

**Board of Education**  
**March 21, 2024 6:00 PM**  
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday, March 21, 2024, in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 6:00 pm. Boston welcomed everyone to the meeting and appreciated everyone for attending.

**BOARD MEMBERS:**

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

1. Call to Order(See above)
2. Moment of Silence/Pledge of Allegiance  
[SMHS Sr. Leilah Crawford](#)- Boston led the board members in a Moment of Silence. After a moment of silence, Leilah Crawford from Stone Memorial High School led the audience in the Pledge of Allegiance.
3. Kids First Award  
[-Leilah Crawford](#)Kelly Smith advised, so Leilah did not know she was getting this award. So it just happened to work out for us. In June of 2022, Leila attended the Washington Leadership Conference. A National FFA conference in Washington DC. While at WLC, Leilah was tasked to create a plan that she could implement into her community that would allow it to grow. Leilah decided she wanted her plan to be Agricultural and Educational, but didn't have an exact plan when leaving the conference. Last summer Leilah was placed among the top 35 agriculture students in the state and was given the opportunity to attend the Governor's School for Agricultural Sciences. At Governor's School, Leilah learned about parts of the agricultural industry that she had not been exposed to before. After her time at Governor's School, she knew it was time to start working on her plan from the previous summer's conference. After lots of brainstorming with her FFA advisers, one is here tonight, Mrs. McClanahan. She came up with the idea to provide each Pre-K through 3rd grade student in Cumberland County with an agricultural literacy book and coloring book, which came out to be around 2,500 students. To accomplish this, Leilah partnered with the coloring book company to produce the

books and sought partnerships from community members and Farm Bureau to provide the reading supplies. Each grade level was provided with material that was specific to their age range. After months of fundraising and speaking with multiple organizations and businesses within the county, she raised \$14,000 and was able to fund all of the books. So funding all the books for all of our schools, as well as CAC. Leilah even had the opportunity to meet with congressman, John Rose. To talk about the project and gain his support. Leilah received a lot of support from the Tennessee Soybean Promotion Council. As they paid nearly \$3,000 for all of the 3rd grade books called, My Family Soybean Farm, plus they sent 2,500 packs of soybean crayons to be given to the students as well. Leilah and her fellow FFA officer members, family members, advisers, and peers spent roughly 40 hours preparing the books and coloring books to be delivered to the students as a Christmas gift. Leilah and some of her fellow FFA chapter members visited each of the nine elementary schools to deliver those books and they took time to read it and then give the books out. We would like to thank Leilah for her hard work and dedication to this enormous literacy project for our community. We are so very proud of you, Leilah. Stepp replied, so Kids First Award awarded to Leilah Crawford for exceptional, selfless service to the kids of Cumberland County Schools. Thank you for your continued support and love for our kiddos.

4. Welcome to Visitors - Boston advised, next is a welcome to our visitors. It appears that we have a packed house tonight, which we are very pleased. Thank you for coming.
5. Special Recognition  
Student Board Representatives  
-Owen Brown-CCHS  
-Braden Whitehair-Phoenix  
-Nicole Ranson-SMHS  
Boston advised, student board representatives. I think Miss Nicole, you're going alone tonight. Well, you represent us proudly.
6. Roll Call (See Above)
7. Declaration of Conflict- Declarations of Conflict - Per TCA 49-2-202 Board of Education Members who have relatives (per the statute: relative means: Spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household as you) employed by the system are asked to raise your hands to identify yourself. "Do you certify that the votes that you make tonight will be in the best interest of the school system, regardless of the effect that your vote may have upon the employment of your relative or relatives?" Boston and King certified by saying individually, "I do."
8. \*Approval of February 22, 2024 Minutes (See Exhibit #1) Boston advised, next on the agenda is the Approval of the February 22, 2024 Minutes. Stout replied, move to approve. King replied, second. Boston replied, so we have a first and second. Any discussion? No one responded. A Voice Vote was taken. Boston replied, the minutes have been approved.

Motion to approve February 22, 2024 minutes.

**VOICE VOTE:** (mover-yes) Stout

(seconder-yes) King

Yes: 9, No: 0

**MOTION: Motion Carried**

9. \*Approval of Agenda (See Exhibit #2) Boston advised, approval of the agenda. I will entertain a motion to approve. Stull replied, Madam chair, can I make a motion that we add for discussion, Baby Birds. Boston asked, are you making a motion to approve the agenda with the addition? Stull replied, yes. Boston asked, okay of discussion on Baby Birds? Stull replied, yes. Boston replied, okay I'll need a second. Hamby replied, second. Boston replied, so we have a first and second. Any discussion? King replied, yes. I tried to do that last month and I wasn't allowed to. Why are we doing it now? Boston replied, well we voted last time. King replied, okay, that's not what I'm saying. Boston replied, okay. Well, I don't know how to answer your question. We voted last time and it did not pass. King replied, there was a great deal of controversy too. They had to take it up in Old Business. Boston replied, okay. King continued, so what's the rule going to be next time? Boston replied, whatever we say it is. King continued, it keeps changing. Boston replied, okay. King replied, it's not okay. Boston asked, well, then what is it you want? King replied, I just wanted to know that I object. Boston replied, okay are you objecting to the approval to the motion? King replied, there is a motion to add, adding after it's published. Boston replied, okay. So we have a motion and a second on the floor to approve the agenda, to add Baby Birds for discussion. We'll go ahead and do a roll call. Davis asked, we can talk in Old Business? Boston replied, correct. We can talk in Old Business. Davis asked, we can talk about it in Old Business? Is that correct? Boston asked, we can talk in Old Business. Davis asked, we can talk about any topic? Safdie replied, that is an option too. Boston replied, if it's been discussed prior, yes. Davis asked, has it been? Stull replied, not with this board it's not been. Safdie replied, Nick, that was a good question. The Roll Call Vote continued. Boston replied, motion passes. Boston continued, where would you like to add that? Stull replied, I don't have a preference on where. Boston asked, can we add it at the end of the agenda? Stull replied, that's fine. Boston replied, okay. Right before Old Business will be Baby Birds. *(The discussion on Baby Birds was actually discussed right after 16. Climate Survey on DOS Discussion and Approval. The agenda was edited to add 17. Baby Birds Learning Center Grant Discussion and detailed minutes were placed there.)*

Safdie replied, I would like to pull 21.A. under the Consent Agenda. The CCHS overnight field trip request and make a separate item. Boston replied, I think you can do that when we get to the Consent Agenda. Safdie replied, okay. Boston asked, is that ok? Safdie replied, that is fine.

Motion to approve the agenda with the addition of discussion on Baby Birds.

**VOICE VOTE:** (mover-yes) Stull

(seconder-yes) Hamby

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

**MOTION: Motion Carried**

10. Acknowledgement of Elected Officials

Boston advised, next is Acknowledgment of Elected Officials. I think Mrs. Mall is our only County Commissioner and she is present. Thank you for being with us.

11. Community Comments - Boston stated next on our agenda is the Community Comments. Since we have five pages of Community Comments, are you going to keep the time? Safdie replied, I'll keep the time. Boston continued, okay. I have asked Baby Birds to designate two speakers. If you'll tell me who's coming first and what your name is. The topic of your discussion and you are limited to 3 minutes.

**Name:** Russ Owen 18 Harrell Lane Crossville, TN 38558

**Subject:** Baby Birds Closure Concerns and how Baby Birds has impacted his daughter.

**Name:** Emily Nichols 551 Myrtle Ave Apt 2 Crossville, TN 38555

**Subject:** Baby Birds Closure Concerns and how Baby Birds has impacted her son.

**Name** Billy Dodd Breckenridge Dr., Crossville, TN 38572

**Subject:** 3rd Grade Assessment, Martin Breach and Bus Drivers

**Name** Chris Goddard 103 Phyllis Street Crossville Tennessee 38555

**Subject:** Martin intruder's backpack, Baby Bird's Grant, and Voucher Program

**Name:** Kandi Newcome 300 Old Grassy Cove Road Crossville, TN 38555

**Subject:** Homestead Safety

**Name:** Craig Clark 2266 Hwy 68 Crossville, TN 38555

**Subject:** Budget Committee and Budget

Safdie asked, Mr. Stepp was there a delay in the budget last year? Was there anything that you did not approve on the budget? Was the budget prepared when you and the chairman met for the first time and at that point did you deliberate on what was to be included on the budget or not? Stepp replied, we did meet and deliberate, yes. Safdie asked, did you then, did the chairman and you declare a date when the budget would be held? The Budget Committee would be held? Stepp replied, not at that time. Safdie asked, at what time did that happen, because this board is being accused of irresponsible behavior and to me it looks like that irresponsible behavior is not on the head of the Board of Education or the chairperson, but a result of the Tennessee legislature providing the money that we were to have. Now I haven't said anything for the past five or six months, as you all have deliberated. This is my chance to just tell you that your accusations (Mr. Clark) do not correspond with the facts that took place at that point. In fact the comment was made that the chairman of the board hijacked the Budget Committee Meeting. They hijacked, actually it was they hijacked the budget. That is not what happened at all. There is a working relationship that the Director of School has with the chairman and they both determine when the meetings will be held and how they would be held. Now the other issue is the

agenda and the approval of the minutes. That's a separate issue and I won't address that here, but I will not stand as an individual board member, since I am part of the board to hear the public make accusations that there was irresponsibility. There was no irresponsibility. In fact, if you're going to look at irresponsibility then what about board members going behind the board's back talking to County Commissioners. Nichols replied, do we need to call point of order or something, because this is. Safdie replied, okay, that's fine. Thank you very much. Thank you for calling point of order. I got a little emotional there, sorry.

**Name:** Karen Frantzen 895 Parnell Rd. Crossville, TN 38572

**Subject:** Why she became a teacher. The 3 R's and following Mrs. Strickland's lead.

**Name:** Jason Futrell 5848 Hwy 70 N Crossville, TN 38571

**Subject:** Middle School Basketball and using the boards power.

Hamby asked, may I respond just for a second? Boston replied, yes. Hamby continued, I just want to make it very clear. That the board voted on whether or not to do TMSAA, but we have not voted on what was talked about last time. The board has not had any say and that has been Mr. Stepp and his team. So I just wanted to make that clear. That was not the board. Stout replied, yeah, there wasn't any vote. There's been some opinions shared by board members and board meetings, but no vote by the board. Boston replied, thank you.

**Name:** Julia Timson 6960 S. York Hwy Clarkrange, TN 38553

**Subject:** Copy of the survey responses and gave the board homework.

Davis asked, Mrs. Timson can I ask you a question. Timson replied, sure. Davis asked, who conducted the survey? Timson replied, I did. Davis asked, on behalf of? Timson replied, CCEA, Cumberland County Education Association. Davis replied, okay thank you. Timson asked, were you here, Mr. Davis? I'm sorry, were you here when I gave the backstory to that? Davis replied, yeah I was. There's been so many surveys. I just want to make sure what I'm looking at the same one. Is this something we do annually or your group does annually? Timson replied, we do various surveys annually. This is the first time I've done this particular one, but we have asked. Davis asked, so with this idea of collecting data, what would be the intent of how would you use it? Timson replied, I use it to give it to you. So that you see that some of our teachers are frustrated and what they're frustrated about. They won't come just tell you. This gives you an idea. It's an anonymous thing. I don't know who filled it out. I don't know who said what, but this gives you a bird and I did redact it if it said anything that was a personal thing that would take you back to a teacher. One teacher mentioned her school and said how great her principal was, but I marked that out with sharpie, because I don't want anybody to ever think that I'm giving out their information. If I say it's anonymous, it's anonymous. Davis asked, how many? Did this go to every teacher in the union? Timson replied, it went to every teacher in the county. Davis asked, and what were the; how many people responded? Timson replied, 134 and some you did not receive because they were so personal that I would have had to redact the entire answer. Davis asked, so the percentage was? Timson continued, I took those and shredded them. Davis replied, 134 thought to complete it and how many did not? Timson replied, I believe Mrs. Bray, 530 something teachers? Bray replied, classroom teachers. Timson replied, classroom teachers. Davis replied, so 20% did. Timson replied, right and some people are just afraid to fill out a survey. They're afraid it really won't be anonymous. Davis replied, gotcha, okay, thank you.

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

12.A. TLN Report - Stout replied, at this point in the Legislative Session, the Committees are starting to wind down and things are starting to move to the floor. As I do at every board meeting, I try to bring some forward that I think I mean there's a bunch of bills out there that have to do with education, but I try to bring the ones forward that are going to impact our district and policy or procedures and I'm bringing some forward tonight. In order of still working through committees, ones that are almost there, almost to the point of the floor of getting votes or getting in and then also bills that have passed. I want to start with the Education Freedom Scholarship Bills as it's titled. The house bill passed the Government Operations Committee this week and is moving to the House Finance Ways and Means Committee. The Senate Bill also passed the Senate Education Subcommittee and is moving to the Senate Finance Ways and Means Committee. So we still have multiple bills out there regarding the scholarship or voucher program. That are moving their way through. We haven't gotten through the point or that they haven't gotten to the point where they have combined them into one bill yet. So that's still to come. We did have a virtual Q&A session yesterday for the TSBA members with Speaker Sexton and Chairman of the House. Chairman of the House key through subcommittee Representative Haston and I did want to just give a little shout out to them for taking time out of their really busy schedule during the Legislative Session the last minute to sit down and just answer random questions from all the TSBA members that were on the line. So it was a good hour session. They did provide some additional information and I have a few items that I wanted to highlight, because I know we've talked about some of the pieces and parts of the bill before, but I wanted to bring some things forward that they emphasized yesterday. Speaker Sexton said that the House Bill is an attempt to create a level playing field for private and public schools. So when we're looking at the Senate Bill or the Governor's Bill there isn't anything regarding public schools in those bills. They're strictly voucher or scholarship bills. So the House Bill actually has information in there or items in there for public schools. They outlined that 80% of the House Bill is for public school and 60% is for funding public school and 20% of that is for funding school choice. So that's how they broke it out yesterday. The Infrastructure Health Insurance and other funding within the bill for the public schools. They said would be reoccurring every year. So that's not something that's just going to be one year. It's going to continue. It has qualification and spending parameters around the scholarship funds more than the other bills do. There's also a two-page summary out there of the House Bill, which is great because the total bill is 37 pages. They said that they'd go ahead and get it over to TSBA. So TSBA could get it out to all of its members. So hopefully we'll see that forthcoming. They're also working on fiscal projections that they're going to get to TSBA as well, but that's not completed yet. They brought forth the fact that American for Prosperity conducted a poll in five of our Tennessee Senate Districts regarding school choice and the results are out on their website. So if anybody wanted to look further regarding the results of those surveys that's out there. I also encourage you all to go out and take a look, because this is a very hot topic. There's a lot of discussion that's going on. A lot of people are talking to board members and coming to the board meetings in favor of or not in favor of. So I would really suggest that you do go out and just look over the bill. You can just Google House Bill 1183 and there's a plethora of resources out there for you, where you can go take a look at it. So that way you're speaking from your knowledge of the bill. Okay, moving on to the next bill. Joint Bill 841 which proposes an amendment to article 11 section 5 of The Constitution of Tennessee to authorize local education agencies to approve lotteries conducted by nonprofit school support organizations. Provided that the net proceeds of the lottery revenues are allocated to the Local Education Agency. To be used for educational or extracurricular purposes. This is a TSBA supported legislation. It's passed through the committees and it's now on the Senate Finance Ways and Means Subcommittee for 3/27. So that's on its way. So we might have some leeway there with doing our lotteries for school funds. So that's great. Bills that are almost there are HB 1605 prohibits leas and public charter schools from displaying in public school flags other than the official United States Flag and the official Tennessee State Flag. An amendment was added to

address the issue of a type of flag, which might need to be temporarily used as part of a lesson plan included in a bonified course curriculum. That's passed on the house floor. It's passed through Senate Committees. It's been referred to the Senate Calendar Committee to be scheduled for a final vote on the senate floor. So that might be something we need to keep our eye on for policy. House Bill 2882 requires beginning with the 24-25 school year that each LEA and Public Charter School to provide students with age appropriate and grade appropriate instruction on firearm safety. It's passed on the house floor and through the Senate Committees. It's been referred to the Senate Calendar Committee to be scheduled for a final vote on the senate floor. So we'll have to possibly be prepared for that for next school year and then a couple bills that have passed. House Bill 2058 requires that the State Board of Education, in collaboration with the Department of Education, to identify math courses that may be substituted for Algebra 2 for purposes of satisfying High School graduation requirements and to submit a report to the Education Committees by October 15th of this year. It passed on both floors and has been signed by both the speaker and the speakers and the governors. So we should be getting some alternate options for the algebra problems that we ran into last year and then House Bill 1630, which is the AI Bill that I previously mentioned. The bill mandates that all state universities K through 12 public and charter schools adopt a policy for the use of AI by students, teachers and staff for instructional and assignment purposes. It passed on both floors and has been signed by the speakers and Governor. The effective date is, it has passed 3-11-24. So that's something that's in place already. So we'll have to be working with TSBA on our policy for that. Hamby replied, I'm sure they'll send us that soon. Stout continued, and that concludes my report.

13. Board Member(s) Report from Training(s)
14. Legal Report - Boston advised, Mr. Patton your Legal Report. Patton replied, there's been no meaningful update on any of your pending litigation. I'll ask Mr. Stepp, have you received any updates on the JUUL Litigation at all? I have not. Stepp replied, the last document you said I needed to sign. Patton replied, right. So hopefully next month, we'll have an update as far as that goes. I suspect you will. I have received a couple of messages from you concerning the request of Mr. Hill on the Genesis Road property. My plan is to prepare a memorandum for you and the board can decide if they want to put that on next month's agenda. Boston asked, we had a lawsuit going at Pleasant Hill. The attorney had withdrawn. Any news on that? Patton replied, the attorney did withdraw, but there has been no update as far as whether the plaintiff has retained a different attorney or not. I've not heard from Mr. Williams in that regard. Boston asked, did the court give her just the standard 30 days? Patton replied, I think they provided 45 days. That's my recollection. Boston replied, okay thank you.
15. Director's Report - Boston advised, next on the agenda is our Director's Report, Mr. Stepp. Stepp replied, alright some great things going on in Cumberland County. School Nutrition, Cumberland County was recognized across the state of Tennessee on Monday, March 18th in the TDOE School Nutrition Newsletter for several activities including Stone Elementaries cafe's Dr. Seuss Reading Day Celebration on March 4th. North Cumberland Cafe's perfect health inspection. Way to go. Cumberland County was one of only 17 counties statewide to be awarded an equipment grant that was \$85,000 to replace the walk-in freezer and cooler at North Cumberland and then also the Phoenix School's Farm to Table Project. Where the students grew lettuce that was served on the salad bar in their cafeteria. So great job to those kiddos. Also congratulations to North Cumberland Elementary on its progress through the STEAM designation process. Thursday, March 14th the school received a much deserved site visit from TSIN and the staff did an excellent job. So we're waiting on the results of that to be STEAM designated and then of course best of luck to all of our CTSO students that's our College Career Technical Education students who are competing in the next few weeks. We got FCCLA and FFA in Gatlinburg. FBLA, HOSA and Skills USA in Chattanooga and also we just finished our last round of Benchmark testing. It was completed March 13 through 15. Projections look encouraging as

faculty members prepare for upcoming end of year exams for high school, ACT 11th grade and Pre ACT for 9th and 10th grade were completed on March 19th. TNTP our literacy or math partner did walk through, were complete on March 20. With the final end of year diagnosis meeting schedule where we're working on a strategic plan. Mr. Lowe and his staff are working on new alternative school procedures for 24-25. They've done several site visits at other places. So CCHS Computer Science teacher wants to say congratulations to Alystia Young. Please congratulate her for passing her Express Employment Professionals Business Office Technology Industry Certification today. She worked hard to prepare for the exam in Computing Fundamentals, Microsoft Applications, Business and Web Ethics and Workplace Technology. Even with our snow and she completed everything five weeks ahead of time and then also with our ESL Department, the WIDA Language Proficiency Assessment has been completed. With ESL instructors in the district assessing 176 students progress and inquiring the second language. So a lot of good things going on. That was just a few of a bunch.

Stepp continued, so then I also want to share this about the Baby Birds. So the Baby Birds Learning Center was established in 2010 through a joint effort of Cumberland County Schools and the Tennessee Early Intervention System, TEIS. So the schools has continued to maintain the Baby Birds Learning Center facility and TEIS has been funded through a grant. The current grant funds end on June 30th, 2024. This center provides Early Childhood Intervention Programs for children from 18 months to 3 years of age. Currently, the Baby Birds Learning Center serves approximately 30 children on Monday through Thursday from 8:15 to 11:15. Each child can attend up to two days a week for 3 hours each day. So the Special Education Law, the IDEA Part C, is a section of IDEA that assists states in operating Comprehensive Statewide Program of Early Intervention Services for eligible children and their families. Tennessee Early Intervention System is a voluntary program that offers therapy and other services to families of infants and young children with development delays or disabilities. Currently some TEIS eligible children in Cumberland County are being provided their services at BBLC. Each family has a TEIS Service Coordinator that works with the families to develop an Individualized Family Support Plan that outlines services and support specific to the child and family with a maximum of five service hours per week. TEIS, will continue to provide services based on the child's individual needs even though BBLC is closing. IDEA Part B is a section of IDEA that governs how Special Education and related services are provided to school-age children with disabilities. Cumberland County Schools will continue to provide IDEA school age services on the child's third birthday. If the child is eligible for Special Education and or related Services. Each child has a Special Education Case Manager that collaborates with the IEP team to develop an Individualized Education Plan that outlines services in support specific to the children. So if they're 3 years old, they can have services 5 days a week, all day. In four different Pre-k 3 settings that we have in this county. The decision to reallocate resources was made after careful consideration for all stakeholders in Cumberland County Schools by the Director of Schools. I continue to strive to ensure Cumberland County schools are engaged in innovative learning environment, empowering every student to achieve excellence in life Academics, Arts, Athletics and activities. So I just want to share that statement with you before I get into my report. Boston asked, can I ask a question? You said reallocate funds. What is that mean? Stepp replied, the resources that we're using down there, we're going to reallocate to other places. That's the plan. Boston asked, you mean resources as of money or as a building? Stepp replied, people. Boston replied, people. Stepp replied, yes.

