pm Admission per student: \$ 100
 Special Services needed such as school nurse, handicap vehicle, etc. N/A

Please check type of Activity:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Academic Field Trip | <input checked="" type="checkbox"/> Competition |
| <input type="checkbox"/> Incentive Field Trip | <input type="checkbox"/> Sports |
| <input type="checkbox"/> School Clubs | <input type="checkbox"/> Special Classroom Trip (description) _____ |
| <input type="checkbox"/> Band/Chorus | <input type="checkbox"/> Other _____ |

Teachers: Julie Mahaney # of Students 25
Brandi Roysden
Brian Corlatser
 Total: 3 Total: 25

Additional Chaperones (if needed) _____

- Cafeteria notified Purchase order requested Permission slip obtained (should be taken on trip)
 Substitute requested (if needed)

Julie Mahaney 931-808-9183 Sheila Buckner 9-2003
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

<i>For transportation Department Only</i>			
Drivers: (1) _____	(2) _____	(3) _____	(4) _____
Beginning Mileage _____	Ending Mileage _____	Total miles _____	
Amount to be paid driver \$ _____	Amount for Fuel \$ _____		
Transportation Supervisor _____		Director of Schools _____	

<i>This section to be completed for out-of-state or overnight school sponsored trips only</i>	
<input type="checkbox"/> Approved	<input type="checkbox"/> Denied _____
Director of Schools Signature _____	
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 afterward filed in the principal's office.

School STONE MEMORIAL HIGH SCHOOL Subject/Grade Level DIGITAL ART & DESIGN 2/3/4
 Trip Requested By MARCELA ST. ONGE Date of Trip NOVEMBER 2ND & 3RD, 2023
 Destination TENNESSEE SCIENCE TEACHERS ASSOC. ANNUAL CONF. City MURFREESBORO State TN
 Departure Time 11AM on 11/2/23 Return 11PM on 11/3/23 Admission per student \$ No Admission Fee
 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) Two Digital Art 2-4 students (Panther Ink workers) going to the TSTA Fall Conference to work the merchandise table and sell the shirts and merchandise they have made.
- Other _____

Teachers Going: _____ # of Students _____
Marcela St. Onge 2 Students

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 2

Additional Chaperones (If Needed)

- Cafeteria Notified
- Purchase Order Requested
- Substitute Requested (If Needed)
- Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature _____

Cell Phone #
727-642-4318

Principal's Signature _____

Date 9/25/23

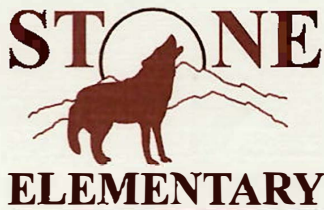
For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____	Amount for Fuel \$ _____		
Transportation Supervisor _____	Director of Schools _____		

To be completed for out-of-state and overnight school sponsored trips only

- Approved Denied

Director of Schools _____

Date of Board Approval _____



1219 Cook Road, Crossville, TN 38555

(931) 456-5636 Fax (931) 456-5369

Stephanie R. Barnes, Principal

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 7th and 8th graders of Stone Elementary to attend an educational trip to Washington, D.C. Our projected travel dates are May 8th-12th, 2024. We appreciate your support!

Sincerely,

Brandi Wilson

Brandi Wilson
8th Grade

Stephanie R. Barnes

Stephanie R. Barnes
Principal

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 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 Stine Elementary Subject/Grade Level 7th / 8th
 Trip Requested By Brandi Wilson Date of Trip May 8-12th 2024
 Destination Washington, D.C. City _____ State _____
 Departure Time 5:30 pm Return 5 AM - May 12 Admission per student \$ \$799 - \$1046
 Special Services: Check ALL that apply. Prior approval is required. School Nurse SpED Bus SpED Assistant Depend. on Rooming
 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) 7th / 8th End of Year Tour
- Other _____

Teachers Going:
Brandi Wilson
Robert Sparks

of Students
Approx 40

TOTAL # of TEACHERS: _____

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
Brandi Wilson

Cell Phone #
931-200-9893

Principal's Signature
[Signature]

Date
9-27-23

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 _____



Educational
Travel
Adventures

WASHINGTON DC

STONE ELEMENTARY SCHOOL

MAY 8 - 12, 2024

PRICING

QUAD ROOM

\$799

4 people / 2 beds

QUESTIONS?