15.A. \*Apply For and Participate in USDA Distance Learning & Telemedicine Grant (See Exhibit #3)  
Stepp continued, so next on my report. We're starting out with the Telemedicine Grant letter. Mrs. Polson is wanting to apply for this grant, but in this grant it also requires a match. So this is for y'all's approval. Boston replied, okay. \$12,000 so \$18,000. Stepp replied, I believe so, yes. Hamby asked, and we need a motion. Boston continued, we would have to match, yes. Hamby replied, I will make a motion to approve. King replied, second. Boston replied, okay so we have a first and

second on the; now you do understand that this has a \$18,000 match. Hamby replied, yes I do. Boston replied, okay. Okay any discussion? Davis replied, yes. What will this grant provide that we're currently not providing? Polson replied, it will provide the equipment that will be needed to use to do the telemedicine visits. So there's a piece of equipment that we can do strep, flu, Covid screening and then also the computer, the stethoscope, the otoscope. Those things, specifically the technology piece to telemedicine services. Davis asked, are we currently offering some version of telemed now? Polson replied, no. This will be a new program. Hamby replied, this will prevent children from having to leave to go to the doctor as often as they do now, right? Polson replied, it'll provide the opportunity for parents to be in, they can be on the screen at the same time as the physicians on the screen and perhaps if I'm a high school student and I might have strep, I swab them. They don't have strep, then they can send an antibiotic for a sinus infection to the pharmacy. They go back to class. So it's going to provide services for the people who don't already have that service. Certainly, I'm going to send them to their primary care above all, but this will provide an opportunity for kids that can't get it. Stull asked, how is the visit covered as far as payment wise? Is it covered by the students' insurance? Is it covered by the school? The telemedicine office? How is the payment being made to the provider? Polson replied, so I have spoken with a couple of different options and my best option is they'll provide services to every child and they'll take whatever the insurance pays and if we have somebody that does not have insurance, then they'll work that out with with the family. Stull asked, so will a parent have to be present for the visit, meaning in person or on with video? Polson replied, online with video. They can like you can be on the same call as the physician at the same time with the student in the room. Stull replied, but will I mean, is that a requirement as well or is it just a student in there with the physician? Polson replied, well there will always be probably a nurse that's with them. I guess it depends on the parents' wishes whether they want to be in the room or not, but I prefer them to be on the screen at the same time as they're visiting the physician. Nichols asked, so Marsha it would never be done without parents' permission? Polson replied, no, absolutely not, never. Nichols continued, because some of these other areas are using this for some really. Polson replied, yeah, no and I just want to do Urgent Care. I am not talking about at this point in time, nothing above like an Urgent Care visit. I have a cold. I have sinus infection, something like that. So you know just to give the opportunity for the kids that parents for Urgent Care. Davis asked, doesn't it's say it's for Urgent Care? Did you say it's not for Urgent Care or it is? Polson replied, just for Urgent Care. Not for extended care or chronic. That'd be something that they would need their Primary Care to do. Davis asked, how would the school nurses be involved in this program? What would their role be in this? Polson replied, they would be; the physician would tell me where we need to place the stethoscope or where I need to put, or you know what area of the body they need assessment. There's a rash, what they want to look at. So essentially, I'd just be doing whatever the physician asks me. Like I would in an office. Hamby asked, is this going to put extra work on the nurses? Polson replied, I don't, not really. Yes at first, but I think once they get used to it, they're going to really like it. The places I have visited and have talked to that are already doing telemedicine say they love it. That it does take a minute or two, but once they learn what the doctor wants they're ready. Stout asked, will this provide equipment at all the schools or just certain locations? Polson replied, this grant will provide enough for all the schools I'm hoping. Hale asked, Nurse Polson have you talked to the nurses to see if they would like to have this equipment. Polson replied, I have two that are ready to go today if I had the equipment for sure. The rest of them would be like me, you teach me and then I'll be ready to go and none of them have been opposed to it. Safdie replied, tell me a little bit about the types of lab tests that you would be or your nurses would be conducting in the nursing station. Polson replied, like a flu swab, strep screen and Covid swab. So it's basically a nasal swab for all of those or a throat swab. Safdie asked, are there any regulations regarding contaminant materials and are our nursing stations capable of handling the contaminant materials. Polson replied, yes we already do that. Safdie replied, okay. Hamby asked, do you foresee it like some of our schools have you

know 600-700 kids. Do you foresee it over working our nurses or in the long run helping them? Polson replied, I think it's going to help the students that need help, because we have a lot of parents who want to take their student to their own primary care physician and that's what they should do, but the ones that don't have that opportunity or can't leave work to do that, but they can take a 10-minute break to you know do a telemed visit. It'll give them the opportunity to get some services, hopefully and make it equal. Equity Services throughout our community, something we always strive for. Davis replied, last two questions. How many Urgent Care situations are we not dealing with now that we would be dealing with if we were to be able to use this equipment? Polson replied, I really can't tell you that, because I don't know who would be. I don't know which parents are going to be willing for the students to go to do the Urgent Care like this rather than go to their own. You know to a different place. So I don't know what the opportunity is, because we've never done anything like this before. Davis asked, Mr. Stepp, how do we quantify the need if we don't know how many we're going to deal with versus we weren't dealing with? Nichols replied, Nick are you asking like how many kids go home sick? Davis replied, right. So if we're looking at? Nichols replied, how many kids would need that? Davis continued, well I mean like if currently, if we got an Urgent Care situation and they're like hey we can't deal with Urgent Care here in the school you need to go to your provider. Like instead of them leaving and now they're going to stay and get care. How many of those are we? I'm assuming that's what the point of this is. I don't know if that's the case, but that's why I'm asking. Polson replied, so we've seen about 45,000 visits this year and of those let's say 39,000 have went back to class and then so you're looking at 6,000 students that could have been potential for something like that now. Some of them were injuries or something different, but yeah I mean you know that's a rough estimate in my brain about where we're at. Davis replied, okay. No that's that's what I was looking for, awesome. I guess the last question. How long is this USDA Grant been around and what would be our, I guess exposure if this grant went away? What would be our obligation? Polson replied, it's supposed to be a one time. They give you the money, that's it, because it's purchasing equipment right. So the equipment would then belong to us. Davis replied, right, but the equipment is run by software and needs updated, because every week we're getting rid of iPads here. So I'm just curious like are we going to need to continue this? Like what's the forecast? Polson replied, I think whatever company we choose to go with is for telemedicine will be willing to help us with updating and in that area. I feel like this would be getting them started to working with us to serve our students. Nichols replied, so I come in. I do a swap with my telemed doctor. I have strep and then I stay in school. Polson replied, if you don't have strep you would. Nichols continued, but if I'm sick then mom has to come get. Polson replied, but mom now knows they're already sick and there's probably a prescription at the pharmacy for them already. Stout replied, Mr. Stepp if this was something that got rolled out, I'm assuming that there'd be some procedures around it. Since we're doing a different type, offering a different type of service. Stepp replied, absolutely there's a lot of procedures to this. Nichols replied, some of them take advantage of it and it gets a little. Stepp replied, yeah we have an issue with chronic absenteeism. So this would help with that. That's one of our big goals with the county is get the kids in school. Boston asked, any further discussion? Patton replied, I have a question. I've heard the term Urgent Care tossed around in this conversation and I just, I want an understanding. I guess of what additional things our nurses would do if they had this equipment and would that be under the supervision I guess of the physician that supervises them? Polson replied, yeah. Well the telemed visit itself would be under the supervision of the physician on the screen. So for instance if I partnered with East Tennessee Children, then they would be the responsible entity for the televisit entirely. It would not be the responsibility of the nursing staff. Patton replied, we're basically facilitating contact with a provider. Polson replied, right. Patton replied, thank you. I understand that better now. Stout advised, we have a question in the crowd. Will we allow a question in the crowd? Mr. Frantzen asked, can I ask one question? How much is each call? Polson replied, it depends on what which provider we go with. We don't have one

particular provider that we've chosen yet. So it's going to depend on which provider we go with and I'm just asking to apply for a grant for the technology portion. Mr. Frantzen asked, and the parent would be responsible for that? Polson replied, replied, yes. Boston asked, any further discussion? Hale asked, would we have the money to do the 15%? Stepp replied, we would have to budget it. Boston replied, we would have to budget it and since we do have; Marsha I'm assuming that the grant is \$120,000. If we do a 15%, which is right at \$18,000. Would that be additional? So you would have \$138,000. Polson replied, yes. So I'm asking them for \$120,000. Boston replied, you're asking them for 120 and their requesting or requiring us to do an \$18,000 local match. Stout replied, we don't have any idea of the lifespan at all on this equipment? Like when would this cost, when might we be looking at those cost reoccurring again? Stepp replied, we can find that out. Hamby replied, but right now all we're doing is okaying or not okaying for the you to apply for the grant? Boston asked, but if you apply when will you find out if you receive the grant? Polson replied, it will probably be, I'm going to say at least August before I'll know anything. Stepp replied, that'll come back to the board if we receive the grant for y'all to approve us to take it or turn it down. Hamby replied, and at that time if we don't want to approve we can turn it down. This is just okaying to apply for it. Stout replied, do a little more research in the meantime, get a little more information be prepared. Boston replied, and since it includes a local match, then I think that gives us a little bit of time especially starting the budget season. To look at that, but if you won't know till August. Then we won't know if that money is going to be required or not. So that gives us a little bit of time, since it does involve a local match and a percentage. I'm going to do a roll call vote on this. A Roll Call Vote was taken. Boston replied, so motion passes. So you can apply for your grant Mrs. Polson.

Motion to apply for and participate in USDA Distance Learning and Telemedicine Grant as presented.

**VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) King

Yes: 8, No: 1 Stull: No

**MOTION: Motion Carried**

15.B. \*Apply For and Participate in Healthy Built Environment Grant (See Exhibit #4) Stepp advised, also next is also and request to be able to apply for the Healthy Built Environment Grant. Pleasant Hill was our only school that met the qualifications to apply for. So that's why that's the location that Mrs. Polson is applying for. Hamby replied, I'll make a motion we approve. King replied, second. Boston replied, so we've got a first and a second to approve. This is actually, this grant is coming from Billy Loggins. Not an employee. Would this still come to us? Stepp replied, he's applying on their behalf. Mrs. Polson. Polson replied, yes. Healthier Tennessee wanted to apply for it. So yes it will come to our Healthier Tennessee Team, which Kathy and I are both on this thing. As well as most of the Health Council and so Billy Loggins happens to be the chair. So yes, he wants to apply for that grant for us. Boston replied, on behalf of Cumberland County. Polson replied, on behalf of yes, Healthier Tennessee of Cumberland County. Boston replied, Pleasant Hill. Safdie replied, and there's no match. Boston replied, no there's no match. Is there any discussion? Davis replied, yes. Same questions I guess. What's the long-term expense for, I guess the school system? So this is to be on school property? Is that right? Stout replied, both the track and the possible pickle ball would be on school property. Stepp replied, it's possible. The tracks already there. Davis asked, so we're looking to add a pickle ball courts in Pleasant Hill? Stepp

replied, on campus. Hamby replied, with the grant. Davis continued, for use of who? Stepp replied, the community and Pleasant Hill students. Davis asked, do we have a lot of students playing pickle ball in Pleasant Hill? Stepp replied, we play every PE has a curriculum that includes pickle ball. That's at every elementary school. They got pickle ball going on in their gyms. Hamby replied, it's getting more and more popular. Nichols replied, it's the upcoming thing. Hamby replied, yes the upcoming thing. Davis replied, yeah I'm aware. I'm just curious. Stepp replied, that's a Community Partnership between Pleasant Hill School. Davis asked, so once it's ours, it'll be ours? It won't be a partnership, correct? Stepp replied, right. Davis continued, so we're asking for money to build pickle ball courts at one school and why was it that Pleasant Hill was the only one that's capable of having pickle ball courts? Stull replied, they are the only ones that qualified for this? Nichols replied, they are the only one that qualified. Davis replied, that's what I am asking. Why are they qualified? Polson replied, they were considered the most rural area that did not have any kind of park activity area and so the state developed a map and that school was the only school in our district, in our county that fell in that map. Therefore that's why we're asking for the money. Davis replied, yeah I understand that. I don't have anything against pickle ball. I'm just trying to wrap my head around like what's going to be the impact? Like we're going to have. Boston replied, they're going to learn. Davis continued, they're going to have, they're going to be healthier, because they're playing pickle ball. Hamby replied, it gives them some activity whereas a lot of our other schools have access to parks and other things, whereas Pleasant Hill does not. Nichols replied, they can't walk to places. Stout replied, with community use on the school premises. Do we have any concern about liability that this is being built for community use? Do we have that covered? Stepp replied, we have communities walking the track at CCHS, SMHS. Boston replied, playing soccer. Stout replied, we are good. Stepp continued, most schools are community used, soccer clubs, playgrounds. Stout replied, I'd make sure we're covered if we're saying yeah we'll take the money to put something out there for the community. Davis asked, so if it's outdoors, this is outdoor? Stepp replied, yes. Davis continued, if it's outdoor anybody can just walk on property at any point, anytime and play pickle ball or walk the track. Stull replied, during non school hours. Stepp replied, during the school day they can't come on the playground with kids present. Davis replied, so we don't have to like schedule, hey I'm playing pickle ball at 3:00 or we've got a pickle ball league that starts at XYZ time and we got to figure out whether the kids can play or the people that live there want to play. Stepp replied, yeah we work out logistics. Davis asked, so they do have to schedule it? Stepp replied, we'll work out logistics if we actually build it, yeah. Davis replied, gotcha, cool. Stepp continued, I don't know exactly what those logistics would look like in Pleasant Hill, but. Davis replied, gotcha, cool. Boston replied, any further discussion? No one responded. A Voice Vote was taken.

Motion to apply For and Participate in Healthy Built Environment Grant as presented.

**VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) King

Yes: 9, No: 0

**MOTION: Motion Carried**

15.C. \*Approval of 2025-2026 School Calendar (See Exhibit #5) Stepp advised, so next is the Calendar Committee final results for the year after next. We always create the calendar two years out. Boston replied, I'll entertain a motion to approve option C on the calendar. Nichols replied, so moved. Boston replied, okay so we have a motion. Stout replied, I'll second. Boston replied, so any

discussion? No one responded. A Voice Vote was taken. Stout replied, thanks to everybody for voting, who voted.

Motion to approve Option C on the 2025-2026 calendar as presented.

**VOICE VOTE:** (mover-yes) Nichols

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

15.D. \*MOU CCSD and Big Smiles Tennessee (See Exhibit #6) Stepp advised, so the next is MOU from Cumberland County and Big Smiles 2024. This is a program, a dental program for 18 months to 18 year old. It's to provide more support. The health department already comes in and helps us out. So this is MOU to allow them to come in and help us more with the dental support and every school. Hamby replied, I'll make a motion to approve. King replied, second. Boston replied, okay so we've got a first and second, third. Any further discussion? No one responded. A Voice Vote was taken.

Motion to approve the MOU CCSD and Big Smiles Tennessee as presented.

**VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) King

Yes: 9, No: 0

**MOTION: Motion Carried**

15.E. \*CCSNP Annual Food and Non-Food Supply Bid Packet (See Exhibit #7) Stepp replied, next you receive this every year. The Annual Food and Non-Food Supply Bid Packet. Hamby replied, I make a motion to approve. Stout replied, second. Boston replied, so we have a first and second to approve the bid package. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve CCSNP Annual Food and Non-Food Supply Bid Packet as presented.

**VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

15.F. Strategic Plan Update (See Exhibit #8) Stepp replied, next is just our quarterly report. The Strategic Plan reviewed each area. We looked at each supervisor and leadership looked at those

areas to see where we were. Where we feel we are and where we need to improve. So there's a lot of areas of improvement that we have. We have some areas of success that we feel we have good systems in place to be successful and then several areas that we got opportunities to get better at. Stout replied, I saw a lot of funding notations here, under challenges, and I know y'all have worked on getting the first draft ready for us. Have you been able to work on that particular challenge within the budget for next year? Stepp replied, it's what we're working on right now. Stout replied, okay so that could be hopefully some relief on that challenge.

15.G. School Updates - Discussed under 15. Director's Report

15.H. Annual Planning Calendar (See Exhibit #9) Stepp replied, next is the Annual Planning Calendar. Just review as we always do every month.

15.I. FYI (See Exhibit #10)

15.I.1. Attendance Report

15.I.2. Personnel Report- Stepp advised, and we have our Personnel Reports that we review every month nutrition and other. Hale replied, I had a question about the Personnel. There was a new position in Central Office, but it didn't say what for, Mrs. Kendra Davenport. Am I in the right place? Stepp replied, I'm looking. Hale continued, new hires non-certified a Kendra Davenport. It says at central office 3/18/24, but there's no reason. It doesn't say what that person's doing. Who they're working for or working with? Boston replied, it's for Marsha's. Polson replied, PRN Nurse. Hale replied, okay. Thank you ma'am.

15.I.3. Substitute List - Stepp continued, then we have the Substitute List.

15.I.4. School News Articles - Stepp continued, and then our newsletters.

15.I.5. School Calendar of Events - Stepp continued, and calendars and then that's the end of my Director's Report.

16. \*Climate Survey on DOS Discussion and Approval Boston advised, next on the agenda is the Climate Survey on DOS Discussion and Approval. Mrs. Stull would you like to lead us off? Stull replied, well we had talked about in Old Business last month the Director's Contract and different evaluations to do and I felt that a Climate Survey from the entire district would be good if we were going to go ahead and explore the contract any further. To go ahead and add that to our discussion with that. Stout replied, so an additional survey on top of the Director Report, principal, vice principal, and then the one we do. Stull replied, this one would encompass everyone in the district. So not just the principals and the supervisors and not just the board, but everyone. Hamby replied, all employees, teachers, maintenance, bus drivers, everyone. Stull replied, they're just as important to go ahead and hear from them as well. Stout replied, so a Climate Survey on the district as a whole or a Climate Survey specifically on the Director of Schools? Stull replied, on the Director of Schools. Cuz that is what we are trying to discuss his contract. So that would be what the Climate Survey would be for. Stout asked, how do you? Stepp replied, I did withdraw my request to renegotiate contract several weeks ago. Hamby asked, but if you were to bring it back to us it would be nice to have this survey in place. Davis asked, with that survey, how would we use the information? Stull replied, the way we would use any other evaluation. Davis asked, meaning? Stull continued, where does he fall within the evaluation scale or the survey scale I guess. Hamby replied, where improvements needed or? Boston replied, let me stop this. Do we have a motion on the floor? King replied, no. I was about to ask that. Boston replied, can we go ahead and get a motion started and then go into discussion maybe? Hamby replied, I make a motion that we approve

the Climate Survey on the Director of Schools Discussion. Stull replied, second. Boston replied, okay so now we have a first and second on a Climate Survey on DOS Discussion and Approval. Carry on with discussion. Hale asked, where would we get this survey? I mean how are we going to get the questions or have you already been sending them out? Stull replied, no. I've not sent anything out. Hale continued, so how would we get? Where would we come up with the questions and things? I mean any ideas? Safdie replied, there was a survey that was given two years ago or three years ago that still available. Boston replied, we did one in 2019. We got the results back in January of 2020 and it was a Climate Survey done to everybody and I mean that was on our board connect. So in just looking at it the questions, I think there were seven questions and it says there is an atmosphere of trust and mutual respect within the school district. I am generally satisfied with being an employee of the school district. This gives you the climate throughout our district. How our employees feel? I would recommend this school system, Cumberland County to parents seeking a place for their child. I feel supported by our Director of Schools. Hamby asked, and does it leave an area for comment? Boston replied, it does not. Hamby replied, that would need to be added, because we need a comment section. Stull replied, I liked the questions that were at the end of the evaluation from the principals. I thought those would be good questions at the end for anyone to go ahead and add comments. The other thing is that I would feel that the survey would need to be 100% anonymous. So no identifying your demographic information as far as questions on there as well. Stout replied, before we get into the weeds of questions and the survey, I think we need to talk about a little bit about why and the type of information that we're trying to derive and what we're going to do with that information. So then we can determine what kind of questions need to be asked. It's very difficult to have an all school district wide survey done. Answering specific questions about somebody that they don't interact with regularly or report to. That's not typical to do that. Stull replied, ultimately he's their boss and so that's where? Stout replied, it's could be more of a Climate Survey. If we're trying to determine areas that we're going to look out for improving within the district, then we need to make sure that we design the questions that way. So we need to know what are we looking for to get out of this questionnaire? Out of the survey. So then we can make sure we're asking the poignant questions. So we can get information that's usable in order to make improvements. It's been brought up that this seven question survey was done back in 2019. It was also done in 2021 as well and several of the board members that are on here now were here then. My question would be we went through the process of doing that. We had TSBA send the survey out, collect everything, but what improvements came out of that? Other than the two directors that were here at the time when the surveys were done leaving. What other improvements were made in the district? What kind of information did we derive from this that improved things for our students? We need to decide what we're trying to drive with us and then go from there. Stull replied, I think in having the survey, I mean that kind of answers some of that already and then the other part is for I mean his contract is going to be up the end of next year and so to go ahead and get in front of any sort of you know talk negotiations stuff like that. To have this available to us when that time comes. Hamby replied, and also to allow all of our employees we have the principals, assistant principals and supervisors, but it allows the rest of our employees to have a voice also and shows them that we are listening and so that's, I think it's very important for us to include all employees. Not just supervisory. Stout replied, I think a Climate Survey is a good idea, but we need to make sure what are we trying to drive with us. What information from this and asking questions, direct questions about the Director of Schools from somebody who isn't, doesn't interact with them or isn't responsible for reporting to them directly. They're not going to be able to answer those questions well. What you're looking for to be able to say this is good, this is bad. This contract, we're working with this for his contract. You're not going to get those detailed objective information that we need contract wise. We could do a Climate Survey and there could be some questions on there. He runs the district, so there could be some questions on there regarding how you know certain things about the district. Do they feel address the districts being led in the proper direction? If we're going to do something like that, we need to have a section on the board. We need to have a section on the DOS. We need to have a section on their direct supervisor. Hale replied, we want

it to be anonymous. I would think. Stout continued, well we need to have a direction on it. It can still be anonymous. A direction on their direct supervisor. You know, does your direct supervisor do da da da? Do you feel you can go to your direct supervisor da da da and then overall climate. Are we heading in the right direction? Those sort of questions. Nichols asked, does TSBA do that is that? That type of questions. Stout replied, they won't put the questions together for us right. We would have to put our questions together, but there's a lot of surveys out there that we can reference. Boston replied, the responses come back to them. They put it on a scale type form and then send it back to us. Nichols replied, we come up with the questions. Boston replied, we come up with the questions. I think, Robbie you were on that committee in 2019. Did y'all create the questions to send in? Safdie replied, yeah we created the questions. Stout replied, they need to be as objective as possible. Davis asked, so what question, what did we do with it? Once y'all got that back, like how did that information impact it? Boston replied, it told us, I don't know what you mean. What did you do with that information? But it told us how our, because we sit here. Central Office operates, each school operates. It tells us how each individual school and they all got input on this is what I think. You know the question, there's an atmosphere of trust and mutual respect. The results, there were 15% strongly agree, 41% agree, 29% disagree, and 12% strongly disagreed. So it gave us some idea of how everybody felt about the district as a whole and that is what we are looking for. Davis replied, let me ask you this. I think surveys are good. Boston replied, you like data. Davis continued, for the reason of collecting data. So you can enact a decision. Where surveys fail in a sense is where you're not capable of getting the voice of everybody. The reason in our survey is, when we evaluate him, we evaluate ourselves. It's mandatory that we all participate. The trouble with surveys of this magnitude is it's not mandatory for everybody to participate? So you only get one fifth of the people that were asked about one of the grants that we're looking for or I'm sorry one fifth of the teachers responded to their survey. Okay one fifth of those people did. So when you only have a fifth of the audience how conducive can you really be with your decision making based on that small sample size and that's not just this survey. Surveys on building YMCA, surveys on anything that they send a survey out on. That's what happens. They send it out to 100,000 people and 10,000 people respond and then you're going to make a decision on the 10,000 people or the ones that were silent? Stull replied, the hope would be. Boston replied, decisions. I think you're going to take this data and take this climate and it tells us where we are. I mean what do we need to approve on and I'm talking about not here, but out in the schools. What kind of support do they need? What do they need from Mr. Stepp? What do they need from us? What do they need to gain an atmosphere of trust and mutual respect? Davis replied, but that's only going to cater to the people that actually answer the service. Stull replied, the hope would be that everyone would answer the questions on the survey. Now granted yes are we going to get 100% participation? Probably not. Stout replied, just for reference, 718 responded in 2019 and 266 responded in 2021. Stull replied, but you can still go ahead and from the responses that you do get, knowing how many responses you do get, you can go ahead and say okay well if we got 50% of response. Safdie asked, is that statistically significant? Stull continued, right and then you take the data from that and go from there. Just because you may not get 100% participation doesn't mean you don't do the survey. Nichols replied, and so the survey that you sent out, Mr. Stepp. That just went to principals? Hamby replied, principals, assistant principals and supervisors. No teachers. Stepp replied, it went to principals. Each one filled one out. Assistant principals each one filled one out. Supervisors each one filled one out. So I try to make sure that's valid by having everyone complete it. Hamby asked, no teachers or other employees filled those out? Those were just supervisors and up. Stout replied, my recommendation would be if we're going to do something like this, that we go ahead and look at the areas that we're wanting to get the information on and then we design the questions around that and make them as objective as possible. So we can get some good information on where and how can we make these improvements. Nichols asked, so madam chair, do you make a committee for the questions that need to be formed? Do you form a committee for those questions to be put together. I don't necessarily, I think what we do is we all sit back and look maybe what a Climate Survey, what information we would be looking for and then submit questions.

You know we can submit questions to each other and then we can revisit it. Hamby asked, as long as we're not debating it, right? Earl, we can submit the question, right. Submit the questions. Davis replied, I'm going to say something. I feel like you know it's not that for quest of knowledge and information. I don't think it's a bad idea, but the concept is the structure across the state is the county voices who they want to have as their individual representative during election time in their district. Us as representatives get to determine if our employee is employable and it's up to us to go out and collect that information and deem as to whether or not we're going to continue to employ him or we're not. So I don't know that this particular survey would have any bearing on my thought outside of the data that I've been able to collect or the amount of phone calls, emails or people that have been able to to come up here and talk to this point. I don't know that any survey would change my mind, because of the structure that's in place. That's for a good reason. Boston asked, is that what we're wanting? Is for you to change your mind? Davis replied, well I'm just saying like I don't know that this survey would be able to provide enough data in any direction to change the way that I do business. Stull replied, I'm not asking to change any minds. It's just to use as another tool. Davis replied, if we're not looking to make changes, we don't need any information. Safdie replied, well the original intent of the Climate Survey was to assist the director to have an educational perspective and say these are some things that have taken place or that people have perceived you as or the school system as and how can we help you deal with those issues. Davis replied, right. So help is change, right? So if we're not going to help, we can't change. It's like climate. Climate means temperature or the environment you're in. It's important to know if you're going to be in Sub-Zero temperatures or it's going to be in the tropics. So we can make a change to what we're going to do to be in the right position for the environment. Safdie replied, absolutely. Davis continued, I don't see the survey making an impact based on what our structure, above and beyond the structure we already have in place. Is all I'm saying. We have a structure designed to determine whether or not we have a DOS that's operating. We've already conducted a survey internally to develop our own thoughts based on the information we could have collected. Stull replied, we've only done survey based off of ourselves and then the principals, assistant principals and supervisors. I think that it would be the responsible thing to do is to hear from everyone their voice and so leaving out a massive amount of people that are impacted by the Director of Schools. I don't think is responsible. I think that. Davis asked, so if by large and part I hear what you're saying, if the majority of those people aren't responsible enough to conduct the survey, are we going to disallow the information? Stull replied, you don't disallow the in the survey just because not everybody went ahead and voted. You do take into account how many people did go ahead and answered the survey. You do, but you don't just discredit or disqualify the information just because not everybody filled it out. Davis replied, but that's what you're saying. You're disqualifying the people that directly report to him. Stull replied, no, no. Davis continued, and we're asking the people below them to provide their own. Stull replied, it's another piece to add to that information. What is the problem with asking everybody's opinion on. Davis replied, there's not. We just don't do the same thing for every topic. Like so when would we not do, like are we going to ask them everybody everything all the time in surveys? We just going to start a survey for everything? King asked, doesn't the state do one in April? Stepp replied, yes the state does Climate Surveys with all certified staff. Hamby replied, with all certified. That does not include our non-certified and they are just as important and this survey would include everyone. Stull replied, and not received any of that information either. Hamby replied, from April of last year. So we've not receive anything. Stull replied, we never received anything. Nichols replied, the non-certified are who? Hamby replied, that's our transportation, maintenance, and cafeteria workers, teacher assistants. We've got lots of non-certified support staff that our system could not run without and they need a voice also. Nichols asked, they answer to you, Mr. Stepp? These people answer to you? Not to their bosses, they answer to you? Stepp replied, there's a leadership chain of command. Nichols continued, so there's a hierarchy. So they respond to their leadership. Davis replied, so just for the record. Like I think information is great. Generally speaking, people that don't report to other people don't typically provide survey data. Most organizations do not survey in this manner, because it's dirty

data, is what we call it right. It's not data that is directly, you don't have valid logic for your answering, right. The decisions that they may think that he gets to make may not be decisions he makes. We have that misconception all the time. People think the board decides if we go middle school basketball or not. We don't, so there's misconceptions everywhere and I think this is subjective and could potentially be damaging, more than it would be positive. I don't know nobody's been able to voice what the positive outcome would be, because I've asked and nobody's able to tell me what the positive outcome would be. Nichols replied, I agree because they have a person in between him. So they're not answering to Mr. Stepp. They're answering to their supervisor. To their lead person of their department and not directly to him. So the interaction that he has with them, there's a person in between that. So I don't understand. Hamby replied, but his decisions for our district affect everyone right. Nichols replied, they do. Hamby continued, and so that's what the survey is. Nichols replied, but that's what the hierarchy is for. So I go to my boss and say hey I don't really like this. Can we talk to Mr. Stepp about that? So then you got. Stout replied, we're talking about a couple different things here. They're getting rolled together. So we're talking about wanting to get some results for being able to drive some improvement in the district right. How people feel about our direction? How they feel about their job? Those kind of things, but then we're also talking about wanting to get information regarding Mr. Stepp and at some point contract discussions right. Those are two totally separate things. Nichols replied, totally separate. Stout continued, they need to be done in two totally different ways and the ones that we're going to be using for contract negotiations are objective things along with some subjective, but they're going to come for direct reports. They're going to come from the board. They're going to come from data that we're getting on, are we hitting our numbers? Are we following the Strategic Plan and staying on tasks for what we're holding him accountable for. So that's what we're going to be looking at for contract. If you're talking about wanting to approve things within the district, then we need to be talking about the Climate Survey and what do we want to know from that. Where can we make change from that and then we'd have to determine what sort of questions we want to send out district wide. Stull replied, I mean, I agree with that, but I also feel that every person in the district also needs to go ahead and have their voice heard as well and it's not being heard, because it's not being asked of them and so we have the board's evaluation. We have the principals and supervisors evaluation, but we have nothing else from anyone else. The teachers while they don't directly report to Mr. Stepp they are all impacted by him as well. Davis asked, what about in the same vein, what about the parents and the children? Should we survey them as well and say hey what do y'all think about this guy? Stull replied, they're not being employed. Davis replied, they're the recipient, essentially of the same process that he's in charge of. Stout replied, they are our ultimate customer. They are why we are all here. Davis replied, they are the ultimate stakeholders in this equation. Safdie replied, at the end of every year, the beginning of every year. I guess it's the end of every year. The federal government requires that give a survey to parents and has that been done yet? Stepp replied, not this year that I know of. Davis asked, on the climate or on the Director of School? Safdie replied, it's law. On the the Director of Schools, the direction of the schools. How you feel about the school positivity to your student needs? Nichols asked, who does that, Mr. Stepp? Davis asked, who all does that go out to? Safdie replied, it's supposed to go out to all parents. Hamby replied, of all of our students in Cumberland County. Stull replied, and even less parents are going to go ahead and respond to that survey verses the actual employees. (audio) Safdie replied, oh excuse me. Let me verify that. Is it still being done? Stout replied, well there has been requests for survey responses. Stepp replied, I'm not aware of a federal one. Is there federal, what is that called? Do we know? I'll have to find that out. Hamby replied, I know there used to be. Safdie replied, there was a requirement. It may have been state, but. Stepp replied, I'll find out what that is. Nichols replied, well that would cover parents. Boston replied, that would cover parents. I don't think I want to poll students. Hamby replied, we have a motion and second. Do we have more discussion? Boston replied, well I think first we need to to vote whether we're going to have send out a Climate Survey or not. Once we make that decision, then we can further on at the direction of the survey. Stout replied, before we vote though, I think it's a little premature to take the vote without having information on what

are we trying to derive from this. Boston replied, well the motion is to. Hamby replied, to do a Climate Survey. Boston continued, to do a Climate Survey. Hamby continued, and then we need to get together and figure out what we want to put in it. Boston continued, and then once you decide whether you're going to survey. I mean I think everyone, I mean if you'd like to discuss it further the floor's open. Davis replied, I would move that we postpone until we quantify what indeed the climate is. Hale replied, that's a different motion. Davis continued, right. If we're going, if it's needed make a move that's to determine if it's needed and we can establish what the climate is. Stout replied, I would second that. We need more direction on this before we decide if we're going to invest time and energy into it to vote. Hale replied, we haven't voted on the first one yet. Stull replied, we have to vote on the first motion. King asked, do you got an amendment made? Vote on the amendment first. Hamby replied, we'll have to vote on their amendment first. Boston replied, so the amendment is to. Hamby replied, postpone. Boston replied, well he just said to determine if it's needed and needed more direction. So what is that motion? Davis replied, I guess the move would be to move the topic into. Boston replied, okay let's put it in simple terms. Do you want to postpone? Davis replied, I think, we're going to have to postpone. So I would move to postpone to quantify the need and establish the climate. Hamby asked, and did you second that? Stout replied, yes. Hamby continued, Mrs. Stout seconded his motion. Boston replied, right his amendment. Hamby replied, so now we got to vote on the amendment. Boston replied, okay so what we are voting on is the motion on the floor is to conduct a Climate Survey with all employees. The amendment is to postpone this until we determine if it is needed. Is that correct, Mr. Davis. Davis replied, yep. Boston continued, and we have a second. So what we are voting on right at this moment is the move to postpone the Climate Survey until it is determined in more direction. A Roll Call Vote was taken. Boston asked, Robbie do you want to go back and change your pass? Safdie replied, no. Boston continued, okay it's four to four. Motion Fails to postpone. Now the Climate Survey, which is on the floor at this particular moment. Is there further discussion on it? Safdie replied, I was just thinking that the definition of Climate Survey is kind of unique. I'm not sure that the past surveys don't reflect a general measurement of climate. You know it's really hard to, there's a difference between taking a performance criteria, where you list specific things versus a generic measurement mood or feelings that people have. I think that I lived in a work environment where the president of the college to their human resource agent created a Climate Survey that included questions about him and he gave it to all 500 employees. It was wonderful, because he was saying, yeah let's do it. You know, give me feedback. So for that reason, I think that I would support a motion to establish the Climate Survey. Boston replied, okay so let's go ahead and take the vote on whether to conduct a Climate Survey. Once that is over and we determine that we are or we are not going to do a Climate Survey, then we can determine what direction we want to go into as a board. Whether we want to create our questions. Whether we want to use a more general questions and go from there, but I think we've got to determine whether we are or are not. Stout replied, a couple things really quickly. If we're going to do a Climate Survey, I'd like to enroll the Director, Mr. Stepp in coming up with questions. Safdie replied, that's a good idea. Stout continued, since these are going to be questions from the district and he would be the one that would be involved in working with making the changes. Boston replied, well I think that's comments for after we determine whether we're going to have a survey. Stout replied, well this is before voting. This is what I want to put out there and then also are we voting on a Climate Survey or are we voting on a Climate Survey on the DOS's. Hamby replied, a Climate Survey on the DOS. Boston replied, that is the motion. Hamby replied, my motion was Climate Survey on the Director of Schools and her second was on that motion. Stout replied, so specifically on the Director of Schools. Hamby replied, yes specifically. Stout replied, not an overall Climate Survey, but you're looking for a Climate Survey specifically on the Director of School. Hamby replied, on the Director of Schools. Yes ma'am. Stout replied, which is I'll tell you it's not recommended. TSBA does not recommend that. They do not recommend surveying any employees that are not direct reports on a particular supervisor or manager and I've never been involved in any survey. Boston and Hamby asked, where did you get that information? Stout replied, I'm speaking with Ben and I have never been involved in a survey in my 30

years of business where I have answered specific questions on how an upper management person handles business day to day. Yes, on overall direction of company. Do I think leadership or management is taking the company the right direction. Would I recommend people to come to the company with the direction we're going? Those types of questions, but never on a specific supervisor or manager that I did not report to and that this is just not typical. Nichols replied, I'm going to tell you it absolutely sounds like a witch hunt. It's like I don't know what you're looking for, but it almost looks like you're setting him up to look for something to get rid of him. Hamby replied, and it's not. Nichols replied, I'm sorry it does. Hamby replied, I'm trying to give a voice. Nichols replied, that is the appearance. 19 and the 21 you did the same thing. That was when you got rid of the other two directors. Hamby replied, we did not get rid of Mrs. Ina. She resigned. Stout replied, regardless there's been nothing spoken to for improvements from last year. (audio) Davis and Hamby replied, point of order. Davis continued, so here's the deal. Like to everyone's point. People, we like data. We like conclusive data. The only thing I'll say before we vote is when you take a look at all the information, it's got to be presented in a way that's tied to the way that we make our decision, right. Nichols replied, it should be yes. Davis continued, so our ability should be the way we evaluate the Director of Schools currently doesn't incorporate a Climate Survey into that. So if we're going to add a Climate Survey just to be sitting on the side, I would say that's dangerous, right. Just because of the fact it's not conclusive in the way that we conduct business in determining the Director of School's performance. Whether to be considered for a raise or whether to be considered for dismissal, because it's not within the scope of what our reach is. So we can do a survey, but it's outside. If we cite this it's outside of scope. So I would just caution you that we're looking at things that aren't relevant to what we told ourselves we're supposed to be doing. Stull replied, I disagree with that and the reason is because we had such a massive conversation last month on the contract and we had two pieces of information to go ahead and even try and look at for any sort of negotiations. We need more and this is another way to go ahead and do that. It is going to be something that has to be done by next year and getting ahead of that, because that was one of the things that was mentioned. Was to do this early versus rather than having to wait until the last minute. This takes time. We have to go ahead and gather the information. Davis asked, when would you propose we start and finish this? Stull replied, as soon as we can go ahead and get the questions together. Davis asked, who's going to be responsible for the survey? Hamby replied, TSBA does the survey. Davis replied, they don't do these surveys. Hamby replied, after we present them with the questions. They received all the responses and then send us the results. Stout replied, they'll send it out and compile. Davis replied, we just got to tell them what we want. Hamby replied, yes. Davis continued, so we know we want it. We just don't know what we want. Stull replied, that's what the rest, the next part will be. Is to go ahead and discuss that as far as the questions go. Davis replied, it sounds like the cart and the horse, but okay. Boston replied, well I think you've got to determine if you're going to. Then determine what you're going to want on that survey and this is, the survey we did back the Climate Survey. In my opinion, is there an atmosphere of trust and mutual respect with the school system. That could include principals that could include your supervisors. I mean, do we trust? Do we have a good environment? Are we promoting a good environment? And I think that is you know one of the I'm generally satisfied with being an employee. Well, if I'm not why? Stout replied, the questions before were very subjective. So if were going to do something, we need to make them a lot more objective. Boston replied, you know, there again, these were just created. They were not all about the DOS, although he is our leader. Stout replied, four of the seven. Four of the seven questions were specifically on the DOS. Boston continued, he is our leader. He sets the tone. He sets the pace, but we have supervisors, we have principals, we have other individuals in the buildings that also contribute to that. In my opinion, to that environment. Hamby asked, so should it say Climate Survey on the Director of Schools and immediate supervisors. Would that? Boston replied, no. Can we just leave it at Climate Survey? That's survey okay sounds good Climate Survey. I would amend my motion if you are okay with just Climate Survey. Stull replied, yes. Boston replied, we have a motion and a second on the floor to conduct a Climate Survey within our school district. Sending out to every employees and I'm going

to a Roll Call. A Roll Call Vote was taken. Boston advised, so we have voted to do a Climate Survey and I will open the floor back up for what direction do we want this survey to go in. Safdie asked, may I make a suggestion that we wait until the next board meeting to make these decisions. To have everybody think about the things that they would like rather than trying to make the decision at this point. Boston replied, sure I mean I'm fine. Safdie continued, put it on the agenda as a discussion and maybe you could send out the surveys to give them. Mr. Stepp, to send that to other board members, all the board members. So they can see. Stepp replied, sure. Hamby replied, Mr. Stepp, I would encourage you to add what you would like to. Questions that you would like to have answered. Safdie replied, we did that with the previous director. Boston replied, if we could have 1 to 10 questions and everyone kind of be thinking about what they want to, I guess for this survey. Then we can get the proposed questions on the agenda for the April board meeting and see if we can get this started.

Motion to on a Climate Survey.

**VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) Stull

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

**MOTION: Motion Carried**

Motion to postpone to the Climate Survey to quantify the need and establish the climate.

**VOICE VOTE:** (mover-yes) Davis

(seconder-yes) Stout

Yes: 4, No: 4, Pass: 1  
Davis: Yes, King: Yes,  
Nichols: Yes, Stout: Yes

**MOTION: Motion Failed**

17. Baby Birds Learning Center Grant Discussion

- See 18. Setting an Agenda and Board Conduct Discussion for detailed discussion on moving Baby Birds Discussion up next. Per TSBA recommendation, the agenda was edited to add Baby Birds Learning Center Grant Discussion as an actual agenda item do to the agenda was amended during the 9. Approval of Agenda process.

King replied, I would move to postpone. Boston asked, move to postpone what? King continued, until another meeting. It's getting late. Safdie replied, the grant deadline is? Hamby replied, we do have a grant deadline. Stout asked, what is the grant deadline? Safdie and Hamby replied, next Friday. So we can't wait until next month. Boston replied, and this is just for discussion only. Now you made a move that we postpone to another meeting. King replied, what's the nature of the discussion? It's already been explained to us earlier in the Director's Report. Boston replied, I understand that. King continued, we heard comments in the comment section. What else is there? Boston replied, I don't

know. They haven't presented it. Do you object to it moved up, because it's all been put on the agenda for discussion? King replied, no I don't object to moving it up. We need to move through it pretty quickly. Boston replied, so with no objection on moving Baby Birds discussion up. Before we get to Setting an Agenda and Conduct Discussion. So if we could start out the discussion on the Baby Birds. There cannot be a vote, because it was amended. Just added for discussion to our agenda. So anyone that would like to open up the discussion for Baby Birds. Stull replied, I know that the grant is set to be sunsetted. So not going forward with it right now. That was the decision that was made and I know that Mr. Stepp went ahead and talked a little bit about that earlier this evening, but why is the grant not being applied for? We don't know what that amount is going to be. Stepp replied, well as I said my team came to me, after looking at all information, made this recommendation. So we carefully reviewed everything and came to this decision. Stull asked, why would the board not be able to go ahead and be presented with this? With the possibility that if there's not enough in the grant for us to go ahead and put that in our budget to continue to fund the program. Stepp replied, I had several board members come in and speak with me when I provided that information to you and we discussed that linked several different things. About this that's included in my statement. This is the first time I believe you and I talked about it. Stull replied, that is correct, but I did also ask several questions in the email that I had sent out. The fact that we're looking at a program that we've had in our district for 14 years. That we don't know if this grant is going to continue to cover it or not, because we've not applied for it. We're just automatically not going to apply for it, because we may not have enough to fund it. Doesn't seem to be the responsible way to go in making a decision like that. The building was something that TEIS provided for us. They built that building for this program. Those children go ahead and receive 6 hours a week through Baby Birds. Yes, they are able to go ahead and receive an hour of in home care and then other therapies that they may qualify for. They may not qualify for 5 hours in total. That would be four additional hours of therapies. Not every one of those children have those needs. Some sure, yes, but not all of them and those are hours that would be taken away from them. The differences that are made in these kids being able to participate in this program is huge and there's a waiting list on this program. This is not something that the community isn't using. The community is using this program to its fullest. Why would we not try and explore the grant? We don't know if that grant is going to cover all the expenses. We only know what the previous grant was. Hamby replied, and that was my question. We vote on whether or not we're going to apply for grants all the time, but this was never presented before the board for a vote to decide if we wanted to apply for it. It doesn't mean that we have to accept it. It doesn't mean, you know. Why were we not afforded the opportunity to at least vote on applying for this grant? The full board was not included in that decision. Safdie asked, what's the maintenance cost on that above and beyond the cost of the grant? Stepp replied, I have to look at the exact dollar amount? Safdie asked, is it matching? Nichols asked, not long ago we talked about that with the surface ground that had to be completely done. Stout replied, that was around \$100,000 for that. Nichols continued, the structure and then new maintenance on their toys and stuff. Correct? Stull replied, that's not something that the board discussed though. That was something that was just sent out in the statement, the email for us. Saying that, why the reasons that. Stout replied, so the question that you wanted an answer to is why was this not brought forward for the board to talk about it. Stull replied, yes. Stout continued, before the decision was made to apply for the grant or not. So I guess my question would be, do all grants that are being considered get brought before the board for consideration? Stepp replied, no. Stout asked, so what would trigger you to bring one before the board if all of them aren't brought before the board? Stepp replied, there's no policy on that, that it has to go in front of the board. That's part of running the business of the schools. Stull replied, but again, this is a program that's been in our district for 14 years. This is not just something that we decided to try for a year. This is something that's been in our community that's been funded by a grant for 14 years and then the Director of Schools just decides that they're not going to apply for that grant anymore, because it may not cover the costs and because we have additional maintenance needs that are needed. That's not even something that's been brought to the board on whether or not we would like to see that program

still continue. If we want to go ahead and try and fund the repairs that are needed. Stout replied, I think first of all, we need to be very careful about throwing around the Director of Schools just made the decision. Stull replied, he did. Stout continued, wait. This is our employee here, okay. So he's provided and along with his administration detailed information behind for why the recommendation was made to him by the administration. Who we task and trust in their roles to make decisions. Day-to-day decisions for the district. The recommendation was made to him based on data that was also provided to him and then he made the final decision. We trust him in his role. We are tasking him in his role to make the proper decisions day-to-day decisions. The board does not get involved in grant determination, decisions, applications. That is the administration and Mr. Stepp does that. So we need to be careful about pulling one particular thing out and saying this should have come to us for the board to talk about it, because then we're saying anytime the grant is being considered you need to bring it before us to talk about it. I understand this program's been in for a long time, but anytime we take a grant we always talk about is it sustainable. Are we always going to have this money? Is this going to be something we're going to continue on. Grant money can always go away. Stull replied, it can, but there is no harm in actually applying for the grant, because you don't know if you're not going to receive the full amount that you need to fund the program that's been self-funded this whole time. Stout asked, so Mr. Stepp, when we talked you had mentioned that there was discussion with TEIS and the grant, about the grant and the grant funds and so there were dollar amounts that your administration provided for needs in order to continue it. Including staffing, teacher pay raises, which we are doing across the district and when you talked with them, they provided you an idea, I believe. Correct me if I'm wrong of what the grant money would be like and that's what helped y'all move forward with the decision. Is that right? Stepp replied, yeah, that and some larger ideas system-wide, but the biggest thing is we're working very hard with TEIS on making sure there is no break in the continuation of services of any child, period. I sat with a parent today, got the right information out. It was a great meeting. It was Mrs. Katie Bell and it was awesome, but the totality of the decision. We took all stakeholders in mind of what we're doing. We are going to work directly with these families on all the transition and we already work with TEIS all the time. So we're going to work with them. As I said, working through this services. We are offering for the three-year-olds, we have four different settings where they can go five days a week. As much as they want, all day if they would like. So we're increasing that offering right now and we can do that whether we get the grant or not. So we can provide those services also. Stull replied, but the age limit that we're dealing with right here is 18 months to 3 years. Those children are being serviced right now. Not over three. We're not talking about that. The ones that we're servicing here with the Baby Birds Program are 18 months to 3 years. In the community, we already have a shortage of services that these kids can get their appointments through. There's waiting lists for them to go ahead and receive their services or they're going to have to travel to Cookeville or Knoxville to go ahead and try and get these same services. That they're receiving right now, here. Stout replied, I don't think anybody's questioning the need for it and I don't think anybody wants to end the program. It's a matter of what's best for the entire district. Stull replied, the actions speak otherwise. Stout continued, which we talked the whole administration with. Safdie asked, are we going to tear down the building? Are we going to tear down the classroom and get rid of it. So we don't have any maintenance costs on it. I mean if they gave it to us. Hale replied, I would like to know what we're going to do with the building. Safdie asked, what are we going to do with the building? I don't know. Is it going to remain empty? Are we going to? Stepp replied, it will never remain empty, no. Hamby replied, and Mrs. Stout mentioned emails. The first email that we got did not have a lot of detail. The next one that we got had more detail after questions had been emailed back. So the very first one did not have a lot of detail. Stout replied, no he was letting us know what happened, but he responded to the questions immediately when we had them. Hale replied, well, I thought I heard Mr. Stepp say, and it can be read back that he talked to some board members. I want to know what board members were talked to, cuz I was not. Stull replied, I was not. Nichols replied, I called him right away. Stout replied, I called him. Stepp replied, the invitation was in the first email to call me with any



we get the same. Holton replied, you get the same amount each year, but for year five, I have to have that much to run it. For year one, I don't have to have that much, but they don't let you save any money to be able to cover it. So like if I ask for \$350,000. I can't save \$25,000 to be able to cover for year five. So they give me the exact amount over the five years. So whatever I get year one has to also cover year five. So we've projected 6 1/2% raise for certified, 4% for non this year. Probably very close to that next year to be able to get to that \$50,000 minimum and then we've added projected step raises for the three years after that. Just on the scale that we have now. So we average \$5,000 additional salary for the next three years. Having enough money to support the program. We put, I think \$40,000 in there to support the program just because we will have to have that on year five. Boston replied, but we don't know until we apply. Holton replied, correct, but that would be the budget that I would propose. Boston replied, and that's fine. I mean you can do the budget and you know what you're looking at, but do we really know what the response is going to be until we do apply. Holton replied, no and I've called her and I've said you know, they've asked these questions and she just says there's no guarantee either way. I could get what I am asking for. I could get half of what I'm asking for. I could get zero, but you know. Boston asked, but could you get more than what you're asking for? Holton replied, I don't think that they provide more than what you asked for. I mean I can call and ask that question, but it says to come up with a budget you would need to run the program for the next five years. So creating that budget would be that. Stout asked, and with this 5 year grant, it's a 5 year commitment. So if we do fall short, then it would be on the district to make sure that we continue. If for some reason, there's additional expenses or something that happens. Holton replied, so what would happen is, they would, if the decision was made to apply, they would say we're giving you this amount of money for the next five years. Then the discussion would be, do we have enough to staff it? Do we have to go back on the current staff we have? Do we have to change their programming to meet the dollar amount we have? Do we come and say does BOE give us more money to continue? Are we able to fix, you know, modify the playground area? Stout replied, so I'm assuming some of that based on the information we got was already taken in consideration with the recommendation for what you're saying. Staffing was one of the things that was discussed, playground, budget. There was several things, so it sounds like all of that was looked at when you made the recommendation regarding the program. So if we apply for it now and they say yeah we get the money. Then we're going to go back and re look at that again, but that's already been looked at and there's some concerns with that. Holton replied, so what happens is they would say you receive this amount of grant money. I can't sign that contract until we present it to the board and say I applied for this grant. This is what they're giving me and then you would approve to accept or deny the grant after I apply for it. Just like with any federal money that we get and then those discussions would have to happen. Stout asked, so if you apply for it and we get the money and we all celebrate, we get the money and we say yeah let's take it. We've got the resources we need to move forward with it, staffing wise, maintenance wise. We may be talking about maybe some money difference. Hamby replied, if you get the grant. Stout replied, and we approve it. Hamby continued, we have a staff. Stout replied, are you confident that we have what we need to fulfill that 5 year commitment. Holton replied, if I get \$393,000 I can run the program, but the maintenance of the building and the playground has always been since 2019, the responsibility from the BOE. Stout replied, so that would be additional on top of that \$393,000. Hamby replied, which we've always taken care of. Boston replied, which you know, if we've got a playground issue I know that there have been schools when they wanted to add playground equipment. When they wanted to add things of this nature. They could do fundraisers. They could do different things. They could reach out to the community. I think giving them that opportunity to do so would be a great opportunity. If it some of it falls on the BOE, then I mean we do repairs and we do things of this nature all the time. I don't know why this would be, I mean we don't have to spend \$100,000 tomorrow, but let's start looking ahead at things that we can't do, but when you look at those, I mean don't want to get, this is business. I don't want to get personal. You look at that child and you say we're just not going to even try. Parent replied, she learned to walk at Baby Birds. She could not walk. Boston replied, and I appreciate it. I'm not

trying to, this has been in my mind. Parent replied, no, no, no. The program is just if we need to look at more grants over the years to help pay for the additional cost or the parents have been saying that they would be glad to do fundraisers or the parents themselves, the mechanics in the families. They would be glad to come and fix the playground or places like Autism Awareness. They would, I'm sure be places like that at least would be glad to help us cover the cost that we need if we do not get enough. Boston replied, well, you would have at least the opportunity. That's my thoughts on it. Stepp replied, I appreciate all the input. I mean it's great input. Thank you for all those when you got the email call and said Stepp let's talk about this. I really appreciate that. So that we can really talk through some of the details and the planning processes and the business of the schools. So it's not going to be a problem. We'll go ahead and apply and then we'll see where we go from there. Multiple board members thanked Mr. Stepp. Stepp continued, I would still encourage the board to talk to me. Call me when you have concerns. I think that's our business partnership and my responsibility to talk to you guys. Davis replied, and I'll add to that. I appreciate that very much and that's something I think we should collectively look at. Is when there are like we spend every board meeting talking about grants. So if we're going to be involved in grants from the funding, we ought to be in the conversation on the sunsetting much sooner than the decision being made. So if our expectation is that we need to set that internally so we don't arrive at this situation in the future. Stepp replied, that's what me and my staff have talked about. We're always in that continuous Improvement Plan, so we've had many discussions about all this stuff. Davis replied, and that's not throwing shade on anybody. I'm just saying like collectively. Like let's realize this is probably situation we can avoid in the future. Boston replied, if we weren't in such a push. If the deadline wasn't sunsetting or whatever, but I understand that the grant is due next Friday. Stepp replied, we're good. Boston continued, next week is Spring Break. Stepp replied, we're good. We plan through all scenarios so that we could be ready. Boston replied, well I certainly appreciate that from my point of view. Employee replied, I just have a question and let me be up front. I'm a dual employee. I'm one of your bus drivers and I'm the last one in on Baby Birds. I work at Baby Birds. I have two comments. To keep this program up and running in you're five years, you can axe my job. I would walk away to keep these kids. Boston replied, I don't want axe anyones job. Employee continued, second is whether you use that builder for Baby Birds or you put somebody, because he said it would be used. Aren't you going to have maintenance on it? Boston replied, yes. Employee continued, no matter who's in there. Whether you turn it into a daycare. Whether you turn it into something else. Isn't maintenance a mute point? Isn't that playground a mute point? If you're going to use it. If you're going to tear it down then you don't have maintenance, but if you are worried about maintenance in a playground, then whatever you put in there. I mean I'll do respect, on that. Safdie replied, you know the parents of Cumberland County have been so generous. We have a Booster Club that donated about \$180,000 for a field for the boys to practice and girls to practice on. Now people are raising \$39,000 for a sign at Stone Elementary and I could list a half dozen contributions that the parents and businesses in Cumberland County have helped our school system and our students and our kids. So I look forward to seeing how these volunteers can come together to help if necessary build a playground or paint an inside interior and help absorb some of the cost for our school system. Stout replied, I agree it's a community issue. We've got a lot of things that are community issues that tend to fall to the schools and it's hard for the schools to keep up with all of it. Boston replied, well if we can just, once we apply for the grant. Hamby replied, we can move forward. Boston continued, we may be having a different conversation once the grant comes in. Stout asked, how soon will we know? How soon do we get a response? Stepp replied up to June. Hamby replied, between April and June. Is that what you said? Holton replied, yes. Stout asked, and the program starts, it aligns the same as the school? Stepp replied, June 30th is the last day of this contract. July 1 is the first day. Applications goes in. It's a open-ended process up into June. Stull replied, the program runs all year round. It doesn't run with the school system. Stout replied, I was just trying to figure out timing wise. So depending on what comes back on the grant, we've got about a month. From the time we know on the grant to a month for when things going to start rocking and rolling and we'll have to figure out how to stop gap if

we're going to do any stop gapping in a short time. Boston replied, that was a really good point. This is not just a 180 day program. This program runs year around. Stout replied, it's just the staffing part. Boston continued, that also helps. Thank you everyone who came. We appreciate it.