info@etadventures.com

866-273-2500

www.etadventures.com

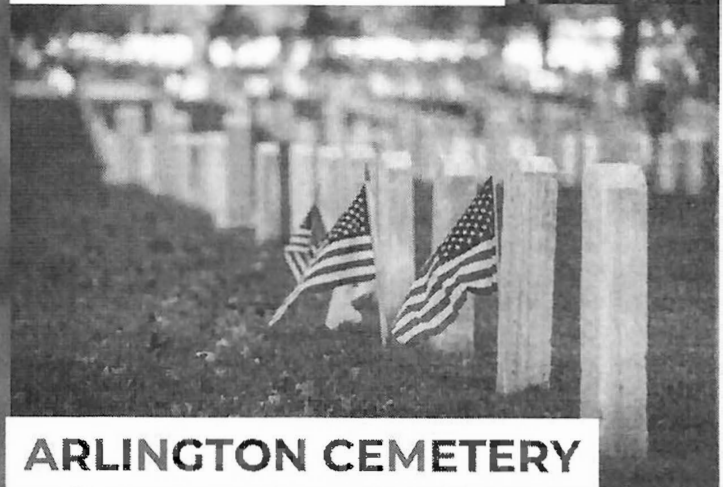


Trip Code: **stone24**

Password: **wastrip24**



CAPITOL BUILDING



ARLINGTON CEMETERY



WHITE HOUSE PHOTO STOP

Deadline to register is Oct. 15th!! However, if spots are full by then you will be put on a waiting list. Monthly payments required.

Bus will leave APPROXIMATELY 5:30 pm on May 8th. Drive all night and begin tours on Thursday. Hotel Thursday/Friday Night. Tour all day Saturday and drive back Saturday night. Arriving back at school in the early morning hours of the 12th. Below is a proposed itinerary:

- Bus transportation throughout your tour
- Professional tour manager with your group throughout the tour
- Two nights Hotel Accommodations in the Washington DC Area
- Tickets on the DC Metro
- 3 Breakfasts
- 4 Lunches
- 2 Dinners
- Visit to the Smithsonian National Museum of Natural History
- Visit to the Smithsonian Museum of American History
- Admission to Mt. Vernon - the home of George Washington
- Visit and tour at the National Cathedral
- Visit to the National Air & Space Museum
- Photo stop outside the White House
- Visit to the Eisenhower Memorial
- Visit to the Memorials including the FDR, Jefferson and Martin Luther King Jr Memorials
- Visit to the Holocaust Museum (subject to availability)
- Tour of the memorials including the World War II, Vietnam War Memorial, Lincoln Memorial and the Korean War Memorial
- Visit to the Einstein Memorial
- Tour at Arlington National Cemetery
- Wreath Laying Ceremony at Arlington National Cemetery (if available)
- You'll walk by the Supreme Court
- Visit to the Library of Congress (if available)
- Tour at the Capitol Building
- Visit to the National Archives
- Visit to the 9/11 Memorial at the Pentagon
- Security at the hotel for your group so chaperones can sleep easy at night

TOUR PRICING Prices are per person and based on a minimum of **40** paying passengers per bus.

Quad Room	Triple Room	Double Room	Single Room
\$799	\$826	\$881	\$1046
4 people / 2 beds	3 people / 2 beds	2 people / 2 beds	1 person / 1 bed



STONE ELEM DC 2024
Washington DC, May 8 - 12, 2024

TOUR INCLUDES

- Bus transportation throughout your tour
 - Professional tour manager with your group throughout the tour
 - Two nights Hotel Accommodations in the Washington DC Area
 - Tickets on the DC Metro
-
- 3 Breakfasts
 - 4 Lunches
 - 2 Dinners
-
- Visit to the Smithsonian National Museum of Natural History
 - Visit to the Smithsonian Museum of American History
 - Admission to Mt. Vernon - the home of George Washington
 - Visit and tour at the National Cathedral
 - Visit to the National Air & Space Museum
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 - Tour of the memorials including the World War II, Vietnam War Memorial, Lincoln Memorial and the Korean War Memorial
 - Visit to the Einstein Memorial
 - Tour at Arlington National Cemetery
 - Wreath Laying Ceremony at Arlington National Cemetery (if available)
 - You'll walk by the Supreme Court
 - Visit to the Library of Congress (if available)
 - Tour at the Capitol Building
 - Visit to the National Archives
 - Visit to the 9/11 Memorial at the Pentagon
 - Security at the hotel for your group so chaperones can sleep easy at night
 - Gratuities for the bus driver
 - Gratuities for the tour manager
 - One free place in double occupancy for every 9 paying passengers
 - FREE website where travelers can register and pay online with no monthly fees

TOUR PRICING

Prices are per person and based on a minimum of 40 paying passengers per bus.