18. Setting an Agenda and Board Conduct Discussion - Boston advised, next on the agenda is Setting an Agenda and Board Conduct Discussion. Stout asked, madam chair I move to recess for 5 minutes. So everybody can take a quick restroom break. Boston replied, sure.

This meeting is adjourned for about 5 minutes. The meeting adjourned at 8:02pm. The meeting was called to order at 8:12pm.

Boston advised, we going to call this meeting back into order. There has been a request that the discussion on Baby Birds be moved up. So that some of their audience can get their children home. If there are no objections, we're going to take that item up next. (See 17.Baby Birds Learning Center Grant for detailed discussion)

Boston advised, next on the agenda is Setting an Agenda and Board Conduct Discussion. Stout replied, move to postpone to our next board meeting on this if we can. Hamby asked Stull, are you seconding that? I see you shaking your head. Stull replied, I will second that. Stout replied, I don't know how much more progress we're going to make this evening. We tackled a lot of things. Hamby replied, we're exhausted. Stull replied, its okay. I understand. Hamby replied, we got a first and a second. Boston replied, we will just move back to April. Stull replied, that's fine. A Voice Vote was taken.

Motion to postpone to our next board meeting.

**VOICE VOTE:** (mover-yes) Stout

(seconder-yes) Stull

Yes: 9, No: 0

**MOTION: Motion Carried**

19. \*Education Survey for Discussion and Approval - Boston advised, next on the agenda is the Education Survey for Discussion and Approval. I asked that this be put on the agenda so that we could start conversations on middle schools. We called it an Educational Survey so that it can address a broad spectrum of things, not just middle schools, but with their target being information on whether parents would look at middle schools. Whether they would support middle schools, because the transition thereof is going to be fast if this board would vote to go towards the middle schools. I particularly thought I'd like to know if we had the support of the parents before we move in that direction and so Mr. Stepp and I talk about several times and I asked that it be put on the agenda to see if we could give Mr. Stepp some direction on sending out a survey to parents and whether they would be in favor. Whether they would not be in favor of transitioning to middle schools. Hamby replied, I'm going to make a motion that we approve the Education Survey. Nichols replied, I'll second it. Boston replied, okay further discussion? I think that Mr. Stepp can create the questions and get back the information that we're looking for. Am I correct on that? Stepp replied, yes. Nichols replied, the quicker we do that, the quicker we get to move to middle schools. Boston replied, I'm just saying we've got to start somewhere. If this is ground zero, let's start here. Send a survey out. What particular time frame? Stepp replied, let me get the questions ready and to the board first. Then when the board all has a chance to look at it and feel good about it. Then let's set the timeline to make sure it's correct and it meets all of

your needs. Safdie replied, try to make the questions. Davis replied, if I may. You know where I'm going with this. Boston replied, just information to guide us towards. Davis replied, understood and I think that is valid, right. We want to know what people think, but I also think that people need information on the why. That's an intelligent decision. If in deed the direction, if Mr. Stepp is in support of that topic, then there needs to be some sort of forum. Some sort of informational setting scheduled to articulate the value proposition as to the why this is a direction. Nichols replied, the survey yes, doing the survey first to get the interest. Davis replied, right, but interested in things that you don't know about. Stout replied, they're not going say ya or nay. If they don't know how it's going to look. Davis replied, it's a scary word. You can go, you can say chicken or egg. Stull replied, I think though that parents of middle schoolers, they kind of already have an idea that they either want a middle school or they don't. Davis replied, say that again. Stull replied, Parents of middle schoolers in those grades. They either know that they do or don't and if they don't know they'll have an opportunity to go ahead and explore that option more. (audio) Davis replied, I'm just saying. If we provide the information, there's no reason for everyone not to know, right. So we're going to leave as a chance and say we hope y'all know everything you need to know about middle schools. Tell us what you think. Multiple board members said, no, no. Davis replied, listen, time out, time out. Boston replied, that's not the purpose of the survey. Davis replied, I know, I know. I'm just saying order of operations is provide the information and then ask them how they feel about that after you've provided all valid information for or against it and then ask them what they think about it. You don't take the test before you go to class. Do you? I get that takes the test before they go to class. Stull replied, I get that, but it's an ongoing thing in our county as far as we have elementary schools. We don't have the middle schools and parents that have the kids in the middle school grades. Davis replied, I'm for the survey. Nichols replied, we just asked a question do you want a middle school. (audio) Stout replied, point order point, point of order. Everybody's talking over each other, point of order. Safdie replied, we've done this before with zoning. We've done this with schools with building schools. What we did was we had as the board the Director of Schools made appointments in the evening at each of the different schools or board members attended when they could and the presentation. Stout replied, Town Halls at the schools. Stepp replied, what I was going to say, y'all allow me to create a proposal of events and survey and then y'all comment on that to see if that'll work. We've already been thinking about this with my team and I have been thinking about this. If they like it or if they don't, and we've already been discussing the information that would be needed. All those types of things. I think I've talked with two or three of you just about the process and what it would look like. So let me propose a process and a survey to you and then you guys comment on it, and then I'll redo it again and then you guys comment on it again and that way we can get it going. Here's the reality: if the community doesn't want it, they don't want it. We make what our processes are now better. If it's something they do want. A point that was made to me by one of my people is we're under the Innovative Schools Model Grant for two more years. So there's nothing that can be done for at least two years, otherwise we return money. So until all that is worked through and we're paying 100% out of our GP for those personnel. We can't do anything right now. Nichols replied, it could also take two years to do the survey. Davis replied, unless we're willing to return money. Stull replied, I don't want to return money. Stepp replied, we would have to return \$3.1 million. Davis replied, I'm just going to always play the devil's advocate, apparently. There are moments in time where, if you quantify the effort, you may find that you save more than that. I'm not saying we will. I'm just saying until we look into the whole scenario as a whole and say logistically, moving from A scenario to B scenario, it's likely to believe that you might find yourself in a cost savings scenario, right. Like that's how you do it in a current state and a future state evaluation. You tie a dollar bill to that evaluation and then you make a decision and once you propose the information, all information is available, make a good decision, and the other thing I'll say is just because and I'm for the public making their voice said. I am of the public and I was elected and all of us are here and everybody here is in the public. So I'm not speaking on behalf of anybody per say, but I will if we're going to split hairs. Just because the public has a voice doesn't mean that they're the expert. Nichols replied, oh no we have

to take everything into question. Davis continued, we've deemed this gentleman here and his staff and so does our wallet say that he and them are the expert on this matter. So if we have suggestive data that supports it in lieu of a survey that may or may not support it. I would still say that the survey should not be the the only denominator that we use make a decision. (audio) So encourage people to take it. Give them the information they need, but let them be experts. Stepp replied, something I learned from a mentor long, long time ago. Happy parents or happy schools. Nichols replied, that's right. Boston replied, and you made a comment that just because they're parents they're not experts, yes we are. We are parents. Davis replied, well then why aren't we teaching them at home? Boston replied, I don't have any left. Davis replied, we're clearly, you mean, like we're not, we don't think enough of our own teaching abilities to keep ourselves at the house to teach them. Boston replied, that's not the point. Davis replied, it is the point. We're paying this guy to do that job. Boston replied, we're not paying him to educate. We are paying him to make good decisions. Hamby replied, okay we've got a motion and a second on the floor. Davis replied, I'm not trying to insult parents. Safdie replied, okay good. Glad you said that. Hamby replied, I'm glad you clarified that. Davis replied, I send my kids to school, because I'm not teaching them what they're going to learn in school. While I'm trying to provide for them. Hamby replied, okay let's move forward. We've got a first and a second on the floor to allow the survey, which will allow Mr. Stepp to come with all the details and bring back to us. So that's the first and second. A Voice Vote was taken.

Motion to approve the Education Survey.

**VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) Nichols

Yes: 9, No: 0

**MOTION: Motion Carried**

20. School Board Committees Boston advised, next on the agenda is School Board Committees. Mrs. Hamby, if you would please Policy Committee.

20.A. Policy Committee

20.A.1. \*Approval of First Reading of Policies (See Exhibit #11) Hamby advised, on the first reading we have Policy 4.602 Graduation Recognition Light and Classification and all that was we had missed a benchmark that should have been changed to 18 and so that's all we did on this Policy. 5.803 Evaluation of Director Schools. It had never been in our policy manual. We have chosen to adopt that. Came out of committee to the full board so that everybody can make the decision if that's what they want to do. Since it came out of committee, I don't need a second. All in favor of 4.602 with the benchmark being changed from 22 to 18. A Voice Vote was taken.

Hamby continued, okay and on 5.803 Evaluation of Director of Schools. All in favor of it being added to our policy manual and adopted by our school district, our school board say I. You got a question? Boston replied, no I'm just going to pass on this one. I'm going to pass on 5.803. Hamby asked, okay and should I do a roll call? Boston replied, no. A Voice Vote was taken. Hamby advised, we have one pass.

Motion to approve Policy 4.602 Graduation Recognition Light and Classification.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 9, No: 0

**MOTION: Motion Carried**

Motion to approve Policy. 5.803 Evaluation of Director Schools.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 8, No: 0, Pass: 1

**MOTION: Motion Carried**

20.A.2. \*Approval of Second Reading of Policies (See Exhibit #12) Hamby continued, the second reading policies. There are several on here. Policy 1.300, 1.404, 1.900, 1.901,1.902, 1.903, 1.904, 1.905, and 1.906, 2.8041. This is for second reading. Has anyone found anything that they need to discuss further on these? No one responded. A Voice Vote was taken.

Motion to approve the seconded reading of the policies Policy 1.300, 1.404, 1.900, 1.901,1.902, 1.903, 1.904, 1.905, and 1.906, 2.8041.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 9, No: 0

**MOTION: Motion Carried**

20.B. Arts, Athletics and Activities Committee - Hamby replied, Mr. Davis, I going to ask you one question. Make this report quick please. Boston advised, next on the agenda is the Arts, Athletics and Activities Committee. Mr. Davis would you please. Davis replied, just it took y'all all night. Hamby replied, I was just giving you hard time. Davis replied, I know, I know, I know. Nichols replied, we love you Nick. Davis replied, point of order, point of order. Davis continued, so Athletic Committee met last week and it was extremely popular and topic of discussion by the public was as to whether or not the folks that were willing to show up were content with the message that basketball in this county was going to continue and that was the focal point of discussion. There were a lot of other discussions that were had or comments that were made rather it wasn't much of a discussion. It was really comment section. Of those comments there was an abundance of information that was shared that had been shared prior. All of which stem from the desire of some to migrate toward two true Middle School Basketball Programs. That would put us in alignment with all the rest of the sports in this county. Leaving behind elementary basketball to continue to be the only supported sport at the elementary level. At the way that we're currently

doing it. So we received information. People had asked Mr. Stepp to reconsider that scenario. People had, you know, went scorched Earth in a sense and the decision ultimately came back today. Dr. Maddox was gracious to send us out an email saying that the decision was going to continue to be held and that there would be no changes for this year and they appreciate the community support, you know. So I will say that you of all the things that are floating around the topic has been very popular last year. There were over 20 meetings held, one form or another with that topic being at the forefront of it. There was a survey that was conducted. We did receive the results of that survey. Results were brought back that the majority of the coaches, I believe and admin folks were in agreeance. That they felt that was a good move to move toward to true middle school basketball teams and there was other information that wasn't presented that ultimately led to the decision not being made. So it left a void, left a hole, left a question for people to not understand fully as to why that decision was made. The email today tells us that one section of the email from Dr. Maddox I guess, have a question. It says together we can ensure that our basketball programs remain a source of pride for our entire community and I agree. That it is a source of pride for the entire community, but my question is why do we not take pride in other sport programs in our community at that level. Stepp replied, I understand the question. Why do we not migrate all the middle school sports back to elementaries? Is that what you're asking? Davis replied, nope. I'm asking why we're not taking pride in our other sports in that segment? Stepp asked, who says we're not taking pride? I don't understand, Davis replied, if we don't support them, we're clearly not proud of them? Stepp asked, so the middle school sports are not supported? Davis replied, all other sports have the opportunity to compete at that level except for basketball. Stepp replied oh I see what you're saying. Davis replied, and all other sports at the elementary level are not supported other than basketball. So why are we only focused on supporting basketball at the way we're continuing to support basketball and why are we only going to support basketball at the elementary level and not support all other sports. King replied, point of order. Is this a discussion or a question? Hamby replied, because you're just doing a committee report. That's all this is supposed to be is just a committee report. Not a discussion of why that would need to be actually added on to the agenda. Davis asked, so there's no questions in a report? Hamby replied, not when you're doing a committee report and that's it. You talked about the athletics. You talked about the middle school ball and that's what you report on whenever you're doing a committee report. Stout replied, reporting on the last committee meeting. Davis asked, so you can't have questions in your report? King replied, we can't relitigate the meeting. It's already been had. Boston replied, you can bring it up in the committee meeting. Davis asked, so I can't ask the question today, but I've asked the question and I will ask the question at later in time and that will conclude my report. Hamby replied, maybe on your next Athletics Committee Meeting. Davis replied, maybe in Old Business right here. Hamby replied, maybe so. Boston asked, is that your report? Davis replied, that was the end of that.

20.C. Budget Committee Meeting - Boston advised, next on the agenda is the Budget Committee. We did not meet. We effectively got a, I think everyone received the budget yesterday. So now we can start moving forward in and what is going to be a task.

20.D. Building and Grounds & Safety Committee (See Exhibit #13) Boston advised, next on the agenda is Building and Grounds and Safety Committee. Do you want to go ahead and give that report? Hamby replied, I will if that's okay with you Mr. Safdie. Safdie replied, that is fine. Hamby continued, the only thing that is on there is the Stone Elementary digital sign and we did just approve in committee for it to come to the full board. In order for them to continue to carry on to get that sign. Safdie asked, do we need a motion to approve the digital sign? Hamby replied, it came out of committee. So we don't need a second. The motion is to approve the Stone Elementary digital sign. A Voice Vote was taken.

Motion to approve the Stone Elementary digital sign.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 9, No: 0

**MOTION: Motion Carried**

## 21. Chief Financial Officer's Report

- 21.A. Monthly Financial Report (See Exhibit #14) Boston advised, next on the agenda is Financial Report. Bray replied, as far as the summary financial statement we're still progressing as I had basically thought that we would. We are at 62% of our revenues, which is just spot on where we needed to be. Now we're on as far as expenditures at 56.9%, but we will have some sizable expenditures probably here maintenance wise and transportation wise in the next couple of months. That'll bring that back into line. I don't expect anything to go over. I am happy to answer any questions you have in particular on that. No questions were asked.
- 21.B. Monthly Sales Tax Report (See Exhibit #15) Bray replied, moving on to the sales tax. We did turn it around just a little bit in the month of February. We're still behind where we have budgeted for the year about \$200,000, but we are still ahead of where we were this time last year. Stull asked, and that's two months? Bray replied, correct and it's two months lag. So this is like December cash register, which is what I expected. Stull replied, I'm sorry I asked that all the time. Bray replied, it's okay, it's a little tricky to understand. Boston asked, do you think we're going to catch up? Bray replied, no. Boston asked, do you think we're to stay \$200,000? Bray replied, right and keep in mind we're still above where we were this time last year. This is just their projections from the finance office. So no I don't think we're going to get their projection, but we're still ahead of where we were last year, but the budget was based on that number. So no, I do not think we will catch up.
- 21.C. \*141 Budget Amendments (See Exhibit #16) Bray continued, moving now to the budget amendments. We'll start with 141. The first one is one of mine. This is where I need to move some money so that we can pay for our buses. This time last year we projected that we need \$555,000 to purchase the buses, however they came in about \$10,000 more than what I had originally projected. So I need to take \$40,000 out. So we can buy our four buses. Boston asked, do we have the money in gasoline? Bray replied, we do. We always estimate very high in fuel and so we're doing quite well on that line. The buses came in at \$148,688. Boston asked, how many did we buy? Bray replied, four. Boston asked, these were the ones that were budgeted last year. Bray replied, you try to do this and try to guess a year in advance. It's really tricky to do that. The next one is a 141 is a CTE. Just a general fund cleanup. If there is any questions on that I am sure Dr. Eldridge would be glad to answer those. Basically to catch up her subline and some other things. The next one is a 141. This is from our ISM Grant. This is just another cleanup and I think that concludes all of the 141s. Oh I got my summer school. How could I forget my summer school. This is my most proud budget amendment. This basically just puts money that their, the state is going to fund summer school again this year. Hallelujah and this just puts it in the budget. So when summer school starts we'll be able to pay our folks and buy supplies. Boston replied, I'll make a motion we approve all 141s. Stout replied, second. Boston replied, so we have the first and second. Are there any discussions on our resolutions? No one responded. A Voice Vote was taken. Hamby left the board meeting due to an ill family member. Boston replied, so all of your 141 resolutions are approved.

Motion to approve all 141 Budget Amendments as presented.

**VOICE VOTE:** (mover-yes) Boston

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

21.D. \*142 Budget Amendments (See Exhibit #17) Bray continued, moving on to 142. This is on the Perkins Grant. There again, this is just a cleanup and then we have another 142 that is related to ESSER. This basically just balances out towards the end of the year so that everything agrees appropriately in the plan. King replied, madame chair move to approve 20.d. Stout replied second. Boston asked, the ESSER. Why we are we moving that? Is that a cleanup? Bray replied, it's just a cleanup. That's some funds that they weren't going to utilize that they realize now that they won't be utilizing this year in that particular line and they're just moving it to lines that they can be utilized before it runs out. Boston replied, okay thank you. Bray continued, the clock is ticking. Boston replied, so we have a motion and a second. A Roll Call Vote was taken. Boston replied, the 142s are approved.

Motion to approve all 20.d. 142 Budget Amendments as presented.

**VOICE VOTE:** (mover-yes) King

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

21.E. \*143 Budget Amendments (See Exhibit #18) Bray continued, and then the last are 143 budget amendments. Mrs. Hamby is here if you have any questions regarding these. These are for our Central Cafeteria Fund. Stout replied, congratulations Mrs. Hamby, thank you for your work on getting it. Boston replied, I will entertain and motion to approve. King replied, madame chair move to approve 20.e. Boston replied, which is your 143 budget amendments. Stout replied, second. Boston replied, okay and we have a first and a second. Any discussion? No one responded. A Roll Call Vote was taken,

Motion to approve all 20.e. 14e Budget Amendments as presented.

**VOICE VOTE:** (mover-yes) King

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

22. \*Consent Agenda (See Exhibit #19) Boston advised, now we come to the consent agenda. Safdie replied, move to approve the consent agenda. King replied, second. Boston replied, okay so we have a first and a second to approve the consent agenda. Is there any discussion? Hale asked, so you are approving the one that you're saying you want to keep the one in there? Safdie replied, yeah that's fine. Boston continued, okay that's fine. A Voice Vote was taken.

Motion to approve the Consent Agenda as presented.

**VOICE VOTE:** (mover-yes) Safdie

(seconder-yes) King

Yes: 9, No: 0

**MOTION: Motion Carried**

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

22.B. \*Approval of Contracts

22.C. \*School Wide Fundraisers

22.D. \*Approval of Disposal of Surplus Property

22.E. \*Executive Approval

23. Old Business - Boston asked, anything in Old Business that we would like to bring up or discuss? Stout replied, I just had one question. Why everybody was here. You mentioned that we received the first draft of the budget and we've got table salary schedules that are out there from the February Budget Committee Meeting. While everybody's here, would it be possible to settle on a date for our meeting for Mr. Stepp to formally present? Boston replied, I will have to look at the calendar. Stout continued, so we've got a 4-1 date approaching fast and a Spring Break next week. So 4-1's the date that we have in our policy for him formally presenting the budget to us. Boston replied, well you already have it. Stout replied, he emailed the first draft. Stout replied, but I'm talking about all of us to get together, so he can formally present it. Go through it with us and go through the budget with us as a board.. Boston replied, okay thank you.
24. Questions from Media - Boston asked if there were any questions from the media. No questions were asked.
25. Adjournment - Boston advised, I'll entertain a motion to adjourn. Safdie replied, so moved. Stull replied, second. The meeting was adjourned at 9:13pm.

Motion to adjourn at 9:13 p.m.

**VOICE VOTE:** (mover-yes) Safdie

(seconder-yes) Stull

Yes: 9, No: 0

**MOTION: Motion Carried**

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**William Stepp**  
**Director of Schools**

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**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 April 16, 2024.

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**Tabitha Webb**  
**Board of Education Recorder**

**(\* Indicates Board Approval Required**

**Board of Education**  
**February 22, 2024 6:00 PM**  
Central Services Board Room

The Cumberland County Board of Education met in a special session on Thursday, February 22, 2024 in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 6:00 pm. Boston welcomed everyone to the meeting and appreciated everyone for attending.

**BOARD MEMBERS:**

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

Robert Safdie - Electronic Attendance

**Other in Attendance**

Earl Patton, Attorney  
Owen Brown - CCHS Student Representative  
Nicole Ranson - SMHS Student Representative

1. Call to Order- Ms. Teresa Boston (See above)
2. Moment of Silence/Pledge of Allegiance  
Tay Taylor-Transition Academy- Ms. Teresa Boston- Boston led the board members in a Moment of Silence. After a moment of silence, Tay Taylor from the Transition Academy led the audience in the Pledge of Allegiance.
3. Welcome to Visitors  
Student Representatives  
Savannah Houston-Phoenix  
Owen Brown-CCHS  
Nicole Ranson-SMHS - Ms. Teresa Boston  
- Boston advised, next on the agenda is the welcome to visitors. I know we are very crowded tonight and we are very blessed and thank you for being here with us tonight. Our student representatives, Miss

Savannah Houston from the Phoenix School, Mr. Owen Brown from CCHS and Miss Nicole Ranson from SMHS. As always, thank you for being here.

#### 4. Special Recognition - Ms. Teresa Boston

4.A. Kids First Award (See Exhibit #1) Dr. Spicer read, Pine View Elementary and Pleasant Hill Elementary would like to nominate Pepe Perron for the Kids First Award. Mr. Perron has been an advocate for students throughout Cumberland County and was one of the first to introduce Christmas gifts for underprivileged students through the 'Blue Jean Project' sponsored by the Rotary Club. Pepe also spearheaded the fourth grade character essays in which the top three essays were awarded prizes. First place, always receives a new bicycle. This has always been an exciting time for the students and families. In addition to these projects, he and his wife Ann, have personally sponsored Pine View and Pleasant Hill to attend a performance at the Cumberland County Playhouse with no charge to the students. This generous spirit has allowed hundreds of students to experience the performing arts for the first time.

This year, he and his wife have continued that work and Pepe has expressed many times, 'It is all worth it, if it makes a positive impact on one child.' He loves the children of Cumberland County. He understands the power and importance of investing in our community by investing in the children. Community leaders like Mr. Perron set a wonderful example of service, compassion, and generosity. Mr. Stepp presented Mr. Perron with the Kids First Award plaque.

Dr. Eldridge advised, the CTE Department and Martin Elementary would like to recognize Mr. Ed Camera as a deserving individual to receive the Kids First Award. Mr. Camera is retired from his career as an engineer and administrator for Colinx and chosen to give his time, energy, and passion for learning to the students at Glenn Martin Elementary. Mr. Camera is an outstanding human being and has volunteered countless hours for our students. His impact is shown by how he volunteers 3-5 days a week in the STEM classroom and with the Martin Robotics Club students. Teaching the students about the Lego Robotics competition and the core values was an important skill the students learned from Mr. Camera. His diligence and attention to detail helped the students win their first robotics trophy in the Core Values section of the competition. In addition, he helps with the food pantry that our students take home. Oftentimes, our students who receive these bags of food do not know where their next meal will come from.

Mr. Camera models leadership in ways that the students need to see because he always puts others before himself. An example of this is shown below in the pictures from his recent mission trip to Guatemala. His positive attitude and impact on everyone he engages with are evident in the smiles he gives and receives with every interaction. He is deserving of receiving the distinguished Kids First Award.