Quad Room	Triple Room	Double Room	Single Room
\$799	\$826	\$881	\$1046
4 people / 2 beds	3 people / 2 beds	2 people / 2 beds	1 person / 1 bed

Helpful Tips & Documents for Planning Your Trip

We have provided you with some documents that will help you in the planning, fundraising, and execution of your trip as well as information about our company.

[Download our Trip Planning Manual](#)

[Download our Fundraising Guide](#)

[Download our Sample Parent Trip Information Letter](#)

[Download our Introductory Packet](#)

WHY CHOOSE EDUCATIONAL TRAVEL ADVENTURES?

Our dedicated team has been traveling with students for over 22 years! Let us make your trip perfect from the planning to the registration and payments to travel time. We offer competitive pricing with no hidden costs or unexpected fees. You're making the right choice with ETA!

We can supply you with flyers and PowerPoint presentations.

You can use these for parent meetings to get the word out about your trip.

Customized Website with Online Registration & Payments - FREE.

Registration and payments are simple with an easy online website customized with all of your trip details. We accept all major credit cards, debit cards, e-checks and if preferred, checks or money orders can be mailed to our office.

Itineraries are Customized for You and Your Group is Never Combined with Another!

You'll have a tour manager and bus dedicated to your group. If you need to make minor changes along the way that's ok and there are no worries about students from other schools that you have never met before.

Enjoy Sit Down Dinners in Restaurants!

Unless otherwise requested, you won't have to eat all your meals in food courts.

Sleep Easy with Night Security at the Hotel.

If desired, this can be included with your trip.

Cancel For Any Reason Insurance!

For a small charge you can add optional insurance that allows individuals to cancel with little or no penalty.

TOUR ITINERARY

Wednesday, May 8, 2024

You'll depart on the bus for your trip traveling overnight. The bus should arrive 15 minutes prior to this departure time.

Thursday, May 9

You will meet your tour manager.

You'll have a buffet breakfast at Mount Vernon Estate & Gardens.

You will visit the estate and gardens of our first president, George Washington. You will have time to see a film at the visitor center, tour his home and explore the grounds.

You'll have a box lunch from Jimmy John's.

You'll begin your drive to the next stop.

You'll drive down Embassy Row passing the National Cathedral.

You'll visit the Washington National Cathedral and take a guided tour.

You'll visit the National Air & Space Museum in Washington, DC. The Museum has thousands of objects on display, including the 1903 Wright Flyer, Charles Lindbergh's Spirit of St. Louis, the Apollo 11 Command Module Columbia, and a lunar rock you can touch.

The White House is the official residence and workplace of the President of the United States and it was first occupied by John Adams in 1800. You will have a chance to see the North Front of the White House from Lafayette Park where you can take photos and enjoy the view.

You'll visit the Eisenhower Memorial. Designed by world-renowned architect Frank Gehry, the memorial encapsulates Eisenhower's legacy in a four-acre urban park at the base of Capitol Hill. Gehry's unique vision is a grand new civic space in the heart of the nation's capital. The memorial features a one-of-a-kind stainless steel tapestry depicting beaches of D-Day, heroic-sized bronze sculptures, and stone bas reliefs.

You'll begin your drive to the next stop.

You'll have dinner in Union Station at Uno Chicago Grill (or similar).

You'll drive to your hotel.

You'll arrive at your hotel and check in.

Uniformed security guard will be at the hotel to monitor the hallways during the night.

Friday, May 10

You'll have breakfast.

You'll board your bus and depart the hotel for the day.

You will take a guided tour of the Memorials including visits to the FDR Memorial, the Jefferson Memorial and the Martin Luther King, Jr. Memorial.

You will visit the United States Holocaust Memorial Museum. This is America's national institution for the documentation, study and interpretation of Holocaust History and it serves as our country's memorial to the millions murdered during the Holocaust. Reservations will be requested for your visit. If they are not confirmed you may either wait on line for tickets on morning of your visit or you may see the Daniel's Story exhibit which does not require reservations or tickets.

You will have lunch.

You'll have free time to explore the Museum of Natural History. It is the most visited natural history museum in the world. The museum's collections total over 126 million specimens of plants, animals, fossils, minerals, rocks, meteorites, and human cultural artifacts.

You'll visit the Museum of American History where you'll explore the richness and complexity of the American History. The Museum collects and preserves more than 3 million artifacts—all true national treasures. You'll be able to view everything from the original Star-Spangled Banner and Abraham Lincoln's top hat to Dizzy Gillespie's angled trumpet. The collections form a fascinating mosaic of American life and comprise the greatest single collection of American history.