Words from the Martin Elementary Students - In addition, Mr. Camera has taught us so much about the importance of teamwork and stepping out of our comfort zones. During robotics, we have learned how to work together and make an impact on our community and each other. We've learned many things from Ed about how to build and code robots. His understanding of our problems and frustrations and how to assist us without making anyone feel pressured is greatly appreciated.

Ed inspires us to be better people, work hard, and solve problems. Ed has shown us how we can make a difference in the world using robotics and technology. We are so grateful for the dedication and the knowledge we have learned from Mr. Camera."

Mr. Stepp presented Mr. Camera with the Kids First Award plaque.

4.B. Middle TN Pioneer Award

State Pioneer Award

Dr. Leslie Eldridge - Dr. Farley advised, the Middle Tennessee Pioneer Award is given to one CTE Director in Tennessee each year. This award was established to recognize those CTE Directors, which have demonstrated extraordinary leadership in their home county and at the state or national level. Dr. Leslie Eldridge won both the Middle Tennessee Pioneer Award and the State Pioneer Award this year. Boston replied, Mrs. Eldridge, thank you for wanting to come back home. Hamby replied, very deserved.

4.C. Nurse Katherine Reed, Stone Elementary - Polson advised, School Health and Health Services would like to say a huge thank you for Stone Elementary's Nurse Cat or Catherine Reed for her quick response to rescue efforts. She responded to two students while they were choking at school. In response to that the families of those students called me and were so appreciative. They said that she truly saved their child's life. It's the quick responses like this that our school nurses do every day. We're proud to say that there is a full-time school nurse in every school in Cumberland County and because of Nurse Cat's knowledge, life-saving skills, and vast ability to take care of people, our students are safe and well cared for. We really appreciate her and her whole family.

5. Roll Call (See Above)

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 January 25, 2024 Minutes (See Exhibit #2) Boston advised, next on the agenda is the Approval of the January 25, 2024 Minutes. I'll entertain a motion to approve. Stout replied, move to approve January 25, 2024 board minutes. Boston replied, I'll second that. Stull replied, it says January 25th, 2025. Hamby asked, can we have that changed? Webb replied, yes. Boston replied, so the motion on the floor is to approve the January 25, 2024 board minutes. We have a first and second. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve January 25, 2024 minutes.

**VOICE VOTE:** (mover-yes) Stout

(seconder-yes) Boston

Yes: 8, No: 0

**MOTION: Motion Carried**

8. \*Approval of Agenda (See Exhibit #3) Boston advised, next is the approval of the agenda. King replied, madam chair. Boston replied, yes sir. King continued, I requested an item to be put on the

agenda. I don't see it. Boston asked, what is it? King replied, discussion about the director's contract. Boston replied, okay. Do we have a second? Nichols replied, I'll second that. Boston continued, okay so we have a first and second to add the director's contract. Discussion? Is that the motion? King replied, yes. Boston asked, any discussion? No one responded. Boston continued, if not we'll do a Roll Call Vote. A Roll Call Vote was taken. 4-4 Boston replied, motion fails. King asked, may I know why? Hamby replied, I will state my reason for a no is because there's not enough information at this time and I haven't received the final contract to look over and haven't had time to look over and so at this time, I don't think that it would be appropriate to add it for tonight's meeting. Nichols replied, so to my knowledge we aren't discussing the contract. What we were discussing is somebody that would do negotiations for Mr. Stepp. Am I incorrect in that? Hamby replied, but his motion was to add the contract to the meeting. Nichols and King replied, discussion. Nichols continued, which would be the negotiation. Stout replied, right. Hamby replied, my vote of no still stands. Stull asked, isn't that something that the whole board has to do? King replied, that's what we're doing. Hamby replied, yes it is. Nichols replied, no that's not what they did for the first time. Am I wrong Mr. Stepp? Who negotiated your contract the first time? Boston and Hamby replied, the board. Nichols asked, the whole board? Boston replied, yes. Nichols replied, that's not what the meeting minutes said. The meeting says you negotiated the contract. Boston replied, I did not negotiate his contract. The board did. Nichols replied, that's not what the meeting minute said. King replied, I was on the board and I didn't discuss it. Hamby replied, we can pull the minutes from that. Boston replied, I've got the minutes. King replied, more importantly, Policy 1.403 says any board member may place items on the agenda for discussion. Boston replied, for discussion. Stout replied, and I had also requested that it be on the agenda for discussion, because we have a written request from our DOS to work with him regarding negotiating the contract and to identify somebody who could work on behalf of the board to do. So steps like, what are the steps moving forward and who do we want to have do that negotiation? Boston replied, well we need to move forward. We made a motion and it failed. So can we move forward? King replied, my question was why are we violating policy? Boston asked, how are we violating policy? King replied, I requested to put it on the agenda and it's not on there. Hamby replied, and the Executive Committee chose not to add it to the agenda and then you made a motion and the motion failed. King replied, that doesn't work. Nichols replied, according to Ben Torres, that's not true, because what Mr. King is saying is true. When one of us requests something to be on it for discussion, it must go on there. Boston replied, the agenda is published. You're adding it to the agenda. That has to come in form of a motion. King replied, it was requested before the agenda was put out. Boston replied, that the Executive Committee, Mr. Stepp and I discussed that and it was premature to put it on here at this point. King replied, that's not your decision to make. Policy says it goes on there. Boston replied, well you didn't talk to me. King replied, I sent you an email. Boston replied, I didn't see it. King replied, I've got a copy right here. Boston replied, well you may have a copy. I'm just saying I didn't see it. King replied, that's negligence on your part. Boston replied, well it may be. Stout replied, my request was responded to. Boston replied, I responded to your request. Stout replied, it was denied. Hamby replied, Mr. Patton, can I ask you to respond to his question on Policy 1.403. King replied, 1.403 line two. Patton read, that's if a board member makes a request for a matter to be on the agenda for discussion. Boston replied, it's to be added. Stout replied, that came up in both of our retreats. Boston replied, the request was to the Executive Committee. Patton replied, yes, that's what the policy says. Boston replied, that's what the policy says. Davis asked, it says what? King replied, any board member may. Boston asked, is that after the agenda's been published? Hamby asked, does that mean if the agenda has been published? Boston replied, I mean this is an odd position. Davis replied, well it appears that if we ask for something, it's not to be like, if somebody asked for something on the agenda, we add it. Not decide whether it should be on the agenda. Boston replied, well that's part of the job is to set the agenda. Davis asked, and the agenda comes from any board member. Boston replied, if you request. As the Executive Committee Mr. Stepp and I. I still don't know what we're discussing. Davis replied, why it didn't get added. Boston asked, what are we discussing? Is there a new contract? Is there an old contract? King

replied, we can't discuss it until we can discuss it to be put on the agenda. Boston replied, okay. I will refer to Earl's direction on this one. I've never had this happen before. Patton replied, if your policy says any board member can add an item for discussion onto the agenda. I mean my suggestion would be to add it at the end of the meeting. Boston replied, at the end of the meeting even though the motion failed? Patton replied, well I mean you got this policy that says you know if you were adding something to vote on, I don't think you could do it, but for mere discussion I can't say that it shouldn't be added. Boston replied, so let me ask a question. So that leaves our agenda wide open for anything. Any board member can put anything last minute on the agenda. Stull asked, I thought that if it was already published that we couldn't go ahead and just add things? Boston replied, we would have to amend it. It's been our practice. Davis replied, we've amended a million agendas to do just exactly what we. Boston replied, absolutely, with a vote and we amended it. Stout replied, and there were requests made prior to the meeting tonight, so it's not allowed. Stull replied, it was after the agenda was published though. Patton replied, I don't know. I'm blind to the timing. Boston replied, see I am too. Stout replied, well it doesn't mention anything about timing in the policy. Patton replied, the policy also says at the beginning of each meeting, the board shall by a majority vote, approve the agenda for the meeting, which may involve the addition to or deletion of items previously included on the agenda. The board however shall not revise board policies or adopt new ones unless such action has been scheduled. Stout replied, the requests went out as soon as the written request was received from the Director of Schools to look at negotiating the contract and for a board representative to work with him. Safdie replied, the only thing that I understand is that to add something to the agenda on the night of the full board meeting is an amendment to the agenda and the amendment has to be approved by the board. So there was a vote taking place and I think it was 4-4 the motion to amend the agenda failed. Now if that request to put an item on the agenda had occurred what 7 days ago. When's the deadline for placing items on the agenda? Boston replied, Wednesday a week ago. Patton replied, 8 days prior. Safdie asked, did that request come in Wednesday a week ago? Boston replied, no. Safdie continued, then the amendment has to be approved by the board. Even though it can be just a discussion. Now under old business, you know they can bring up something under old business. Boston asked, is that considered old business? Davis replied, it had been previously discussed. Boston replied, and I don't mind. I don't care either way. Safdie replied, it could be considered under old business. I mean the contract that we signed with Mr. Stepp was a year and a half ago. So that's pretty old. Boston replied, that's true, that's very true, but are we discussing the new contract, old contract? What are we discussing? Stout replied, I'd like to discuss next steps forward. What we're going to do going forward on this and how we're going to go about picking the representative that's been requested? Hamby replied, that's what I'm confused about. There isn't a representative that negotiates his contract. That is a full board. Davis replied, you do realize that the last time that's not how that went, right? Hamby replied, yes, yes it is how it went according to our minutes. Davis replied, so the minutes say exactly the opposite of what you're saying right now. Becky replied, no. Davis continued, the Contract Committee in April. Hamby replied, the Contract Committee. Davis continued, right. Hamby replied, worked with him. Davis replied, right, which was who? Boston replied, no, no, no. no The Contract Committee reviewed the contract. We come up with a working document. Mr. Inman asked me to make sure that Mr. Stepp received that contract and if he had any questions, whatever. Then he could get back with us. He was represented by council. We were represented by council. We had another meeting, full board meeting in which we made some changes to the contract. It was April the 14th or April 18th, where we made some changes to the contract. We discussed his salary and Mr. Stepp was sitting in the audience at that time and after discussion, after the changes, now correct me if I'm wrong Earl. After those changes and you even had some communication with Mr. Raider. Didn't you? Patton replied, I don't recall having communication with Mr. Raider. Boston asked, did you not? Patton replied, my communication was with Jim Inman. My recollection was that Mr. Inman had some private meetings with Mr. Stepp. You correct me if I'm wrong, Mr. Stepp. I'm just speaking from my recollection and that's been more than a year and a half ago. I remember that Mr. Inman brought, I want to say he brought a contract to my

office. Stepp replied, not to me. Patton continued, and that was the one. Stepp replied, I just talked with Mrs. Boston on the phone. That was my only. Boston replied, right, but I didn't negotiate. I didn't represent the board. I was just asked by Mr. Inman to make sure he got a copy of the contract. After the board made the changes and this is the recollection from the minutes. After we made the changes, we agreed upon a salary. Mr. Stepp was in the audience and I specifically, after the board had voted on it. We specifically asked Mr. Stepp if he agreed with the changes and he agreed with the contract itself and he said yes ma'am. So he accepted the contract sitting in a full board meeting. I didn't negotiate. I was not authorized to negotiate. I was authorized to make sure he got the contract. Stout asked, so who was his one-on-one contact? Did he have a one on one contact regarding any questions on the contract? Who did you work with Mr. Stepp when you had questions or you were talking about the contract? Stepp replied, Mrs. Boston was the only phone call I had. Boston asked, and we had what one phone call? Stepp replied, yes. Boston continued, we had one phone call and that was just to make sure he got the contract. If he had any questions. Hamby replied, it wasn't a negotiation. She wasn't a negotiator. Stout replied, so we're doing a lot discussion about how this process works and that's why we wanted it on the agenda. So we could have a discussion about how this process works and what the next step forward needs to be. Boston replied, let's bring it up in Old Business. Stout replied, okay. Boston continued, you know if that's what you want to do. The motion failed. Now I just need to approve the agenda. So do we have a motion to approve? Hamby replied, I'll make a motion to approve the agenda. Safdie replied, so move. Hamby replied, I will second it. Boston asked, any other discussion. A Voice Vote was taken and then a Roll Call Vote was taken. Boston advised, but Robbie made the motion, so the motion fails. So now we have an unapproved agenda. Stull asked, may I say something? Boston replied, you can. Stull continued, we've gone around robin with agenda things for several meetings now. Some people are upset that something doesn't get put on the agenda or that the notifications for the agenda keep changing when they go out, because things get added. What you guys are saying is that there were two requests to have this added to the agenda on the 20th and the 21st. The initial request was sent out on the 19th by Mr. Stepp. That is well past the time that the agenda was published. So in that if you wanted to go ahead and bring that and have that added to the agenda, then it needed to be brought up in the meeting. Everybody's all about the policies until it doesn't work for you. So we're right here about the fact that we've talked about the agenda. It was published. The public knew what was on the agenda. You wanted to go ahead and add things after the fact that was denied. So you bring it up in the board meeting. That's the way you're supposed to do that and then the motion failed. So I don't understand if we're doing this according to policy, why can't we just move on. King replied, the request was made on the 19th and here it is. Stull replied, the 19th. We are on the 22nd. Boston replied, I didn't see that email. Stull continued, today is the 22nd. The 19th was Monday. King replied, the problem wasn't known until Monday. That's why. Stout replied, as soon as we got written notice. We asked to put it on the agenda. Stout replied, we got written notice on the 19th. Stout replied, right. Stull replied, right so the agenda was already published. Stout continued, the first request went out on the 19th. Boston replied, he said don't consider that one, I'll forward a new contract to you. We still have not received that contract. Stepp replied, it's right here. Stepp held up a green folder. Hamby replied, we haven't received it. Boston continued, when I talked to you. Stull replied, the email stated that we would receive it the same day and I don't have anything in my email from that. Stout replied, but the request to put on the agenda wasn't to discuss the contract itself. It was to discuss the next steps forward since we now have received this request. Stull replied, and so as a board everyone has a vote. Everyone has a say an item was brought before the board and we voted. It failed, so we need to be able to move on. Teresa said to bring it up in Old Business. We need to move on and conduct business. Everybody is waiting in this audience for us to go ahead and move on with the meeting. Stout replied, I don't see why we can't move on. Safdie replied, I'm really surprised. Hamby replied, because the agenda fails. Safdie continued, I am really surprised. The compromise was to put it under Old Business for a full discussion and then you have four board members who decided to stonewall the meeting for no particular reason at all, because their item was on the agenda as under old business and yet they still did not want to

approve the agenda even though it was under Old Business. This is an embarrassment. Boston replied, well, we can't move forward without an agenda. Without an approved agenda. King replied, move to revote, reconsider. Stull and Boston asked, what are we reconsidering? King replied, the agenda. Boston asked, as is? King replied, with Old Business. Hamby replied, with that added to Old Business. Boston replied, Old Business is already on there. Right? King replied, put this under Old Business. Boston asked, so if Old Business is on there, you're wanting to add Old Business? King replied, no. Put this. Hamby replied, wanting to add the contract discussion. Boston replied, the motion failed. We have to have a new motion. King replied, that's what I'm saying, move to reconsider. Boston asked, reconsider approving this particular agenda? King replied, the initial vote. Hamby replied, he's moving to reconsider. So what we're doing is we are re-voting to approve the agenda with the contract discussion added to Old business. Nichols replied, negotiation discussion not contract. Because we don't know what the contract says, negotiation. King replied, the process. Nichols replied, yes thank you. Hamby replied, the process of the director's contract added to Old Business. King replied, yeah. Stout replied, so you want it added under Old Business on the agenda. so it's actually, we agree to that. Boston replied, you can under anything under old business. You don't have to have it added. Hamby replied, so I'm going to make a motion that we approve the agenda. Boston replied, we've got his motion, but we don't have a second yet. Nichols replied, I'll second it. Boston replied, okay any discussion? A Roll Call Vote was taken. Motion Approved. Boston replied, now may we please move forward.

Motion to add the director's contract.

**VOICE VOTE:** (mover-yes) King

(seconder-yes) Nichols

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

**MOTION:      Motion Failed**                      Motion to approve the agenda

**VOICE VOTE:** (mover-yes) Safdie

(seconder-yes) Hamby

Yes: 4, No: 4 Boston:  
 Yes, Hamby: Yes,  
 Safdie: Yes, Stull: Yes

**MOTION:      Motion Failed**                      Motion to reconsider the agenda with the process of the director's contract added to Old Business.

**VOICE VOTE:** (mover-yes) King

(seconder-yes) Nichols

Yes: 8, No: 0

**MOTION: Motion Carried**

9. Acknowledgement of Elected Officials - Boston advised, acknowledgment of our elected officials. I think the only elected official we have in the audience is Mrs. Mall. Thank you for being here with us. She is one of our County Commissioners.

10. Community Comments - Boston advised, Community Comments. We have 4.

**Name** - Billy Dodd

Breckenridge Dr. Crossville, TN

**Subject:** 3rd grade tests, the book, "Hatchet", School Bus Drivers, and Auditorium Funding

**Name** - Chris Goddard

103 Phyllis Street Crossville, TN

**Subject:** Budget, security, and funding concerns

**Name** - Jason Futrell

5848 Hwy 70N Crossville, TN

**Subject:** Middle School Basketball

**Name** - Craig Clark

2266 Hwy 68 Crossville, TN

**Subject:** Open records request results and how a board should act.

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

11.A. TLN Report - Ms. Shannon Stout - Stout replied, thank you madam chair. A lot has happened since we gathered for the last school board meeting up on the hill here in Tennessee. So I'm going to touch on several different things as quickly as possible. Just to bring everybody into the loop, but some of it, if you want to get more information you can reach out to me, because I've got documents or I can send you in the right direction. So last time we met, the Senate Joint Working Group for the Federal Education Funding had put their report out, but the House had not. Since then, the House Working Group has released their report. It looked somewhat similar in the way to that they broke down the material and the information that they gathered. They broke down the education funding in Tennessee. The Federal Funding received laws and requirements associated with Federal Funds. Feasibility of Tennessee replacing Federal Funds. How to eliminate unwanted restrictions. Options for consideration, further questions and considerations the committee had. Reflection on the report mandate adherence and future investigative direction and they had a section for their recommendations as well regarding the Federal Funding and they concluded their report by saying upon receipt of requested data the House of Representatives members of The Joint Working Group on Federal Education Funding will continue deliberations on the important topic of Education Funding in Tennessee. Members of the House Representatives will continue to evaluate options on how to replace certain Federal Funding or eliminate unwanted restrictions placed on the

state due to the receipt of such Federal Funds. Through these continued efforts, the representatives aspire to achieve a less restrictive environment for fostering success of all students in Tennessee schools. So very much, we are still in the working process. Like the Senate reported more to come on that. I did want to bring everybody's attention though kind in relation to the Federal Funds to Title 9 briefing webinar that I attended today. Regarding the current administration's initiative to recognize declared sexual orientation. Which will affect how the definition of discrimination by sex is applied under Title 9. This expanded definition will apply to bathroom and locker room usages. As well as boys and girls sports. The Title 9 requirements are applicable to all schools and institutions which receive Federal Funds and so I just wanted to bring this information forward to everyone in attendance for you all to realize that well basically as an FYI and for consideration regarding the timeliness of the Tennessee Federal Funding Working Group research. So if you're a constituent or if you know constituents who are in support of receiving Federal Funding in Tennessee schools, I'd highly recommend that you not only stay abreast of the working group research that's ongoing, but also any Federal initiatives that are going to impact the institutions accepting federal funds and then reach out appropriately to State and National Representatives is warranted. It's an important time when it comes to the funding. We also had our Governor's State of the State Address, which included funds for several education initiatives. Some highlights from that. The Education Freedom Scholarship Act, it's 144 million in reoccurring funds for 20,000 Education Savings Account Scholarships during the program's first year of operation. 30 million to offset disallowed Federal Funds in the Summer Learning Camps Programs. 8 million to increase the number of school-based Behavioral Health Liaisons and the combined 5.7 million in funding for a Universal Reading Screener and expanding access to advanced placement programs. So money coming towards education. How all that's going to roll out? I don't know the details yet, but that was highlighted from the State of the State Address. Regarding that Education Freedom Scholarship Act. There is a bill an under caption Bill meaning it's slated, but we don't have bill wording yet and it's House Bill 2468 and Senate Bill 2787. The bill currently requires the Department of Education to study the school choice programs available in other states and submit a report to the department's findings at the conclusion of the study to the Governor, Speaker of the House and Senate, no later than January of 2025. This bill is moving through, it's on the house K through 2 subcommittees next week 2-27 and the Senate Education Committee Calendar for 2-28. So that is the place cardholder for the bill wording that we're looking for that Education Freedom Scholarship Act that Chris Goddard referred to in his comments tonight. Some information regarding that, last week Mr. Stepp and I attended the Legislative and Legal Institute in Nashville and Speaker Sexton and Senator Lundberg were guests there and got into a lot of this Education Freedom Scholarship Bill information while we were there. What we're hearing it's likely to be an omnibus bill to include reduction in testing and review requirements for high-scoring or functioning schools and teachers. Speaker Sexton is asking for feedback and on that note, Mr. Stepp actually gathered feedback from several of our principals and forwarded that on to speaker Sexton and how workloads can be reduced, because they're looking at trying to work some of that into the bill. There is also some discussion regarding adding building and maintenance fund categories into the TISA Funding. The bill is expected to include requirements for scholarship eligibility limited to a total of 20,000 scholarships in the 20 to 25-year school year, limitations on participation, allowable uses of scholarship funds, and scholarship payments to the institutions, not the families. Final version of the bill like I mentioned hasn't been officially filed yet, but these are all pieces and parts of information that's coming out and there's been some drafts that have been leaked out to the media. So this is the kind of information that's been compiled from that and also last week's Legal and Legislative Institute. In relation to that same scholarship bill. There's another bill that requires that's going through the process right now. That requires non-public schools that receive public funds by accepting scholarships as full or partial payment for students' tuition to comply with the same requirements for student testing and reporting that apply to public schools in

the state. So if they're taking public money, those students have to test out just like they would if they were in public schools. They'll be some certain exceptions with that. Requires non-public schools that accept a public funded voucher to pay back a prorated amount of the scholarship if the student leaves and attends an LEA before the end of the school year. So they're not going to be able to keep that whole batch of scholarship money if the student goes back to the LEA and this is a legislation that's supported by TSBA. It's scheduled for 3-5 on the house K through 12 subcommittee calendar and then Mr. Stepp and I heard, correct me if I'm wrong, but we heard that it came out during the discussion that they weren't looking at reducing monies for headcount on us. Stepp replied, yes. The ADM they had mentioned, they put in the law. It's not approved yet. To not decrease the ADM. Stout continued, so some interesting things coming out. So we'll see once the full bill comes out. Just a few bills that I wanted to highlight real quickly for you all that may affect policy or procedure within the schools that are moving along and looking like they might very well be approved or they're making their way to the floors anyway. The AI Bill, which I addressed last month. It's gone through the Senate Education Committee and House Committees. It passed on the Senate floor today and it was on the House floor scheduled for this afternoon as well. So I don't know what the result of that was yet. That mandates that all state universities in K through 12 public and charter schools adopt a policy for the use of AI by students, teachers and staff for instructional and assignment purposes. We've got another one that's going through House Bill 2058 that requires the board in collaboration with the Department of Education to identify math courses that may be substituted for Algebra 2 for purposes of satisfying high school graduation requirements and to submit a report to the Education Committees by October 15th of 2024. That has passed all the House Committees and has passed the House floor and it's placed on the Senate Education Community Calendar for 2-28. That was something that Mr. Stepp has brought up, that Algebra 2 piece. So hopefully, we'll see some change with that based on that bill and we've got a House Bill or I'm sorry a Joint Bill that proposes an amendment to article 11, section 5 of The Constitution of Tennessee to authorize local education agencies to approve lotteries conducted by nonprofit school support organizations. Provided that the net proceeds of the lottery revenues are allocated to Local Education Agency to be used for educational or extracurricular activities. That's a TSBA supported legislation that's gone through the department and agency subcommittee and is on the State Government Community Calendar for 2-28. We've got a couple other miscellaneous ones that are working their way to the floor, but I'll let you know since this was a long report, if those passed or not once they hit the floor, and we can move on.

12. Board Member(s) Report from Training(s) - Boston asked, any board members report from any training? Stout replied, just the Legislative and Legal Institute that I attended last week in Nashville, which is really good.
13. Legal Report - Mr. Earl Patton - Boston advised, Mr. Patton your Legal Report. Patton replied, yes ma'am. On the Kirkman versus Board of Education case. The plaintiff's attorney in that case has withdrawn and the plaintiff have been given 45 days from February 16th to retain new council and you know, what'll happen if they don't retain council I don't know yet, but we'll find out and that'll be around the 1st of April. So we'll be taking a look at that. No updates on the JUUL Litigation or the Social Media Litigation. I hope to have you some more information on that next month. That's it. Boston asked, do you want to mention the request or? Patton asked, on the property? Boston replied, please. Patton continued, we've been contacted by a surveyor about attractive land that they have been surveying. Where they have discovered that within that tract there is a 2 acre section of property that was deeded to the Board of Education in the 1930s and there's been a request just by the survey. We've not heard from the owner yet. You know, to transfer that property to the owner, but we've not received an official request from the owner of the property and further, there's no reversionary language in the deed, such that if the Board of Education ceases using that as property for a school or something like that. Sometimes you'll see that in a deed. This is just a straight conveyance to the board. So if anything,

this is going to be surplus real property. It's on Genesis Road. I'm not sure how far out. I think fairly, but we'll know more about that at next month's meeting. We're going to find out a little bit more. We're investigating that right now. Does that cover it Mrs. Boston. Boston replied, just to put them on notice, that this is what we discovered. The reversion language, which is quite surprising, but in the 30s I don't know that they did that. Thank you Mr. Patton.

14. Director's Report- Mr. William Stepp - Boston advised, next on the agenda is our Director's report.

14.A. \*Tenure Recommendations (See Exhibit #4) Stepp advised, I would like to recommend for tenure the following candidates: Miranda Sims, Brown Elementary, Jesse Miles, Martin Elementary, Derik Samber, SMHS, Michael Boyd, CCHS, and Michelle Tindell, Central for your vote. Boston replied, I'll make a motion that we grant tenure to those individuals whose names were called off. King replied, second. Boston asked, any discussion? No one responded. A Voice Vote was taken. Motion Passed. Boston replied, congratulations you have been granted tenure.

Motion to grant tenure to those individuals whose name were called off. (Miranda Sims, Brown Elementary, Jesse Miles, Martin Elementary, Derik Samber, SMHS, Michael Boyd, CCHS, and Michelle Tindell, Central)

**VOICE VOTE:** (mover-yes) Boston

(seconder-yes) King

Yes: 8, No: 0

**MOTION: Motion Carried**

14.B. \*Pine View Elementary Roof Bid (See Exhibit #5) Boston advised, next on the agenda is the Pine View Roof Bid. You're going to have to help me out. That came in at 160? Stepp replied, 168. So this is the roof bid that I got permission to bid out. The original bidder who got it the first time through the Finance Department said if they will still honor that bid, that they would have that bid. So I recommend we approve this project and there was a budget amendment later on to fund that project. Boston replied, okay, I'll entertain a motion. King replied, madam chair, move to approve. Davis and Stout seconded. Boston replied, okay so we have a first and a second to approve the Pine View bid at 168 for the Pine View roof. Any discussion? Stull asked, the funds for this, that was coming from the additional money that came from TISA. Is that correct? Boston replied, yes. That's the 602. Stepp replied, 601 outcome money from TISA. Boston replied, yes and I think there is a resolution in the packet to approve that. Stepp replied, there's a budget amendment. A Roll Call Vote was taken. Motion Carried. King replied, roll call. Hamby replied, roll call since its money. Boston replied, we're just approving the bid. We'll do a roll call on the resolution.

- Stepp replied, so before I move on to the next item I would like to brag on some people. So I got three principals that their schools done amazing. All the schools are doing great jobs, but this year we had two schools recognize as Reward Schools. So Crab Orchard and South Cumberland and Mrs. Beaty and Mrs. Dawn Hall are here tonight. So congratulations and for the State Accountability, Dr. Speich is here and Brown Elementary was designated as our "A" school by the state. Lot of great things. So in school nutrition, oh wait we have Riley the Reading Raccoon will be at Pleasant Hill in March. So that's exciting. That's from the state department. Hamby replied, I'm sorry to interrupt, but you skip 14.C. South Renovation Bid. Stepp replied, what I said is, I'm

going to take a break real quick, so I can do my brags. Hamby replied, oh sorry, sorry. Stout replied, didn't know you were segway and now I'm coming back. Stepp continued, yeah so I wanted to allow the tenured teachers to sleep up for tomorrow. So our school nutrition, we got all walk-in coolers and freezers at all 12 schools have temperature data loggers now installed. So what this does is this allows us to remotely view what is going on and we get alerts early if there's an issue with any of the equipment. So it's a quick update and if there's a problem we can get to those quick. So great job to food nutrition to get that out. saves us a lot of headaches. CCTE this month is National CTE month. So every school is highlighted each week in February on the CCTE Facebook page. So if you haven't got in there get on. There and like it. Lots of awesome things happening. I would like to introduce our new Director of Human Services, Mrs. Neeli Jolley. We're excited she has 14 plus years experience in HR with large companies, so we're super excited and it's been a great first start. So it's been awesome. So in operations we finally finished the facility walk throughs with Uplands. So we're creating that that whole needs system setup. So we can have it ready for budget times. JROTC, the search is still on for two instructors. Auditorium construction is on track. I'm working on my with my team to have the budget ready to the board chair by March 1st. We got our Safe Schools Grant Application was approved, so thank you Mr. Magnusson for all your hard work on that. We found out summer school will be funded by TDOE this year. Not funded by us locally, so we're super excited about that. That's six plus figures, so excited about that and this week we had our Trauma Informed Resilient School Training this past Monday in partnership with Mrs. Mall and TIKA and the strategic planning is ongoing and we have another Steering Committee meeting tomorrow. So if any board members want to come in tomorrow morning, I think it's at 8:00 here in this building. You're welcome to come join us. Nichols and Stout replied, we're zooming. Stepp replied, okay I'll send a zoom link out right after this meeting if you want to zoom. I'll be here in this building. Stout replied, and by the way that training was fabulous. Sheri and I attended for that along with Colleen. She joined in but I pulled just unofficially several teachers afterwards, and got a lot of good feedback on it. Stepp replied, yeah it was very informative. We're going to work on getting more strategies to teachers make it more effective and they can use a lot more stuff in the school. So I think that was good for sure and we're excited this year. We're going to propose the third year in a row for classified employees to get a raise. So we've already done that for two years. We're hoping to do it for the third year in a row. We love all those classified employees and certified as required by law. So as we know, the governor is requiring us to get up to that \$50,000 for first year teachers. So we'll have a raise this year and a raise next year to get to that and also Mrs. Boston and I met with Mr. Sexton at your office. So we were able to talk to him about, you know, Federal monies and how important those are and we were also able to talk to him about public tax money going to private institutions, was not a great idea. So we had a good conversation with Mr. Sexton on our values on all that. So some good stuff going on.

Motion to approve the Pine View bid at 168 for the Pine View roof.

**VOICE VOTE:** (mover-yes) King

(seconder-yes) Davis

Yes: 8, No: 0

**MOTION:**       **Motion Carried**

14.C. \*South Renovation Bid (See Exhibit #6) Stepp replied, now back to the agenda. So next is the South Renovation Bid. So we've done some renovation last year. We got the bid to come in lower

than what we thought, so this is the bid that come in for all the renovations at South. We're excited to get that rolling and get the equipment in and get rolling. So looking for your approval of this bid that came in. Boston replied, I make a motion we approve the bid of \$546, 752 and I think it's to Stubbs Construction for the South School renovation. Hamby replied, I'll second. Boston asked, any discussion? Boston continued, I just have one question. The renovation is at 750. The bid came in at 546. Are there additional things that we're going to be doing? Stepp and Bray replied, yes. Stepp continued, we did some last year. We got some more that Mrs. Hall and Mrs. Bray are working on. Boston replied, so it's just not included in this bill. Stepp replied, these are big ticket items. Boston asked, but there are other things that we're going to be doing? Bray replied, yes. Boston replied, okay I'm just curious. A Voice Vote was taken. Boston replied, okay so we've got the renovation.

Motion to approve the bid of \$546,752 to Stubbs Construction for the South School renovation.

**VOICE VOTE:** (mover-yes) Boston

(seconder-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

14.D. \*Permission for Student 4H Survey (See Exhibit #7) Stepp advised, so next item is permission for the Student 4-H Survey. This comes from the UT Extension Service and 4-H Program. We do this every year. It's a survey that they send out, as you can read it. It has a description of exactly what it does, but this is same every year what we do. It needs approval. Boston replied, Mr. Safdie made a motion to approve. King replied, second. Boston continued, Mr. King second. So the motion on the table is for permission for the 4-H Survey. Any discussion? No one responded. A Voice Vote was taken. Motion Carried.

Motion to approve permission for the Student 4-H Survey.

**VOICE VOTE:** (mover-yes) Safdie

(seconder-yes) King

Yes: 8, No: 0

**MOTION: Motion Carried**

14.E. \*Permission to Accept Grant Funds (See Exhibit #8) Stepp advised, okay the next is permission to participate and accept Grant Funds for the State Improvement Grant. The SSIG, that is a follow-up grant to our turnaround grant that went to Phoenix. So this grant will be using for personnel and also consultants to come in to help us continue that success at Phoenix. They were on the target list a couple years ago. Mr. Lowe and his team did a great job to get off that list and this is a continuation and the additional Targeted Support Intervention Grant that goes to Stone Elementary School for improvements in their students with disability achievement and that will also go to consulting work to bring in consultants. We've already been using, that's helped us get off the list with other schools and excel. Safdie replied, move to approve. Boston replied, Mr. Safdie has made

a motion to approve. Nichols replied, second. Boston continued, Miss Nichols has seconded that. This is permission to accept. So we've already been awarded this grant? Stepp replied, correct. Boston continued, okay just checking. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve permission to accept this grant.

**VOICE VOTE:** (mover-yes) Safdie

(seconder-yes) Nichols

Yes: 8, No: 0

**MOTION: Motion Carried**

14.F. Annual Planning Calendar (See Exhibit #9) Stepp advised, and the rest of the items are just monthly reports. So first is the Planning Calendar. It shows where we are. We're in the process of budgeting now. Get it ready for March 1st to board chair and in the board.

14.G. FYI (See Exhibit #10)

14.G.1. Attendance Report - Stepp continued, the next is our warm body count. As you can see we got a declining ATM, but luckily the legislators recognize that. They say in the legislation we will not get docked for declining ATM. So that's what they said at the legislative. Stout replied, we'll see if it's in the bill. Boston asked, is that going to be for a certain period of time or is that going to be forever? Stepp replied, all they said is there will not be a declining ADM. Your original ADM will be where you start. Stout replied, and that came up more in relation to the discussion of the scholarship program and students leaving the LEA to go to a private institution. Boston asked, what what number did we start? Do you have any idea? Stepp asked, last year? Boston replied, yeah. Stepp continued, so our original number was I think last year was 71 or we're 7100 this year. Last year was almost 72 ish. I don't have that warm body count in front of me. Boston replied, just approximately. Stepp continued, so if we lose 100, if you go by the \$6,680 that's \$680,000. We would lose if they don't approve the ADM did not decrease and in TISA, I think the number they put in the law it's not approved yet. Is per ADM is now \$7,075. Stout replied, yep they mentioned that too. That it'd be going up a little. Boston replied, so if they'll let us stay at 7200 and not decrease us, that's more money in our pocket. Stepp replied, that's the goal. Yes, that's what they said. Boston replied, perfect.

14.G.2. Personnel Report - Stepp continued, Personnel Report, Nutrition Reports and Substitute List.

14.G.3. Substitute List - Stepp continued, coming up. So we're adding some more subs.

14.G.4. School News Articles - Stepp continued, and then all the great news and the newsletter. So board members and anyone else, if you haven't subscribed to your school newsletter, please do so. You can go to their websites and they will get you loaded up on that. So we should be ready to go.

Safdie replied, I've got an additional question to ask about the Personnel Report. Could you explain, Mr. Stepp what new hiring you did this year in the past month regarding the Human

Resource Officer? Stepp asked, like are you asking questions about Mrs. Neeli directly or? Safdie replied, no can you tell us the process. What took place? Stepp replied, oh yeah, the process is we've had it posted well over a year. We've interviewed several. The ones we've offered turned it down for different reasons. We finally, Mrs. Neeli had contacted us and we interviewed process, had a second interview and then we hired. Mrs. Bray correct me, did we not ask a couple others to interview. Bray replied, we did. We were turned down. Stepp continued, and we were turned down for those interviews. Mrs. Neeli was an awesome candidate. She has a lot of experience. We're excited to get to hire her. Boston replied, if you've not met her, she's just so happy. Safdie asked, is Mrs. Neeli in the in the audience? Boston replied, yes she is. He introduced her just a moment ago. Safdie replied, I'm sorry I must have been preoccupied. Boston replied, you have a disadvantage. I'm the only face you can see. Safdie replied, thank you Mr. Stepp. I appreciate that background. Stepp replied, yes sir and that completes my report.

#### 14.G.5. School Calendar of Events

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

#### 15.A. Policy Committee - Ms. Rebecca Hamby

15.A.1. \*Approval of First Reading of Policies (See Exhibit #11) Hamby advised, okay we have several policies listed here for first reading and it come out of committee and we had made a few changes. Most of them were TSBA recommendations. So since this came out of policy, we don't need a second. So does anyone have any questions or discussions? Most I think, everybody was there except Mrs. Stull and she was sick and Mr. Safdie wasn't there, but does anybody have any questions about these policies that we worked on? Stout asked, you talking about all the policies? Hamby replied, no. The ones that we, 1.300 and then we had the. We'll just take them one at a time. I was going to take it, but like I said most everybody was there. Does anybody have any discussion on 1.300? Davis replied, I guess the two things I would point out that I was happy to see us modify. So thank you' all for adding the arts and the activities. Stout replied, athletics. Davis continued, into that committee. So I'm proud to know that we're going to get a chance to represent that group or groups as well and I guess moving a little further down on line 14. Just wanted to point out also that we have outlined plainly that with issues to be discussed by each committee will be discussed by the board in advance prior to them going to committee. Hamby replied, okay that wasn't brought up during the committee meeting. Can you explain to me what you mean by that? We normally do discuss issues, but it's normally in the committees. Davis replied, well that segment was the same language essentially that we had in our other policy, but just noting that it's in the new one as well as opposed to. That was kind of the sticking point recall that we were having committee meetings and then taking to the board as opposed to coming to the board and then sending it to the committee. Hamby replied, so it's staying the same way. So nothing's really changing about that. Stout replied, just in recognition that's how the flow is going to be based on the policy. Hamby replied, so if there are no other questions or discussions all in favor aye. Boston asked, is this just on 1.300? Hamby replied, 1.300 to move for second reading. A Voice Vote was taken.

Hamby continued, the next one 1.404 Appeals to and Appearances Before the Board and this has to do almost, it's like the community comments and TSBA had some recommendations and we did some changing on that. If you want to have 5 minutes of speaking time instead of 3. You will need to contact Central Office, the Director of Schools or his designee to with what you're wanting to speak about eight working days prior to the meeting, in order to be put on the

agenda to be allowed five minutes. Stout replied, I had a thought on that. I wanted to bring up that actually was brought to my attention by some constituents after the committee meeting last week. That we hadn't really talked about. I was wondering if we should consider adding at a regularly scheduled board meeting, because we've got board meetings like special call meetings that are called that are not within the eight days. Hamby replied, good point, because they should be at regular board meetings. Not special called and of course we don't have Community Comments. Stout replied, so if we wanted to just add that in there, it says individuals desiring to appear before the board at a regularly scheduled board meeting shall submit a written request with. Hamby replied, I'm good with that. Boston asked, where? Stout replied, on line 13 in the red writing. Hamby replied, where it says the chair shall have the right; before the chair. Stout replied, individuals starting on line 12, individuals desiring to appear before the board at a regularly scheduled board meeting is where we insert it. Shall submit a written request with descriptive materials office. Hamby replied, so yes I think regular board meeting should be added in there, because we don't do this at special called. Stout asked, so add that for the second? Hamby replied, well coming out of committee, we don't need a second, but since we changed something else we'll need a new motion on this one. Boston replied, make a motion as amended. Hamby replied, I make a motion we accept 1.404 as amended. Stout replied, with the wording of at a regularly scheduled board meeting. Hamby replied, yes and so is there any questions or discussions on that? A Voice Vote was taken.

Hamby continued, now I will say the next seven concern Charter Schools (1.900-1.906). We do not actually have Charter Schools in Cumberland County, but this does cover, Mr. Stepp explained that please. Why we have the Charter School? Stepp replied, yeah the law has been updated, so TSBA has updated their policies to be more aligned on how we handle it according to the law. Like you said, though this is going to affect larger municipal and county districts more than us, because they're already being introduced, but if a Charter School does come to Cumberland County. They have to present to the board to become a Charter School and then we're kind of their liaison between TDOE and them. Hamby replied, thank you for explaining that. It's easier for you to do that than me. So I'm going to take all seven of these and bundle them together. They came out of policy, so they don't need a second. So is there any question or discussion about these? A Roll Voice Vote was taken.

Hamby continued, the next one is 2.8041 and this was on the travel and we recommended out of Policy Committee to add the language of, it says under mileage rate. Mileage for properly authorized travel on official school business shall be reimbursed at the mileage rate that matches state and federal rate per mile. So whatever state and federal does that is the mileage that we will follow along with. State and federal always matches. So supposed to agree on the mileage according to Mrs. Bray. Patton replied, the question I had. I wonder you know what happens if they differ. Bray replied, I've never seen that happen. Hamby replied, and if it did, we can come back and amend their policy and this came out the Policy Committee. Any discussion or any questions on this? A Voice Vote was taken. Hamby advised, so that is all on the first reading.

Motion to approve the first reading of policies 1.300.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

Motion to we accept 1.404 as amended with the wording of at a regularly scheduled board meeting.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

Motion to approve the Charter School Policies 1.900 through 1.906.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

Motion to approve Policy 2.8041.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

15.A.2. \*Approval of Second Reading of Policies (See Exhibit #12) Hamby continued, on the second reading. 2.200 Annual Operating Budget, 4.700 Testing Programs and 6.312 Use of Personal Communication Devices in Schools and I'm going to go ahead and do all three since it's on second reading. I'm sure everyone has had an opportunity to look at these and if there is any discussion or questions, then we can do that now and if not then. A Voice Vote was taken. Hamby continued, the second reading is done and that was the end of my report madam chair.

Motion to approve the seconded reading of the Policy 2.200 Annual Operating Budget, 4.700 Testing Programs and 6.312 Use of Personal Communication Devices in Schools.

**VOICE VOTE:** (mover-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

15.B. Athletic Committee - Mr. Nick Davis - Boston advised, next committee would be Mr. Nick Davis, Athletic. Davis replied, thank you we'll keep it brief today. We had a meeting. We embarked on a fact-finding mission during our committee meeting on the 13th. We had requested to add in the arts and activities kind of to align ourselves with what our Strategic Plan's vision was. To be consistent with that language to give those groups an area to to bring some of their thoughts and concerns. So we can focus on that. We had talked through some of the coaching supplement pays, on proportions, on where we are spending money from a board and how we support the Athletic Departments currently. We didn't really talk much about the other arts or athletics there. So still gathering some data. I know Mr. Stepp and his team are working on some of that. We're waiting on a facilities assessment to come back from Uplands that will provide some knowledge of current facilities and some of their upkeep items and and just the state of those buildings and facilities. So we can be mindful of that coming in the budget season to better support those student athletes and alternative activities. We'd asked about middle school schedules, high school schedules, just trying to get a grasp on what those schedules are and where we can best view them for the future and then also we chatted. We had got an opportunity to hear from Dr. Maddox on some of his reporting and some of his thoughts pertaining to middle school direction of sports and elementary sports and then also we're trying to build some participation data in order to help support our parents. So they're better involved and engaged within their own children or student athletes experience. Kind of segways into the portfolio of construction. We're still building some of those items. I know, I called it construction. It freaks her out, but the idea is that we're going to give these student athletes something in addition to just their letterman jacket and the year that they graduated to say hey we were part of certain things in this community as a County Athletic participant. So that's all I've got for that.

15.C. Budget Committee Meeting - Ms. Teresa Boston - Boston advised, next on the agenda is the Budget Committee meeting report. We met, we were provided with a proposed salary scale on our certified assistant principals and up. We did not take any action. We're still digesting those and we will pick that up after everyone's had an opportunity to look at them. If you have any questions, Mrs. Bray is excellent explaining them to us, because it took me a while to to figure out what we were doing. Going from the percentages in which what we're trying to get rid of to an actual salary scale. So if you have any questions, Mrs. Bray is your girl and that was all. No action was taken.

15.D. Building and Grounds & Safety Committee - Mr. Robert Safdie - Boston advised, next on the agenda is the Building and Grounds. Mr. Safdie, we had no meeting, because you and Mrs. Stull were ill. Safdie replied, I have a question about the Budget Committee meeting. You know Chris Goddard mentioned certified full-time employees and non-certified full-time employees and I was looking at qualifications for food stamps and I think and I've said this before, that any school employee non-certified that works full-time and draws an income that would qualify them for food stamps is a cardinal sin and I think we should address that and take a look at our non-certified full-

time employees. To make sure that no employee salary is so low that they can draw food stamps from the State of Tennessee.

16. Chief Financial Officer's Report

- 16.A. Monthly Financial Report (See Exhibit #13) Boston continued, okay Mrs. Bray. Bray replied, revenue wise. We're still doing quite well. Collections coming in on property taxes. We did get our outcome based funding here. We still got looks like revenues around 40 million. Our expenditures are at 35, but keep in mind some of the big projects like we just talked about. Those have not been booked yet. So once those start being booked you're going to see this line of come probably more back in line. Boston asked, is the 601, I know the county received it. We received it. Is it in here. Bray replied, it's in here, but it's not in the budget per say. What we would have to do, it's just like tonight where I'm moving that money and I'm putting it in that revenue account and then we're going to put it towards the expenditure. It can be in the bank and in the revenue, but not in the budget. It's two very distinct things. Boston asked, but it just rolled into it, the general fund, general purpose. Bray replied, right it rolled into it and we have to designate how we want to use it. Tonight we're starting that process.
- 16.B. Monthly Sales Tax Report (See Exhibit #14) Bray continued, as far as Sales Tax. Unfortunately, we're still behind for the year. Now we are still ahead of where we were last year, but we are behind where we had budgeted. We're still down \$270,000. Hopefully this will catch itself up, but it's very difficult to budget this. So being off \$200,000 on that is not as significant as you might think, but that's just something. As someone used to say, buy local. Is there any questions? No one responded.
- 16.C. \*141 Budget Amendments (See Exhibit #15) Bray continued, we'll move on to the budget amendments. The first one is the ever ending ISM Grant. This is just more revisions that are required by the state. Just moving some monies around from one line to the other. Any questions on that one? Hamby asked, what does the, just out of curiosity, other Contracted Services? Bray replied, it's just things that she will contract with outside contractors for. Dr. Eldridge, what would be an example. Eldridge replied, our Career Exploration Mobile Lab. Doing some things where we have to contract out. Hamby replied, okay I was just curious. When it says other. Eldridge replied, I understand. Boston asked, do you want to take these all at the same time or do you want to do them individually? A few board members replied, take them all at the same time. Hamby replied, I'll make a motion that we approve all of 141. Bray asked, you want me to still go through them or? King and Nichols replied yes please. Bray continued, the second one is for the roof repair that you folks just approved. This is moving some of those, that outcome based funding into maintenance repair to repair one of our roofs that has a tarp on it. Which should make the principal and everybody there including me very happy. King replied, I have a question. You said outcome funding. Bray replied, uhuh the 600,000. King continued, talk about that little please. Stepp replied, so when we got our TISA estimates last year, this was the line item that said outcomes that said TBD. They didn't know how they were going to formulate our success and how it directly correlates to money yet. So we didn't have that until well into December. Once they figured out how they were going to formulate our achievements, our successes, everything that we did. We got, Dr. Farley, it was two days to appeal? Is that correct? Farley replied, yes. Stepp continued, so they sent us all that data and they said figure out how we calculate it and you can appeal if you can prove we didn't calculate it. So this team here locked themselves in their offices for two days and went through all the data and we sent back our appeals and then the next week I forwarded, I think it was December 15th. I forwarded y'all what they formulated as our TISA outcomes for the first payout. Which was 601. Then we'll get a second payout and a third payout going through Spring. It's all based on how successful we were. Bray replied, we actually received the money December

the 27th. King replied, followup question. If we hadn't got this money. How would we fund this? Stepp asked, the Pine View? King replied, yes. Stepp replied, I would recommend it from the Fund Balance. Boston replied, well we have it now. Do we not have it now? Stepp replied, oh yeah. Boston continued, we do have it now. King replied, and I understand this expedites process. Stepp replied, correct. Boston asked, the process to do the roof? King replied, yeah. If we had to go Fund Balance we'd have to go the Commission to do that well. Boston replied, it's got County Commissioner on it. King replied, if this is going, we'd have to go ask for a different thing from Fund Balance. Boston replied, State School Improvement Grant. Is that different from the outcomes? Bray replied, yes, this is what the All Safe Schools Grant. This one's on me. We didn't spend all the money last year and I neglected to put the rollover. We had the money. It's in the bank, but here again, I neglected to re-budget it. So this is just my re-budgeting getting from that grant into this year's fund. Boston asked, so it's not coming out of the 601? Bray replied, no, no, no. This is a grant. It has nothing to do with the 601. This is just a Safe School Grant. Hamby replied, this is just a a grant, grant. Boston replied, thank you. Stout replied, and we've already got this. Bray replied, oh ya we got this last year and it just rolled over, but the accountant in me still has to think about this rebudgeting it for the next year. Even though it's in the bank. Stout replied, and it's already specified on the safety. Bray replied, yes. Stout continued, that was listed in the grant that we got the money. Bray replied, right. It's very specific. Stull asked, this is not the new grant. Bray replied, no this is the previous one. They allowed us to roll what we had and actually this money is already spent for what we said. The next one starts the Federal Grants. The next one is the State School Improvement Grant. This is a new grant and the TDOE requires that all these funds be used and be placed in other charges. So that's what our folks in Federal Program has done. Boston asked, so what will they be? What's other charges? Stepp replied, so this is once again a followup to the TAG Grant. This is the explanation I gave you earlier for SSIG. That we saw, so Phoenix was under the TAG Grant and they're finishing that out and then this is also going to them to continue their improvements. We got personnel, we got Contract Services, so TNTP and other services is coming in that already work with all the schools. To help continue the improvement. So we can stay off that list. Boston asked, this is the one we discussed earlier? Stepp and Bray replied, correct. Boston asked, is part of this going to Stone Elementary as well? Stepp replied, no. Boston asked, so that's different? Bray replied, this is Phoenix, correct? Stepp replied, this is all Phoenix. Boston replied, alone. Bray replied, correct and then the next one is where they had moved funds from an assistant that were we were unable to hire to some equipment that was needed for Federal Programs. Is that all of them? Does anybody have any other questions? No one responded. Boston replied, I'll make a motion we approve for 141 and 142s. Hamby replied, second. Boston asked, any discussion? No one responded. A Roll Call Vote was taken. Boston replied, motion carries. All your resolutions 141 and 142 have been approved.

Motion to approve for 141 and 142s.

**VOICE VOTE:** (mover-yes) Boston

(seconder-yes) Hamby

Yes: 8, No: 0

**MOTION: Motion Carried**

16.D. \*142 Budget Amendments (See Exhibit #16) See 16.C. for detail discussion.