You'll begin your drive to the next stop.

You'll enjoy a buffet dinner at Nando's.

You will take a guided tour of the Memorials including visits to the World War II Memorial, Vietnam War Memorial, Lincoln Memorial and the Korean War Memorial.

You'll see the Einstein Memorial situated in an elm and holly grove in the southwest corner of the National Academy of Sciences grounds. The memorial was unveiled at the Academy's annual meeting, April 22, 1979, in honor of the centennial of the great scientist's birth.

You will return to your hotel for the evening.

Saturday, May 11

You'll have breakfast.

You'll board your bus and depart the hotel for the day.

You'll check out of your hotel room.

You will visit Arlington National Cemetery where you will take a tour and see the Tomb of the Unknown Soldier, the Changing of the Guard Ceremony, the Challenger Memorial and the Kennedy Grave Sites.

During your visit to Arlington, you'll participate in a wreath laying ceremony (if available).

You'll experience a ride on the DC Metro. Since opening in 1976, the Metrorail network has grown to include five lines, 86 stations, and 106.3 miles (171.1 km) of track. It is the second-busiest rapid transit system in the United States in number of passenger trips, after the New York City Subway. Many of its stations are deep underground and require an extended escalator ride up or down!

You'll walk by the Supreme Court

You will enter one of the most magnificent buildings in Washington as you visit the Library of Congress on Capitol Hill. You will have some time to admire the architecture and peek into the main reading room.

You will have lunch.

You will visit the Capitol Building where you will see the visitors center and exhibits about the legislative branch of our government. You will then see a short film about the Capitol before taking a guided tour into the rotunda.

You will visit the National Archives and see the rotunda where some of our most important documents are stored. You will see an original copy of the U.S. Constitution and an original copy of the Declaration of Independence as well as many other important documents.

You'll experience another ride on the DC Metro.

You'll visit the 9/11 Memorial at the Pentagon.

You'll have a meal in the food court at the Pentagon City Mall (or similar).

You will board the bus for your overnight drive making rest stops and meal stops (not included) en-route.

Sunday, May 12

You will arrive at your school.

WHY CHOOSE EDUCATIONAL TRAVEL ADVENTURES?

Our dedicated team has been traveling with students for over 22 years! Let us make your trip perfect from the planning to the registration and payments to travel time. We offer competitive pricing with no hidden costs or unexpected fees. You're making the right choice with ETA!

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Itineraries are Customized for You and Your Group is Never Combined with Another!

You'll have a tour manager and bus dedicated to your group. If you need to make minor changes along the way, that's ok and there are no worries about students from other schools that you have never met before.

Enjoy Sit Down Dinners in Restaurants!

Unless otherwise requested, you won't have to eat all your meals in food courts.

Sleep Easy with Night Security at the Hotel.

If desired, this can be included with your trip.

Cancel For Any Reason Insurance!

For a small charge you can add optional insurance that allows individuals to cancel with little or no penalty.

WHAT DO I DO NEXT?

If you like the proposal, we can set up a tour agreement and confirm your group. If there is something you want to change, let us know and we can send you a revised quote. Everything is completely customized and we would be happy to make any changes that you wish. Once you decide on a final trip itinerary we will issue a tour agreement that will outline the payment terms for your group. At that time you can choose to handle the participant registration yourself or via a customized trip website that we can create.

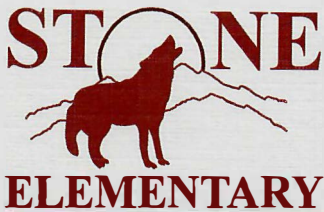
RESERVATIONS / BOOKING CONDITIONS

- This quote is valid for fifteen days. We will issue a tour agreement and confirm all services upon your request. No space is currently reserved and prices are not guaranteed until the tour agreement is signed by both parties and your deposit is received.
- Prices are based on the number of paying passengers specified and are subject to change if the minimum number indicated is not booked. Prices vary based on the number of people sharing each room. Each room will hold up to four people and prices have been given based on either one, two, three or four people sharing a room.
- There are no hidden costs or extra fees. If an attraction or location with an admission charge is listed on "Package Includes" then the cost to enter is included. We do not charge higher prices for adults. All participants pay the same price! Current volatility and extreme increases in the cost of fuel has made it necessary to let you know about the possibility of a fuel surcharge. In the past we have always absorbed these charges but we do reserve the right to pass increases (due to fuel costs) imposed by our transportation suppliers on to you. These surcharges have typically been between 1% to 4% of your trip cost.
- A deposit is required with your signed tour agreement to confirm space.
- Final balances and a final rooming list are due sixty days prior to departure.
- Travel insurance is available and strongly recommended. It enables individuals to cancel and receive a full refund due to a family or medical emergency or to cancel for any reason at all and receive a 70% refund. It also provides trip delay coverage in the event of service delay or cancellation by a common carrier.

REFERENCES

Educational Travel Adventures has been in business for more than twenty years and has planned successful and memorable tours for thousands of student travelers. Please ask for references so that you may speak with a fellow tour planner about their experiences with our company.





1219 Cook Road, Crossville, TN 38555

(931) 456-5636 Fax (931) 456-5369

Stephanie R. Barnes, Principal

stoneel.ccschools.k12tn.net

September 25, 2023

To: Cumberland County Board of Education and Mr. William Stepp
From: Stephanie Barnes, Stone Elementary Principal
Re: Stone Elementary BETA Convention Overnight Trip

Stone Elementary is requesting permission to attend an overnight field trip to Nashville, TN from Nov. 19-21. We will be taking approximately 42 Beta Members with 2 sponsor teachers supervising along with several parent chaperones.

This trip will be a wonderful opportunity for our students to expand their knowledge, compete in various education events, and gain an introduction to Beta. We also hope the trip will encourage our students to study harder in their classes as it is an academic club. This trip is a terrific opportunity to allow students to meet other Beta members from across the state and build connections for their futures. Thank you for your consideration in this matter.

Sincerely,

Mrs. Stephanie R. Barnes

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 afterward filed in the principal's office.

School Stone Mem. Subject/Grade Level 7th + 8th
 Trip Requested By Michelle Wilson Date of Trip Nov. 19 - Nov. 21
 Destination Nashville, Opryland Hotel City Nashville State TN
 Departure Time 2:00 Return 2:00 Admission per student \$ 260

Special Services: Check ALL that apply. Prior approval is required. School Nurse SpED Bus SpED Assistant
 Student has 504 plan Bus with Lift

*includes
room for 2nights
+ shirt
breakfast each morning
dinner Sunday
Convention reg. fee*

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) _____
- Other _____

Teachers Going: Michelle Wilson # of Students 45
Kasey Smith

TOTAL # of TEACHERS: 2 TOTAL # of STUDENTS 45

Additional Chaperones (If Needed) parents

- Cafeteria Notified
- Purchase Order Requested
- Substitute Requested (If Needed)
- Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature Michelle Wilson Cell Phone # 931-277-1611 Principal's Signature [Signature] Date 9/11/23

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



PROPOSED FUNDRAISING ACTIVITIES

School: CCHS

Fund/account name: I.T Class - Computer Science

Proposed fundraising activities: Coffee & Hot Chocolate Sales

Proposed uses of funds raised: Program expenses, student supplies and consumables, PBIS expenses for students, classroom needs and supplies, restock fundraiser supplies.

Planned purchase date: ASAP

Contingency for funds not utilized: Same as above

Expected student involvement (school-wide or specific school organization) School wide availability - Teacher will conduct all sales.

Method by which school will receive profit: Cash deposits

Requested by: Aaron Daenell - Teacher/Coach Date: 9/19/23

Approved by: [Signature] Name/Title: Principal Date: 7.20.2023

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.

Jan



PROPOSED FUNDRAISING ACTIVITIES

School: CCHS

Fund/account name: CCHS lady vets Softball

Proposed fundraising activities: Calendar fundraiser- person picks a base with a # & donates that amount of money

Proposed uses of funds raised: field equipment

Planned purchase date: Oct 2023- March 2024

Contingency for funds not utilized: cleats

Expected student involvement (school-wide or specific school organization) School wide / community

Method by which school will receive profit: Cash/Check

Requested by: Jennifer Wall President Booster Club Date: 9-20-23

Approved by: [Signature] Date: 10.2.2023
Principal

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.



PROPOSED FUNDRAISING ACTIVITIES

School: CCHS

Fund/account name: CCHS Lady Jets Softball

Proposed fundraising activities: Winter formal

Proposed uses of funds raised: uniforms & warm ups

Planned purchase date: Nov - Dec. 2023

Contingency for funds not utilized: field equipment

Expected student involvement (school-wide or specific school organization) School Wide / county

Method by which school will receive profit: cash / check

Requested by: Jennifer Stovall / President of Booster Club Date: 9-26-23

Approved by: [Signature] Date: 10.2.2023
Principal

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.