17. \*Consent Agenda (See Exhibit #17) Boston advised, next on the agenda is the Consent Agenda. I'll entertain a motion to approve. King replied, move to approve Consent. Stout replied, second. Boston replied, okay so I have a first and second 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) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

17.A. \*Approval of Overnight and Out of State Field Trips

17.B. \*School Wide Fundraisers

17.C. \*Approval of Disposal of Surplus Property

17.D. \*Executive Approval

18. Old Business - Boston advised, next is old business. Stout replied, discussion I guess of the process for contract negotiations with Mr. Stepp. What is the process? How are we going to proceed? Hamby replied, I would like to ask Mr. Patton if it's alright with you madam chair. Could Mr. Patton explain to us the process of the contract or do you want to explain? Boston asked, absolutely. Hamby replied, it's up to you. Patton replied, it's up to this board to establish a process, but in order to establish I mean a process, I would think this board would need to vote to extend the contract or to enter into a new contract. I think one has got to happen before the other really. That's just my thinking. Stout asked, so we would vote to extend it before we'd know what it is? Or we vote to agree that we're going to look into? Patton replied, right now, you have a contract that is through. Boston replied, June 30th of 2025. Patton continued, 25 and the contract indicates that the board may extend the term of this contract at any time with concurrence of the director, however unless the board acts on or before the first day of March 2025 to extend the contract, such failure to act shall serve as notice to the director that the board does not intend to renew the contract. So this contract, I mean the board has until March 1st of 2025 to give notice of its intent to renew the contract if the board desires to do that. The board certainly can, but I guess my thought is I mean there are some statutory requirements, but I don't think they go so far as to specifically say here is how you negotiate a director's contract. In the past I will say there have been a Contract Committee. Some, I think there have been committees for that specific purpose. Those meetings, obviously, if they consist of more than one board member, those are going to be public meetings. There is an exception to the Open Meetings Act that indicates that the board, the Tennessee Open Meetings Act, defines a meeting as the convening of a governing body of a public body for which a quorum is required to make a decision or to deliberate towards a decision. Meetings to make a recommendation to a single individual such as a County Mayor or Dean of an Educational Institution. I would think Director of Schools would be included in that are not meetings covered by the Open Meetings Act. Now I don't know that encompasses negotiations, which are more of a back and forth type idea. So I don't know that a meeting of that type would fall under an exception to the Open Meetings Act. I think some of what you're wanting to ask is you know how can we have these deliberations. My immediate thought is that those deliberations have to be open to the public just like

any other meeting of the board would. Unless the board does establish someone as a negotiator of the contract, but I think in order to establish one person who's going to be in charge, the board does have to come up with some parameters to give that person and that needs to be a board decision. Which would start I would think from the standpoint of hey we want to renew this contract or we want to extend the contract or make an offer. That's my thought. Hamby replied, and then this is just a question. If we had one individual negotiator, it would still have to come before the full board for approval. Patton replied, absolutely. Hamby continued, I don't understand what the meaning of a negotiator or why we would need a negotiator. We did not do that before. We did not do that before. We had a Contract Committee and then Mr Imman, I remember in the meeting. Mr. Imman asked Mrs. Boston during the meeting to contact you to make sure that you were okay with the contract and then it came back to the full board. So I I don't understand. Stout replied, well I guess at this point it kind of doesn't make any difference what happened before, right. We as a board need to decide what's the best way for us to proceed with this now, if we want to do it, I guess, as a full board or if we do want somebody to work back and forth and then come to the full board with something that's been agreed to with Mr. Stepp. Hamby replied, I don't, I'm at a loss. I don't understand why we would need a negotiator. Nichols asked, so what's the vote to extend? What is a vote to extend? I mean what does that? Patton replied, a vote to extend. Nichols asked, just extend the contract, extend the time. I mean if it's good till June of 25. Boston replied, well it's a three-year contract by statute. You can only offer a Director of Schools a four-year contract. So you would vote to extend it one year and then at that time by statute you have to renegotiate. Stout replied, so it would be a more, in the midst of things we've done a couple reviews on Mr. Stepp and his performance and so now at the point do, he's asking for renegotiation of his contract. So we as a board, how do we want to move forward with that? It could be extension, it could be a change in contract. I mean we need to find out from Mr. Stepp what he's looking for with it in his renegotiation request, but that's why we wanted it to be discussed tonight. So we can just decide what are the steps moving forward. Boston asked, Robbie did you have something? Safdie replied, at what point or not just at one point but would it be a service to this board to establish a Contract Committee and if so when would that appropriate time be to establish a Contract Committee? I'm open to suggestions. Stout replied, well if we've had the request to renegotiate, I would think we'd need to be establishing the steps pretty quickly. Whether that be to put a Contract Committee in place or one person or meet as a full board regarding this. Safdie replied, well I see that the Contract Committee can be composed of three board members and it be held publicly and then presented to the board. The discussions that took place and then passed it on to the attorney to make sure that all the "i"s were dotted and the "t"s crossed. Stout asked, are you making a motion or is this is for discussion? Boston replied, this is just for discussion. Safdie replied, I'm not making a motion. I'm just saying you know, when would we first of all, when would we establish a Contract Committee? And second of all, my opinion is that the Contract Committee should be composed of like any of the other committees that we have three members and held publicly. I mean that's just an idea. Now I don't know if there's any urgency. I mean is there an urgency to extend the contract of the Director of Schools one year now? I mean there's a whole year, March 2025 before we have to make a decision on the full contract. So if there's an established reason for extending the contract now at this period, I'd like to hear it. Davis replied, good question. I would imagine that being proactive in retaining the service of someone that is producing results would be in our best interest and if all that entails is going through the negotiation process of understanding what is valuable to Mr. Stepp to feel confident his duties to continue doing what he's doing in beyond. I think we owe that to him and ourselves and community to hear what it is that he feels like is valuable to him. Given where he came in and where we are and where we're trying to go. If there are things that are not included in there. Clearly, if the contract included all of those things we wouldn't be having this discussion. So that that's me reading into it maybe a little bit, but my ask is that we ask Mr. Stepp explain. Boston replied, the contract we wouldn't, if the contract contained all of those things, we wouldn't be having this discussion. What are you talking about? Nichols replied, the old contract. Davis replied, yeah, so the contract that he's currently under was good at that moment

in time and given. Boston asked, it's no longer good? Hamby replied, we haven't seen another contract. So how do we know if. Davis replied, what we're trying to get to is the point that Mr. Stepp has asked us to reconsider his contract terms and all we're trying to establish is the best means to hear his stance to understand what it is that he is valuing now and he feels he has the ability to bring to the table and how we should compensate him and measure him based on those terms and I don't think that's much, you know that's that that's not out of our scope. To do proactively versus hope that someone doesn't steal him between now and the time that our contract is up and we are indeed going into a lame duck year. Where we don't have a Director of Schools that's retained and we we disregarded his request to review his contract. Boston asked, so are we looking at his contract or are we looking at a new contract? I think that's, since you're requesting this, that's up to you. Stepp replied, I'm requesting to renegotiate the contract, which could mean a new contract, which could mean a different salary. That's what we do in negotiations. Is we see what one side wants and what another side wants. Boston replied, well I know, but you have a new contract that you were going to forward to us and you had it a minute ago and said it's ready for us to review. Stepp replied, I do have it ready for you to review and I can get that out to you. I also request it, well I don't have it ready, why don't we put my old contract on the agenda and we could just discuss the old contract. Boston asked, do we want to discuss the old or do we want to look at the new or do we want to look at a combination of both? King replied, say that again Mr. Stepp. Boston replied, I mean he's under contract now. Do we look at that contract and re negotiate the terms of that contract or are we negotiating the terms of a new contract? I guess I'm trying to figure out where we are. Safdie replied, we can't negotiate a new contract, because we're only allowed to extend a contract for one year, because he has a three-year contract. Now in this extension, is he asking for, in fact, that extension will go into 2026. Is he asking for an extension to go into 2026 and a salary adjustment made for that one year? Okay so let's assume that all of this discussion could be handled in a Contract Committee, because I haven't seen the contract that Director Stepp is submitting and I think it's something that the Contract Committee and all of the board members who attend that Contract Committee meeting should be in the discussion. Boston replied, well if you're negotiating a salary adjustment, then that's going to have to, is that not going to have to go into budget? Safdie replied, well I think the first thing to do is bring the suggestions on a contract and the old contract to the Contract Committee. Now I know everybody says well you know the contract, it's only got three board members, but that's not the way we've been working this. The way we've been working it, is there's three members who are part of a Contract Committee and the rest of the board can attend, provide suggestions, put input in and have a full discussion at that time as well. I mean it's a triage, right. The Contract Committee is like a triage. Where the discussion of contracts can be brought up and decisions made on what processes we want to use. Davis replied, or it could just be an agenda item on a regular board meeting and save an extra meeting. Hamby replied, madame chair. I think Mr Patton was wanting to say something. Boston replied, yes sir. Hamby asked, I'm sorry you want to say something? Patton replied, all I was going to say is that it seems to me that the appropriate order of the things that should happen are that the board should vote to extend the contract, if the board desires to do that. At that point, if Mr. Stepp is not happy with the contract as it exists. He would propose the change in the contract and then the committee could be appointed to negotiate that contract. That seems like the normal flow of what would happen and I may be off. Davis replied, well I think the extent I would somewhat disagree if I understood you correctly. Meaning like we're going to vote to extend regardless of how good or how bad the contract proposal is. So if he proposes a new contract that says I'd like to work for free and actually pay you and I'm going to do it for the rest of my life. Patton replied, that's not what I'm suggesting. I'm just saying that if the; one way or the other if Mr. Stepp is going to continue working for this board. This board has to decide to extend the contract in some form or fashion. Now if the board makes that offer, Mr. Stepp is absolutely at liberty to say I don't want to do that and here's what I think is fair and at that point the board could consider, you know if what he was proposing made sense for this board and this community. Davis replied, I just think the extension to make a vote on an extension shouldn't be just whether in theory, do we want to extend without having the actual





discussion for tonight. I think the board has to decide whether they want to do this under a Contract Committee or if they want to do this as a whole and that's the next decision that needs to be made. Once that decision is made, then we can move forward with you know, the full board or the Contract Committee and I think if we can send out a copy of the old contract or the current contract let me say that. Then Mr. Stepp can get to us the new proposed contract. Safdie replied, I suggest to do that, we establish a Special Called Meetings, a contract that as opposed to establishing, as opposed to taking the full discussion at the full board meeting. A regular board meeting, excuse me. Boston replied, right. We could do that. Davis replied, I make a motion to schedule Special Call Meeting. Boston replied, you can't make a motion. Davis replied, I can request that we make a motion right? Hamby replied, you don't have to make a motion. Boston replied, so I think the direction is the next thing is to make the determination whether we want to work as a committee or whether we want to work as a full board. Stout replied, I'd like to work as a full board. If we're going to have a Special Called Meeting to look at the contracts and all that. That's a full board. I'd like everybody at the table and everyone's questions to be heard and discussed. Hamby replied, and if it's a committee we're all going to be there anyway. So might as well do it with the full board. Boston replied, if I might make a suggestion. Earl, do you have a copy of the current contract? Patton replied, I do. Boston asked, could you email that to the full board? Patton replied, yes. Boston continued, tomorrow morning and (Stepp) if you could send us a copy of the whatever your proposing? Stepp replied, as part of the negotiation. It could be extension, it could be the contract, it could be whatever. Boston replied, well if you want us to consider it. Please email it to us. Stepp replied, I will. Boston continued, thank you. Any further discussion. No one responded.

19. Questions from Media - Boston asked if there were any questions from the media. No questions were asked.
20. Adjournment- Boston advised, I'll entertain a motion to adjourn. Hamby replied, I make a motion we adjourn. Davis replied, second. The meeting adjourned at 8:04pm.

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**William Stepp**  
**Director of Schools**

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**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 March 13, 2024.

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**Tabitha Webb**  
**Board of Education Recorder**

**(\*) Indicates Board Approval Required**





- [Strategic Plan Update](#)

15.G. School Updates

**Agenda Item Type:** Action Item

15.H. Annual Planning Calendar

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Planning Calendar](#)

15.I. FYI

**Agenda Item Type:** Information Item

15.I.1. Attendance Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Warm Body Count](#)

15.I.2. Personnel Report

**Agenda Item Type:** Information Item

**Attachments:** (2)

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

15.I.3. Substitute List

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Substitute Board List](#)

15.I.4. School News Articles

**Agenda Item Type:** Information Item

**Attachments:** (12)

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

- [SMHS Newsletter](#)
- [South Newsletter](#)
- [Stone Newsletter](#)

15.I.5. 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 Calendar](#)
- [South Calendar](#)
- [Stone Calendar](#)

16. \*Climate Survey on DOS Discussion and Approval

**Agenda Item Type:** Action Item

17. Setting an Agenda and Board Conduct Discussion

**Agenda Item Type:** Action Item

18. \*Education Survey for Discussion and Approval

**Agenda Item Type:** Action Item

19. School Board Committees

**Agenda Item Type:** Information Item

19.A. Policy Committee

**Speaker(s):** - Ms. Rebecca Hamby

**Agenda Item Type:** Committee Report Item

19.A.1. \*Approval of First Reading of Policies

**Agenda Item Type:** Action Item

**Attachments:** (2)

- [4.602 Graduation Recognition Latin Classification](#)
- [5.803 Evaluation of Director of Schools](#)

19.A.2. \*Approval of Second Reading of Policies

**Agenda Item Type:** Action Item

**Attachments:** (10)

- [1.300 Board Committees](#)

- [1.404 Appeals to and Appearances Before the Board](#)
- [1.900 Charter School Authorizing Principles](#)
- [1.901 Charter School Applications](#)
- [1.902 Charter School Agreements](#)
- [1.903 Charter School Oversight](#)
- [1.904 Charter School Intervention](#)
- [1.905 Charter School Renewal](#)
- [1.906 Charter School Revocation](#)
- [2.8041 Travel](#)

19.B. Arts, Athletics and Activities Committee

**Speaker(s):** - Mr. Nick Davis

**Agenda Item Type:** Committee Report Item

19.C. Budget Committee Meeting

**Speaker(s):** - Ms. Teresa Boston

**Agenda Item Type:** Committee Report Item

19.D. Building and Grounds & Safety Committee

**Speaker(s):** - Mr. Robert Safdie

**Agenda Item Type:** Committee Report Item

**Attachments:** (1)

- [Stone Elementary Digital Sign](#)

20. Chief Financial Officer's Report

**Agenda Item Type:** Information Item

20.A. Monthly Financial Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Financial Report](#)

20.B. Monthly Sales Tax Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Sales Tax Report](#)

20.C. \*141 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (4)

- [141 BA Bus](#)
- [141 BA GP Revision](#)
- [141 BA ISM Grant Revision](#)

- [141 BA Summer School](#)

20.D. \*142 Budget Amendments  
**Agenda Item Type:** Action Item  
**Attachments:** (2)

- [142 BA ESSER 3.0](#)
- [142 BA Perkins Reserve Consolidated Revision](#)

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

- [143 BA USDA Equipment Assistance Grant 2023 South Cumberland Cafe \\$60,000](#)
- [143 BA LFS Grant \\$96,000](#)
- [143 BA USDA Equipment Assistance Grant 2023 North Cumberland Cafe \\$85,000](#)

21. \*Consent Agenda  
**Agenda Item Type:** Consent Agenda

21.A. \*Approval of Overnight and Out of State Field Trips  
**Agenda Item Type:** Consent Item  
**Attachments:** (3)

- [CCHS Overnight Trip Request](#)
- [Pleasant Hill Overnight Trip Request](#)
- [SMHS Overnight Trip Request](#)

21.B. \*Approval of Contracts  
**Agenda Item Type:** Action Item  
**Attachments:** (3)

- [Crab Orchard & Simple Pix Agreement](#)
- [Pleasant Hill & Simple Pix Agreement](#)
- [South & Simple Pix Agreement](#)

21.C. \*School Wide Fundraisers  
**Agenda Item Type:** Consent Item  
**Attachments:** (8)

- [Homestead School-Wide Fundraiser](#)
- [Martin School-Wide Fundraiser](#)
- [North School-Wide Fundraiser BETA](#)
- [North School-Wide Fundraiser PTO](#)
- [Pine View School-Wide Fundraiser](#)
- [SMHS School-Wide Fundraiser](#)

- [South School-Wide Fundraiser](#)
- [South School-Wide Fundraiser PTO](#)

21.D. \*Approval of Disposal of Surplus Property

**Agenda Item Type:** Consent Item

**Attachments:** (5)

- [Brown Retired Inventory](#)
- [CTE, General, Food Service and SPED Retired Inventory](#)
- [Federal Programs Equipment Retired Inventory](#)
- [South Retired Inventory](#)
- [Stone Elementary Retired Inventory](#)

21.E. \*Executive Approval

**Agenda Item Type:** Consent Item

22. Old Business

**Agenda Item Type:** Action Item

23. Questions from Media

**Agenda Item Type:** Information Item

24. Adjournment

**Agenda Item Type:** Action Item

**Comments:**



Date: March 6, 2024

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

From: Marsha Polson Health Services & Coordinated School Health Supervisor

Re: Intent to apply for Distance Learning and Telemedicine Grant from USDA

Coordinated School Health would like to apply for the Distance Learning and Telemedicine Grant being offered by the USDA. The intent is to apply for this grant in the amount of \$120,000 to improve the health outcomes of the students and staff in Cumberland County Schools. This grant is intended to improve the quality and equity of urgent health care being offered to our school community. It is a technology grant that will allow us to purchase equipment and service agreements for telemedicine equipment such as specialty iPads, computers, stethoscopes, and otoscopes, as well as the equipment to enable the performance of lab tests and vital signs.

This grant funding will allow us to promote health and well-being for our students, staff, schools, and community. The grant does require a 15% local cash match.

Thank you for your attention to this matter.

*Marsha Polson*

Marsha Polson BSN RN  
Health Services &  
Coordinated School Health Supervisor

Date: February 9, 2024

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

From: Billy Loggins, Chair President for Healthier Tennessee Crossville

Re: Intent to apply for a Healthy Built Environment Grant

Healthier Tennessee Crossville would like to apply for the Healthy Built Environment Grant. The intent is to apply for this grant for the amount of \$80,000 to improve the health outcomes of the Pleasant Hill community. After consulting school and community stakeholders, grant funding would be used to create a Pickleball court and possibly update the existing track at Pleasant Hill School.

This grant funding allows us to promote health and wellbeing for our students, staff, schools, and community. The grant does not require a cash match.

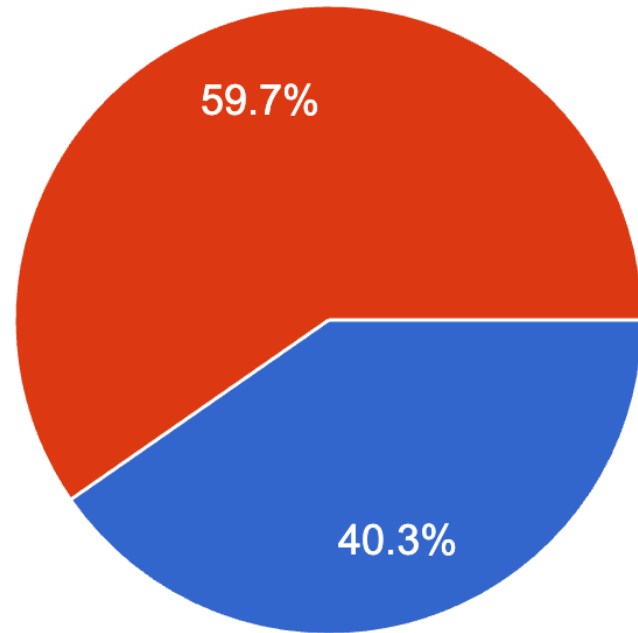
Thank you for your attention to this matter.

*Billy Loggins*

Billy Loggins  
Chair President  
Healthier Tennessee Crossville

Please select your preferred calendar choice.

1,810 responses



- Option B
- Option C



# Clear Winner is Option C

---

This is the version that will be presented to the board on March 21, 2024.

Thanks for participating in the calendar committee for the 2025-2026 school  
year!



## **MEMORANDUM OF UNDERSTANDING**

The mission of Big Smiles Tennessee, P.C. (dba "Big Smiles Tennessee") is to improve the quality of children's lives by providing preventive and, where appropriate, restorative dental services to children often left without care. With parental/guardian permission, Big Smiles can provide a dental exam, cleaning, fluoride treatments, x-rays and sealants, where applicable. In addition, restorative services such as simple fillings, pulpotomies (a root canal on baby teeth), extractions of baby teeth and pulp caps are offered. We generously provide donated care to children-in-need which includes a cleaning, screening and fluoride treatment. No child is ever turned away for lack of resources.

The purpose of this memorandum is to establish an understanding between:

Big Smiles Tennessee

And

Cumberland County School District

### **Big Smiles Tennessee agrees:**

- At a date to be mutually agreed upon, to provide preventive and restorative dental services, including: exams, cleanings, fluoride treatments (including Silver Diamine Fluoride), as well as x-rays and sealants where applicable, in addition to simple fillings, pulpotomies on baby teeth, baby teeth extractions and pulp caps. Such care shall be offered to the children with parental/guardian consent.
- All children ages 18 months -18 years are eligible.
- Each site will be served by our licensed Tennessee dentist(s) and/or hygienist(s) and/or dental assistants.
- There is no charge to the schools or District.
- When available, Medicaid covers 100% of treatment. Most insurances are accepted. For those without insurance, self-pay options are available.
- When children-in-need without insurance, Public Aid or the ability to self-pay receive grant funding, a dental screening, cleaning and fluoride treatment (excluding Silver Diamine Fluoride) will be provided at no expense once per school year, with parental signature and completion of our grant form confirming eligibility.
- Restorative dental care, including services listed above, is available only to those children with Medicaid, CHIP or applicable private insurance coverage.

- In the end, no child is turned away based on his/her ability to pay.
- All children will be given a “report card” for their parents’ review. Copies of x-rays are available to the family and dental offices.

**Cumberland County School District agrees to:**

- Distribute Permission Forms to students in the fall and spring semesters of each school year and at other times upon request, as well as to collect the Permission Forms from the students in advance of the dental visit, and to send the completed Permission Forms to Big Smiles Tennessee as far in advance of the dental visit as reasonably possible.
- Communicate directly with parents via electronic medium (i.e. text, email) and/or robo-calls, as well as posting to the school/district website and social media pages, to make them aware that the in-school dentist is coming to school and provide parents with the online sign-up option, available at [www.myschooldentist.com](http://www.myschooldentist.com)
- Provide a space that is a minimum of 15 feet x 15 feet including 2 standard power outlets and access to water, suitable for the staff of Big Smiles Tennessee to set up its “dental office”.
- Provide a minimum of 25 children per site to be treated. If minimum is not reached, the visit may be rescheduled or cancelled.

This agreement is non-financial in nature. It shall run for a period of one year, and shall be renewed automatically on an annual basis for additional one year terms, unless notified by either party in writing with 30 days’ notice. If necessary to fulfill its responsibilities under this agreement, Big Smiles may assign this agreement to another dental practice.

Big Smiles Tennessee, P.C.  
555 Marriott Drive, Suite 315  
Nashville, TN 37214

By: \_\_\_\_\_  
Signature  
\_\_\_\_\_  
Print Name  
\_\_\_\_\_  
Title

Date: \_\_\_\_\_

Cumberland County School District  
368 4th Street  
Crossville, TN 38555

By: \_\_\_\_\_  
Signature  
\_\_\_\_\_  
Print Name  
\_\_\_\_\_  
Title

Date: \_\_\_\_\_



William G. Stepp ● Director of Schools

Teresa Boston ● Board Chair

Date: March 11, 2024

To: Cumberland County Board of Education  
Mrs. Teresa Boston, Board of Education Chair  
Mr. William Stepp, Director of Schools

From: Kathy Hamby, School Nutrition District Supervisor

Subject: Approval of the 2024 - 2025 Annual Food, Non-Food Supplies and Services Bid Packet

The Cumberland County School Nutrition Program is requesting approval of the 2024-2025 Annual Food, Non-Food Supplies and Services Bid Packet information. With the exception of the Beverage Category, all categories are awarded Total Bottom Line by Category. The Beverage Bid is awarded by Line Item. Bid contract periods will run from July 1 until June 30. The bid may be extended to cover a total of (5) five school years provided the vendor and the CCSNP/CCBOE are in mutual agreement to extend the bid contract.

**The categories for bid are:**

- Milk/Milk Products
- Waste Pickup and Disposal

**The following categories will be renewed per bid conditions:**

- Beverage (IWC)
- Additional Beverages (Coke and Pepsi)
- Chemicals and Janitorial Supplies (IWC)
- Main Food and Non-Food Supplies (IWC)
- Fresh Produce (IWC)
- Ice Cream (Murfreesboro Pure Milk Company)
- Pizza Concept Program NEW! -Homemade pizza program launched at CCHS and SMHS (SmartMouth Pizza)




William G. Stepp · Director of Schools

Teresa Boston · Board Chair

**Date:** March 11, 2024

**To:** Jennifer Turner, County Finance Director

**From:** Cumberland County School Nutrition Program 

**Topic:** Vendors to Receive Bid Announcements

The Cumberland County School Nutrition Program would like the following vendors to receive the bid specifications and conditions packet for the school year 2024-2025. The bid term will run from July 1, 2024 through June 30, 2025. The bid may be extended to cover a total of (5) school years provided the vendor and the CCSNP are in mutual agreement to extend bid contract.