PROPOSED FUNDRAISING ACTIVITIES

School: CEHS

Fund/account name: CEHS Lady Jets Softball

Proposed fundraising activities: Car show

Proposed uses of funds raised: uniforms 1/3, warm ups

Planned purchase date: Nov. 2023

Contingency for funds not utilized: field equipment

Expected student involvement (school-wide or specific school organization) School wide / community

Method by which school will receive profit: Cash / check

Requested by: Janice Stovall President of Booster club Date: 9-26-23

Approved by: [Signature] Cald Date: 10.2.2023
Principal

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.

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PROPOSED FUNDRAISING ACTIVITIES

School: CCHS

Fund/account name: CCHS Lady Vets Softball

Proposed fundraising activities: Tee shirt fundraiser

Proposed uses of funds raised: Warm ups & cleats

Planned purchase date: NOV 2023 - March 2024

Contingency for funds not utilized: cleats

Expected student involvement (school-wide or specific school organization) School wide / community

Method by which school will receive profit: check / cash

Requested by: Jennifer Stovall President of Booster club Date: 9-20-23

Approved by: [Signature] [Signature] Date: 10.2.2023
Name/Title: Principal

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.



**Dr. Scott Calahan, Principal
Cumberland County High School
660 Stanley Street
Crossville, TN 38555
School: (931) 484-6194**

Oct 2023

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 attached To Retire Inventory Sheet

Respectfully,

Steven Miller

Cumberland County High School~CCHS

Room Inventory Worksheet

10/16/2023

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
1000291	Lenovo E73 ThinkCentre Mini Tower Computer	E73 SFF G3220	COMPUTER		PB002KAJ	\$0.00
1000518	HP 8100 Elite OfficeJet Computer	8100	COMPUTER		2UA1091XN Y	\$0.00
1000548	DeWALT 18v Drill	unknown	SHOP EQUIPMENT		429132	\$0.00
1001309	Epson PowerLite 93 LCD Projector	PL93	PROJECTOR		P94F135998 L	\$0.00
1001317	Epson PowerLite 83plus LCD Projector	PL 83plus	PROJECTOR		KM3F063924 L	\$0.00
1001609	Apple Computer	unknown	COMPUTER		C02HL1F1D KL9	\$0.00
1001768	Apple TV 3rd Generation 1 GHz A1469 Video Converter	A1469 EMC 2633	STREAMING DEVICE		SC1MJ9CV1 DRHN	\$0.00
1002124	Apple MPXR2LL/A Laptop	MPXR2LL/A	LAPTOP		C02V730GH V27	\$0.00
1002635	Contizo F22 RC Drone	F22 RC	ELECTRONIC			\$130.99
1003042	Robolink CoDrone Lite	CoDrone Lite	ELECTRONIC			\$0.00
13388	Wacom ET04054U Video Tablet	ET04054U	ELECTRONIC		2KUO07977	\$0.00
1735	Bretford Rolling Cart	unknown	CART			\$0.00
180252519	Powermatic 743430 141 Band Saw	743430	SHOP EQUIPMENT			\$0.00
180255710	Dell Monitor	unknown	MONITOR		48B-9DTY	\$0.00
23997	Apple Mac mini Computer	unknown	COMPUTER		G86354UTU 35	\$0.00

Cumberland County High School~CCHS
Room Inventory Worksheet
 10/16/2023

25-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
3314	Brother CS6000i Sewing Machine	CS6000i	SEWING MACHINE		U61530- J7G123874	\$0.00
3316	Brother CS6000i Sewing Machine	CS6000i	SEWING MACHINE		U61530- G7G115348	\$0.00
3321	Brother CS6000i Sewing Machine	CS6000i	SEWING MACHINE		U61223- B5G156518	\$0.00
3327	Brother CS6000i Sewing Machine	CS6000i	SEWING MACHINE		U61530- J7G127114	\$0.00
3332	Brother CS6000i Sewing Machine	CS6000i	SEWING MACHINE		U61530- H7G129997	\$0.00
3676	InFocus Projector Screen	unknown	PROJECTION SCREEN			\$0.00
42821	Apple MacBook Pro	MacBook Pro	LAPTOP		SC02J6Y8A DTY3	\$964.05

**Dr. Scott Calahan, Principal
 Cumberland County High School
 660 Stanley Street
 Crossville, TN 38555
 School: (931) 484-6194**



Oct 2023

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:

Oct 2023 BOE RETIRE LIST

User	Loc	Descr iption	Make/M odel/Col or	Manuf acture r	Manuf Serial Num	Proper ty Num	Depa rtme nt	Sourc e Fund	P c t	PO Nu m	Unit Cos t	Date Recv d	Pro gra m	Con ditio n	N otes
	25- V10 4	Monit or LCD	Optique st	Dell	Q4A063 140548	13244	Gen eral	Gener al Fund	1 0 0						

Respectfully,

 Steven Miller



William G. Stepp Director of Schools

Teresa Boston Board Chair

October 17, 2023

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 lists of items to be retired by the BOE at October's regular scheduled board meeting. Please include this list on the consent agenda. If you have any further questions or concerns, please contact myself or our CFO.

Sincerely,

Marilyn Noel *Man*

Kathy Hamby *KH*

Marlene Holton *MH*

- Cumberland County Board of Education 368 Fourth Street Crossville, TN.
38555
Phone: 931-484-6135 Fax: 931-484-6491

Central Services
Room Inventory Worksheet
10/17/2023

18-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
<u>FOOD SERV</u> 102034	Infinite Corp ELO 1515L Monitor	Elo 1515L	MONITOR		ET1515I- 8CWC-1-Gy- G	\$0.00

Central Services
Room Inventory Worksheet

10/16/2023

SPED

18-306ARETIRE FOOD SERV/SPED HALL				Room Type: VIRTUAL		
- Virtual SPED Retire						
Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 1564	DynaVox XL Impact Tablet	XL Impact	TABLET		M75-1WL03-000	\$0.00
___ 3181\$	Bird-in-Hand Woodworks DRAMATIC PLAY CUBBY	WOOD	FURNITURE			\$0.00
___ 5241	Achievement Products Tri Fold Mirror	Wood/Mirror	THERAPY EQUIPMENT			\$0.00
___ 5656	Baum Systems VisioBook Portable Video Magnifier	VisioBook	THERAPY EQUIPMENT		72266310	\$0.00
___ 5739	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2- 130527-0055	\$849.00
___ 5768	Redcat RX-RC2 Classroom Audio System	RX-RC2	ELECTRONIC		RX-RC2- 130527-0397	\$849.00
___ 6019	Lakeshore F250A/LA201 Soft Unit Block Storage Cabinet w blocks	F250A/LA201	STORAGE CABINET			\$368.00
___ AT2758	Phonak Inspiro FM System Hearing Transmitter	Inspiro FM System	MEDICAL EQUIPMENT		0822N1494	\$135.00
___ AT2759	Phonak Campus SX Hearing Transmitter	SX	MEDICAL EQUIPMENT		0715C11T3	\$0.00
___ AT2763	Phonak Inspiro FM System Hearing Transmitter	Inspiro FM System	MEDICAL EQUIPMENT		0816G11GA	\$135.00
___ AT2772	Phonak Inspiro FM System Hearing Transmitter	Inspiro FM System	MEDICAL EQUIPMENT		0819N13JC	\$135.00



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: October 16, 2023

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 and 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. In an effort 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

10/6/2023

79-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price	
___ 1000179	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCUB DTY3	\$964.05	
___ 1000180	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCVG DTY3	\$964.05	
___ 1000181	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCT5 DTY3	\$964.05	
___ 1000182	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNBYC DTY3	\$964.05	
___ 1000183	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCFQ DTY3	\$964.05	
___ 1000184	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCQS DTY3	\$964.05	
___ 1000185	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCR3 DTY3	\$964.05	
___ 1000186	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCMR DTY3	\$964.05	
___ 1000187	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCTL DTY3	\$964.05	
___ 1000188	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNC97 DTY3	\$964.05	
___ 1000189	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNC56 DTY3	\$964.05	
___ 1000190	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCU8 DTY3	\$964.05	
___ 1000191	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCLM DTY3	\$964.05	

Stone Memorial High School~SMHS
Room Inventory Worksheet
 10/6/2023

79-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price	
1000192	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNC1A DTY3	\$964.05	
1000193	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCXA DTY3	\$964.05	
1000195	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCRJ DTY3	\$964.05	
1000196	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNCUU DTY3	\$964.05	
1000197	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNC SJ DTY3	\$964.05	
1000198	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWKNC85 DTY3	\$964.05	
1000212	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML88LRD TY3	\$964.05	
1000213	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML88KUD TY3	\$964.05	
1000214	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML88KTD TY3	\$964.05	
1000215	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML88F6D TY3	\$964.05	
1000216	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML88LGD TY3	\$964.05	
1000515	Lenovo 120DF0030US Laptop	20DF0030US	LAPTOP		PF09RYFF	\$0.00	
1001802	Apple TV 3rd Generation 1 GHz A1469 Video Converter	A1469 EMC 2633	STREAMING DEVICE		SC1MJ9CUJ DRHN	\$0.00	

Stone Memorial High School~SMHS
Room Inventory Worksheet
10/6/2023

79-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price	
1001927	Epson PowerLite 425 LCD Projector	PL425	PROJECTOR		QCQFZ8034 7L	\$0.00	
1002166	Logitech G Saitek Pro	unknown	ELECTRONIC		1734KK0087 58	\$0.00	
1002167	Logitech Flight Rudder Pedals	unknown	ELECTRONIC		1729KK0035 18	\$0.00	
1002293	Apple MPXT2LL/A MacBook Pro Laptop	MPXT2LL/A	LAPTOP		CO2VT4GLH V29	\$0.00	
1002483	Dell D07S Computer	D07S	COMPUTER		9283987	\$0.00	
1002488	Dell D07S Computer	D07S	COMPUTER		6J5RBZ1	\$0.00	
1002493	Dell D07S Computer	D07S	COMPUTER		5YXFQ22	\$0.00	
1002496	Dell D07S Computer	D07S	COMPUTER		9LTZP22	\$0.00	
1002497	Dell D07S Computer	D07S	COMPUTER		9283984	\$0.00	
1002499	Dell D07S Computer	D07S	COMPUTER		9283999	\$0.00	
1002504	Dell D07S Computer	D07S	COMPUTER		QLF-00574	\$0.00	
1002505	Dell D07S Computer	D07S	COMPUTER		H55G082	\$0.00	
1002507	Dell D07S Computer	D07S	COMPUTER		HN9PP22	\$0.00	
1002508	Dell D07S Computer	D07S	COMPUTER		9283994	\$0.00	
1002592	Apple A2159 MacBook Pro 13-inch 2019	A2159	LAPTOP		FVFZ96CLL4 0Y	\$1,199.00	
1006	Porter Cable 2611 Power Drill 3/8	2611	SHOP EQUIPMENT		018888A405 4	\$0.00	
1007	Porter Cable 2611 Power Drill 3/8	2611	SHOP EQUIPMENT		018090A405 4	\$0.00	

Stone Memorial High School~SMHS
Room Inventory Worksheet
 10/6/2023

79-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 12135	Dell Optiplex Computer	Optiplex	COMPUTER		BX3JWYD4X BQ	\$0.00
___ 1432	Bretford LAPTG15-GM Rolling Cart	LAPTG15-GM	CART		T5585LL-A	\$0.00
___ 19298	JVC AV 32F577 32 inch Flat Tube TV	AV 32F577	TV		11120372	\$0.00
___ 3620	Craftsman Drill/Flashlight Combo Pack	unknown	SHOP EQUIPMENT		b00612	\$0.00
___ 3621	Craftsman Portable Tool Set	unknown	SHOP EQUIPMENT			\$0.00
___ 3622	Craftsman Portable Tool Set	unknown	SHOP EQUIPMENT			\$0.00
___ 3623	Craftsman Portable Tool Set	unknown	SHOP EQUIPMENT			\$0.00
___ 38011	Apple A1224 iMac Core 2 Duo 2.0GHz 20"	A1224 EMC 2266	COMPUTER		YM9135HE6 MH	\$0.00
___ 38483	Dell OptiPlex 520 Computer	OptiPlex 520	COMPUTER		G6QPR91	\$0.00
___ 38484	Dell OptiPlex 520 Computer	OptiPlex 520	COMPUTER		DYVCS91	\$0.00
___ 39655	Dell Laptop	unknown	LAPTOP		2764384	\$0.00
___ 39791	Canon CanoScan 5600F Scanner	5600F	SCANNER		ABED53815	\$0.00
___ 43221	Dell 1708FPb Monitor	1708FPb	MONITOR		CN0G302H7 42618A506A S	\$0.00
___ 43227	Dell 1708FPb Monitor	1708FPb	MONITOR		cn0fp816742 6185e3u7s	\$0.00
___ 43245	Dell 1708FPb Monitor	1708FPb	MONITOR		cn0fp816466 3378p2dvl	\$0.00

Stone Memorial High School~SMHS

Room Inventory Worksheet

10/6/2023

79-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
43246	Dell 1708FPb Monitor	1708FPb	MONITOR		cn0fp816742 618562nps	\$0.00
43247	Dell 1708FPb Monitor	1708FPb	MONITOR		mx0rt280742 6284f119u	\$0.00
43402	Texas Instruments TI-84 CE Plus Graphing Calculator	TI-84 CE Plus	CALCULATOR		1034002676	\$0.00