### Milk

Murfreesboro Pure Milk Co. Inc.  
Bid Department  
Attn: Michael Jeans  
Michael.jeans@mpmci.com  
2450 Southgate Blvd  
Murfreesboro, TN. 37128

SouthernBelle Dairy  
Bid Department  
Attn: Jimmy Prewitt  
jprewitt@prairiefarms.com  
607 East Bourne Avenue  
Somerset, KY. 42501

Performance Foodservice  
Bid Department  
Attn: Tom Mowrer  
Thomas.Mowrer@pfgc.com  
4721 Singleton Station Road  
Louisville, TN. 37777

Mayfield Dairy Company  
Bid Department  
Attn: Carlton Bates  
carltonbates@dfamilk.com  
806 East Madison Avenue  
Athens, TN. 37371-0310

Blue Bell Creameries L. P.  
Bid Department  
Attn: Perry Davison@bluebell.com  
423 N. Norton Avenue  
Sylacauga, AL. 35150

### Pick Up & Waste Disposal

Cumberland Waste Disposal  
Bid Department  
Attn: Patty Turner  
Patty.Turner@wasteconnections.com  
81 Stevens Street  
Crossville, TN. 38555

Sullivan's Disposal  
Bid Department  
Attn: Zack Sullivan  
Sullivandisposal@outlook.com  
112 Martin Lane  
Spencer, TN. 38585

Plateau Sanitation  
Bid Department  
11841 Highway 70 N.  
PlateauSanitation@gmail.com  
Crossville, TN. 38571

Selk Sanitation  
Bid Department  
Attn: Tater James  
11841 Highway 70  
Dispatch@selk sanitation.com  
544 East Lane  
Crossville, TN. 38555

# Milk Bid



## CUMBERLAND COUNTY SCHOOL NUTRITION PROGRAM

368 Fourth Street  
Crossville, TN 38555  
Phone: (931) 484-6722  
Fax: (931) 484-6516

### Bidders Checklist

- Signed Acceptance/Contract Agreement w/ Non-Collusion Statement
- Signed Debarment/Suspension Certification Statement
- Signed Certificate Regarding Lobbying
- Completed and Signed Certification Regarding "Buy American" Requirements
- Completed and Signed Bid Document
- Envelope Clearly Labeled "**Milk BID**" with Bid Opening Date.

**Bid will be considered non-responsive if any of the above items are missing.**

**Milk Contract Agreement and Special Conditions  
Bid Contract Agreement  
(July 1, 2024 – June 30, 2025)**

**Cumberland County School Nutrition Program  
Contract Agreement**

We have carefully examined and fully understand the General Bid conditions in furnishing the Cumberland County School Nutrition Program prices for items requested.

In compliance with the bid awards and subject to all terms and conditions listed in the General Bid conditions, the undersigned offers and agrees to sell to the Cumberland County School Nutrition Program all items as quoted. It is understood that all prices quoted include any and all delivery charges and are not subject to finance charges.

**Statement of Non-Collusion**

BY SUBMISSION OF THIS BID, BIDDER AND EACH PERSON SIGNING ON BEHALF OF BIDDER CERTIFIFES, AND IN THE CASE OF JOINT BID, EACH PARTY THERETO CERTIFIES AS TO ITS OWN ORGANIZATION, UNDER PENALTY OF PERJURY, THAT TO THE BEST OF HIS/HER KNOWLEDGE AND BELIEF:

- 1) The prices of this bid have been arrived at independently, with collusion, consultation, communication, or agreement with any other Bidder or competitor, for the purposes of restricting competition or as to any matter relating to price.
- 2) Unless otherwise required by law, the prices in this bid have not been knowingly disclosed by Bidder and will not be disclosed by Bidder directly or indirectly to any other bidder or competitor before bids are opened.

COMPANY	REPRESENTATIVE
ADDRESS	CITY, STATE, ZIP CODE
TELEPHONE	DATE
PARENT COMPANY	REPRESENTATIVE
ADDRESS	CITY, STATE, ZIP CODE



**Certification Regarding Debarment, Suspension, and Other Responsibility Matters AD-1047  
Primary Covered Transactions**

The following statement is made in accordance with the Privacy Act of 1974 (5 U.S.C. § 552a, as amended). This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, and 2 C.F.R. § 180.335, Participants' responsibilities. The regulations were amended and published on August 31, 2005, in 70 Fed. Reg. 51865-51880. Copies of the regulations may be obtained by contacting the Department of Agriculture agency offering the proposed covered transaction.

According to the Paperwork Reduction Act of 1995 an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0505-0027. The time required to complete this information collection is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The provisions of appropriate criminal, civil, fraud, privacy, and other statutes may be applicable to the information provided.

**(Read instructions on page two before completing certification.)**

- A. The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals:**
  - 1. Are not presently debarred, suspended, or proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
  - 2. Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
  - 3. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (A.2.) of this certification; and
  - 4. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State or local) terminated for cause or default.
- B. Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.**

ORGANIZATION NAME	PR/AWARD NUMBER OR PROJECT NAME
NAME(S) AND TITLE(S) OF AUTHORIZED REPRESENTATIVE(S)	
SIGNATURE(S)	DATE

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at How to File a Program Discrimination Complaint (<https://www.escr.usda.gov/filing-program-discrimination-complaint-usda-customer>) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442.

### *Instructions for Certification*

- (1) By signing and submitting this form, the prospective primary participant is providing the certification set out on page 1 in accordance with these instructions.
- (2) The inability of a person to provide the certification required below will not necessarily result in denial of participation in this covered transaction. The prospective participant shall submit an explanation of why it cannot provide the certification set out on this form. The certification or explanation will be considered in connection with the department or agency's determination whether to enter into this transaction. However, failure of the prospective primary participant to furnish a certification or an explanation shall disqualify such person from participation in this transaction.
- (3) The certification in this clause is a material representation of fact upon which reliance was placed when the department or agency determined to enter into this transaction. If it is later determined that the prospective primary participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause or default.
- (4) The prospective primary participant shall provide immediate written notice to the department or agency to which this proposal is submitted if at any time the prospective primary participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
- (5) The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person," "primary covered transaction," "principal," "proposal," and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549, at 2 C.F.R. Parts 180 and 417. You may contact the department or agency to which this proposal is being submitted for assistance in obtaining a copy of those regulations.
- (6) The prospective primary participant agrees by submitting this form that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency entering into this transaction.
- (7) The prospective primary participant further agrees by submitting this form that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions," provided by the department or agency entering into this covered transaction, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
- (8) A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the System for Award Management (SAM) database.
- (9) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
- (10) Except for transactions authorized under paragraph (6) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause or default.

**ATTACHMENT C  
CERTIFICATION REGARDING LOBBYING**

**Applicable to Grants, Subgrants, Cooperative Agreements, and Contracts Exceeding \$100,000 in Federal Funds.**

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by section 1352, Title 31, U.S. Code. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certifications shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned certifies, to the best of his knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all covered subawards exceeding \$100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Name/Address of Organization

\_\_\_\_\_  
Name/Title of Submitting Official

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

# Buy American Certification

## Instructions

We require that suppliers comply with the Buy American provision in all program meals and:

- 1) certify that the products they are offering are domestic; **or**
- 2) request permission to provide an alternative item when domestic is not available or is priced substantially higher than the non-domestic item.

Requests for alternatives or exceptions should be made as a last resort. However, if you do not have a domestic item to provide for any line-item specification on this bid, we will entertain a request for exception at the time of bid. Requests for exceptions during the bid period must be made in writing using this same form. All requests must be submitted at least *(SFA: insert the number of days that the district must be notified by the vendor of a potential substitution. Allow enough time to communicate the approval or disapproval of the substitution request prior to delivery.)* days prior to the scheduled delivery date.

Item as specified (include vendor number)	Reason for exception (check one: "Limited or lack of availability" or "Price")		Alternative substitute item (include vendor number)	Price of Domestic Product	Price of Non-Domestic Product	Country of Origin
	Limited or lack of availability	Price				
The vendor must list the name of the product as purchased. Include the vendor's item number.	Check one reason for the exception: either limited/lack of availability <i>OR</i> price. An example of limited availability may be pineapples. There may not be enough bulk pineapples to supply commercial outlets. An example of price considerations could be that domestic watermelons are \$7.00 each and non-domestic watermelons are \$5.00 each.		The vendor must list the proposed substitution including the vendor number.	The vendor must list the price of the requested item (domestic).	The vendor must list the price of the suggested alternative item (non-domestic).	The vendor must list the country of origin for any Non-Domestic Product
			Note: If the suggested alternative is due to limited or lack of availability, there will not be two price submissions (only the alternative price will be listed).			

**In all cases, the school food authority (SFA) is the determining official that makes the decision to accept non-domestic items. Unless a specific exception has been granted, non-domestic items may not be shipped.**

**What other alternatives to using Non-Domestic food products were considered?**

---

I/We, (*vendor name*), certify that all food items on this bid have at least (*vendor inserts percentage*) percent U.S. content and were processed in the U.S., except for those listed above.

**Vendor Certification**

---

*Authorized signature*

---

*Date*

# Buy American Certification

We require that suppliers comply with the Buy American provision in all program meals and:

- 1) certify that the products they are offering are domestic; **or**
- 2) request permission to provide an alternative item when domestic is not available or is priced substantially higher than the non-domestic item.

Requests for alternatives or exceptions should be made as a last resort. However, if you do not have a domestic item to provide for any line-item specification on this bid, we will entertain a request for exception at the time of bid. Requests for exceptions during the bid period must be made in writing using this same form to Kathy Hamby, SNS District Supervisor. All requests must be submitted at least 3 days prior to the scheduled delivery date.

Item as specified (include vendor number)	Reason for exception (check one: "Limited or lack of availability" or "Price")		Alternative substitute item (include vendor number)	Price of Domestic Product	Price of Non-Domestic Product	Country of Origin
	Limited or lack of availability	Price				

**In all cases, the school food authority (SFA) is the determining official that makes the decision to accept non-domestic items. Unless a specific exception has been granted, non-domestic items may not be shipped.**

What other alternatives to using non-domestic food products were considered?

---

I/We, \_\_\_\_\_, certify that all food items on this bid have at least **51** percent U.S. content and were processed in the U.S., except for those listed above.

**Vendor Certification**

---

*Authorized signature*

---

*Date*

**Contact Form**

In case of an unexpected school closing or emergency, contact the following individual:

Company: \_\_\_\_\_

Contact Name: \_\_\_\_\_

Contact number(s): \_\_\_\_\_

## **Civil Rights Assurance Statement:**

The vendor hereby agrees that it will comply with:

- i. Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.);
- ii. Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.);
- iii. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794);
- iv. Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.);
- v. Title II and Title III of the Americans with Disabilities Act (ADA) of 1990 as amended by the ADA Amendment Act of 2008 (42 U.S.C. 12131-12189);
- vi. Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency." (August 11, 2000);
- vii. All provisions required by the implementing regulations of the Department of Agriculture (USDA) (7 CFR Part 15 et seq.);
- viii. Department of Justice Enforcement Guidelines (28 CFR Parts 35, 42 and 50.3);
- ix. Food and Nutrition Service (FNS) directives and guidelines to the effect that, no person shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied the benefits of, or otherwise be subject to discrimination under any program or activity for which the Program applicant receives Federal financial assistance from USDA; and hereby gives assurance that it will immediately take measures necessary to effectuate this Agreement.
- x. The USDA non-discrimination statement that in accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs).

This assurance is given in consideration of and for the purpose of obtaining any and all Federal financial assistance, grants, and loans of Federal funds, reimbursable expenditures, grant, or donation of Federal property and interest in property, the detail of Federal personnel, the sale and lease of, and the permission to use Federal property or interest in such property or the furnishing of services without consideration or at a nominal consideration, or at a consideration that is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale, lease, or furnishing of services to the recipient, or any improvements made with Federal financial assistance extended to the Program applicant by USDA. This includes any Federal agreement, arrangement, or other contract that has as one of its purposes the provision of cash assistance for the purchase of food, and cash assistance for purchase or rental of food service equipment or any other financial assistance extended in reliance on the representations and agreements made in this assurance.

## **Cumberland County Schools**

Brown Elementary	3766 Dunbar Road	Crossville, TN 38555
Crab Orchard Elementary	240 School Road	Crab Orchard, TN 37723
Cumberland County High School	660 Stanley Street	Crossville, TN 38555
Glen Martin Elementary	1362 Miller Avenue	Crossville, TN 38555
Homestead Elementary	3889 Highway 127 S	Crossville, TN 38555
North Cumberland Elementary	7657 Highway 127 N	Crossville, TN 38571
Pine View Elementary	349 Daysville Road	Rockwood, TN 37854
Pleasant Hill Elementary	486 Main Street	Pleasant Hill, TN 38578
South Cumberland Elementary	3536 Lantana Road	Crossville, TN 38572
Stone Elementary	1219 Cook Road	Crossville, TN 38555
Stone Memorial High School	2800 Cook Road	Crossville, TN 38555
Phoenix School	208 Taylor Street	Crossville, TN 38555



# Milk

Sign: \_\_\_\_\_ Date: \_\_\_\_\_

Prod Description	Pack /Size	Usage	MFG. Product Code	Brand	Vendor Code	Unit Cost	Case Cost	Extended Price (Usage X Case Cost)
Milk - Paper Carton Vitamin A and D Added, <b>Fat Free</b> <b>Skim Chocolate</b> , <u>No High Fructose</u> <u>Corn Syrup</u> , <u>No Artificial Growth</u> <u>Hormones</u> , <u>No Preservatives</u> , <u>No</u> <u>Artificial Sweeteners</u> Unit: 8 Fluid Oz	50/8 Oz	691,200						
Milk - Paper Carton Vitamin A and D Added, <b>Fat Free</b> <b>Skim Strawberry</b> , <u>No High</u> <u>Fructose Corn Syrup</u> , <u>No Artificial</u> <u>Growth Hormones</u> , <u>No</u> <u>Preservatives</u> , <u>No Artificial</u> <u>Sweeteners</u> Unit: 8 Fluid Oz	50/8 Oz	92,750						
Milk - Paper Carton Vitamin A and D added <b>1% Low Fat Unflavored</b> , <u>No</u> <u>Artificial Growth Hormones</u> , <u>No</u> <u>Preservatives</u> , <u>No Artificial</u> <u>Sweeteners</u> Unit: 8 Fluid Oz	50/8 Oz	192,500						
Milk - Paper Carton Vitamin A and D Added, <b>Fat Free</b> <b>Skim Unflavored</b> , <u>No High</u> <u>Fructose Corn Syrup</u> , <u>No Artificial</u> <u>Growth Hormones</u> , <u>No</u> <u>Preservatives</u> , <u>No Artificial</u> <u>Sweeteners</u> Unit: 8 Fluid Oz	50/8 oz	1,500						

Sign: \_\_\_\_\_ Date: \_\_\_\_\_

Milk - Paper Carton Vitamin A and D Added, <b>1% or Less Lactose Free</b> , Unflavored, <u>No High Fructose Corn Syrup</u> , <u>No Artificial Growth Hormones</u> , <u>No Preservatives</u> , <u>No Artificial Sweeteners</u> Unit: 8 Fluid Oz	50/8 Oz	1,392							
Milk, White, Lowfat - Plastic, <b>1% Fat Free</b> - Grade A Vitamin A and D Added - 1% Milk Fat, <u>No Artificial Growth Hormones</u> , <u>No Preservatives</u> , Unit: Gallon	4/1 Gallon	330							
Milk, Buttermilk, Lowfat-Plastic, <b>1% Lowfat or Fat Free</b> , <u>No Artificial Growth Hormones</u> , <u>No Preservatives</u> , Unit: Half Gallon	Half Gallon	1,006							
Milk, <b>Skim Fat Free</b> , Unflavored, Plastic Unit: Half Gallon	Half Gallon	7,182							
Milk, <b>1%</b> , Chocolate, Plastic Unit: Half Gallon	Half Gallon	9,098							
Milk, <b>Skim</b> , Unflavored, Disposable Unit: Half Gallon	5 Gallon	384							
Milk, <b>1%</b> Chocolate, Disposable Unit: Half Gallon	5 Gallon	2,676							
Cottage Cheese, 1% Lowfat or Fat Free From Pasteurized Milk, Small Curd Unit: 5 Lb Container	4/5 Lb	58							

Sign: \_\_\_\_\_ Date: \_\_\_\_\_

Juice - 100% Orange Fruit, Paper Carton, 4 Oz., Fresh <b>Refrigerated</b> Not Frozen	75/4 oz	232,500						
<b>Bottom Line Total</b>								

# Cumberland County School Nutrition Program

## Special Conditions

### SPECIAL DELIVERY REQUIREMENTS-

All milk is to be kept at proper temperature (40 degrees F or less) during delivery. Deliveries are to be placed in the storage area designated by the school cafeteria manager or designee. The person delivering milk must have an appointed person in the cafeteria to check with the delivery person as the milk is put into the storage area. Milk is to be rotated by person making delivery and out of date product removed and credited.

All milk and dairy products covered by this contract are to be processed and delivered under the most sanitary conditions. Milk and dairy products must be transported in an environment free from other foods and items that might cause odor transfer. Milk containers must be CLEAN and delivered in sturdy, clean cases. MILK WILL NOT BE ACCEPTED IF CARTONS ARE EXCESSIVELY LEAKING OR UNSANITARY. Delivery must be made a minimum of two (2) days per week.

Each delivery must be accompanied by a legible delivery receipt, with cost per item on it and the total of each item. EACH DELIVERY TICKET MUST BE SIGNED BY THE MANAGER OR DESIGNEE.

Unused milk is to be collected by the successful bidder BEFORE ALL VACATION PERIODS. Credit for milk is to be noted on the daily delivery slips. Ideally, the café manager and delivery person will work together to minimize the milk on hand before vacation periods.

### PRICING

Bidders shall enter in the designated column a price per unit for each item shown. All prices shall be firm for 30 days after the beginning of the bid period, after which prices for fluid milk only can escalate or de-escalate in accordance with changes in Class I raw milk prices based on monthly Federal Milk Order announcements. *Vendor shall provide documented proof of fluid milk price changes by including a copy of the USDA Marketing Service Dairy Programs Milk Market Administrator's Announcement of the Advanced Class Prices and Pricing Factors sheet with monthly price adjustments provided to the school system.* **Prices for all products other than fluid milk will remain fixed for the one year bid period.**

### BIDDING

Bid evaluations will be based on a percentage of items bid using a weighted determination. Milk vendors ***must bid*** 100% of items. The weighted percentage determination will be based on the estimated usage requested. If a vendor fails to bid the required number of weighted items, the vendor will be determined as non-responsive and will not be considered for the bid award.

CUMBERLAND COUNTY SCHOOLS  
SCHOOL NUTRITION PROGRAM

**Milk / Milk Products Bid**

**GENERAL**

Attached are instructions and conditions for submitting a Milk / Milk Products Bid for the Cumberland County School Nutrition Program (CCSNP). The objective of this bid is to select a supplier(s) in such a manner as to provide for open and free competition and comparability. This is a firm fixed price bid to be awarded by total bottom line.

All food must be processed and packaged in accordance with local, State of Tennessee, and FDA regulations contained in the Sanitary Food Transportation Act of 1990.

**BID PERIOD**

**The bid period begins July 1, 2024 and ends June 31, 2025.**

Sealed written bids will be received at the time and place specified on the Invitation to Bid. Postmark on the Bid by this date will not suffice. Bid must be received on/or before the date and time stated. Faxed or emailed bid documents will not be accepted.

**VENDOR QUALIFICATION**

Potential bidders must meet the following criteria:

- Be able to provide a quality product as specified
- Offer reasonable pricing
- Provide dependable delivery of items ordered
- Meet specifications and bid conditions
- Demonstrate successful past performance

A potential bidder may be rejected for one or more of the following reasons:

- Inadequate or unacceptable product lines
- Inadequate facilities with respect to excess capacities, capable of accommodating surges in volume
- Inadequate truck fleets to handle predicted volume of goods
- Inadequate sanitation
- Documented unacceptable product

**BID AWARD/BID PREPERATION**

Bids are to be opened at the office of the Cumberland County Finance Director, Ms. Jennifer Turner, Cumberland County Court House, 2 N. Main Street, Suite 303, Crossville, TN 38555. Only the bottom line total figure will be read at the bid opening. Bids will be examined for compliance with specifications and conditions outlined in the bid document before the award recommendation is made, and ONLY the Cumberland County Commission may award a bid.

**All columns of the bid document must be completed in ink or typewritten.** No erasures shall be permitted. **Errors may be crossed out and corrections printed in ink or typewritten and must be initialed in ink by the person signing the bid.**

Mathematical calculations involving decimals must be carried to two (2) places.

***Bidder shall submit three(3) copies of bid proposal, product brochures and specifications.***

Should a bidder find discrepancies or omissions from the bidding document or be in doubt as to their meaning, they shall at once request clarification from the CCSNP Supervisor, Kathy Hamby [khamby@ccschools.k12tn.net](mailto:khamby@ccschools.k12tn.net) or 931-484-6722. All communication/discussions during the bid period will be shared with all bidders.

It shall be the sole responsibility of the bidder to make certain that all bids in proper form are submitted by the date and time stated on the Invitation to Bid, to the Cumberland County Finance Director, Att: Ms. Jennifer Turner, Cumberland County Court House, 2 N. Main Street, Suite 303, Crossville, TN 38555.

Consideration will be given to all bids properly submitted. Bids will receive appropriate confidentiality before awarding. Upon award, bid documents and tabulations will be available for review. Errors discovered after public opening cannot be corrected, and the bidder will be bound to honor bid as submitted.

The contract will be awarded in writing to the responsive and responsible bidder(s) whose bid is the lowest cost for the system by Total Bottom Line. It is the intent of the CCSNP to involve and utilize the best product/services at the best prices and provide small and minority firms, women's business enterprises and labor surplus area firms with increased opportunity to do business with the School Nutrition Programs. Regardless of the procurement method used, price is the final determining factor for awarding the contract. **This is a firm fixed price bid to be awarded by Total Bottom Line.**

CCSNP reserves the right to accept or reject any or all bids. All bidders will be notified in writing of the recommendation of bid award within 10 days of bid opening.

If a prospective vendor does not agree with the bid award, they have the right to protest. Disputes arising from the award of this bid must be submitted in writing to Cumberland County Finance Director, Ms. Jennifer Turner, no later than 15 days after the published award. The hearing official will disclose the dispute to the Tennessee State Department of Education, School Nutrition Office. The steps for dispute resolution are as follows:

1. A meeting with the School Nutrition Director, the hearing official and representatives from the disputing party to discuss and resolve the complaint.
2. A written decision letter stating the reasons for the decision will be prepared by the hearing official and submitted in writing to the protestor and all parties involved. This decision letter will be mailed to the protestor and will advise the protestor that he has a right to an additional review.
3. All employees will be notified that they cannot purchase under this procurement until a final decision is rendered.
4. In the event that purchases must be made before a final decision is rendered, the emergency purchase procedures established by the school system will be used.

Request for preapproval of an equal product should be made in writing with all supporting documentation at least 72 hours before the time of the bid opening to the School Nutrition Director. Faxed or email documents are permitted.

### **Selection of Vendor:**

The Cumberland County School Nutrition Program will award to the most responsive and responsible vendor(s) based on the **LOWEST prices**, and the Cumberland County School Nutrition Program will provide minority firms, small businesses, women's business enterprises, the disadvantaged businesses, and labor surplus area businesses the opportunity to do business with the School Nutrition Program. **After meeting all general and specific bid conditions as a qualified vendor, PRICE is the sole determination for the award of the bid.**

The bid will be awarded based on firm-fixed; line items for the contract period. The bid/quoted price will be multiplied by the estimated usage to obtain an item total. All category totals will be awarded based on the sum of all extensions to obtain a fixed, line item pricing and then each line will be totaled to determine the total bottom line for awarding the bid.

**For the expanded bid tabulations, when different items, brands, or cases are bid, the bid tabulation will be based on equivalent serving sizes (for example: ½ cup Fruit/Vegetable), and not per case pricing tabulation. The estimated usage will be expanded to represent the serving usage.**

Price readjustments of bid quotations are not permitted during the bid year. They are allowed only at the time of renewal.

### **BID RENEWAL**

The CCSNP reserve(s) the right to renew all aspects of the bid one year at a time for an additional four (4) years based on price redeterminations. Price-redeterminations are only allowed annually at the time of contract renewal. **The Bureau of Labor, Consumer Price Index (CPI), U.S. Food and Beverages** will be the comparison index that will be used for price-redeterminations. Since the indexes are subject to revision after originally published, the original base comparison month will be the prior December. For example, March 15, 2024 petitioned request will be measured on the December 2023 index. All re-calculation dates will begin at that point.

### **Special Milk Bid Instructions:**

All bidders must hold pricing for fluid milk products for a minimum of 30 days from bid date (July 1). Pricing for fluid milk products can escalate or de-escalate in accord with changes in the Dairy Farmers of America Southeast Council monthly report on Class I Skim Price per cwt. This price must be tied directly to the Federal Milk Order announcement for the applicable geographical zone. Prices for milk delivered can be escalated or de-escalated at the rate of \$1.001 per half-pint for each full \$.15 increase in the index. Any changes (up or down) in prices must be announced to the school district as soon as they are available.

*Suppliers are requested to submit the following: 1) WITH BID: A copy of the DFA monthly report for the month specified above. All pricing must be based on this report. 2) EACH MONTH: A copy of calculations used to arrive at the monthly price accompanied by the DFA monthly report.*

*The school district reserves the right to purchase and use shelf stable milk products from a possible different vendor whenever the need arises.*

### **TIE BID**

A tie bid exists when two or more bidders offer products which meet all specifications, terms and conditions at identical prices, including discounts offered. In such case, a tie bid will be broken by the following methods in descending order of preference:

- Local businesses shall be given preference over non-local businesses.
- In the event of no local business OR multiple local businesses, the business with the closest driving proximity to the Cumberland County School Nutrition Office will be awarded the bid.

### **ORDERS/INVOICES/STATEMENTS/PAYMENTS/DISCOUNTS**

All orders will be placed with a company representative or placed electronically on a weekly basis. If site visits are conducted to retrieve orders, a time will be set which is mutually agreeable and convenient for each party. Pre-numbered purchase orders with firm fixed prices will be used after the formal bidding process.

Invoices **or** packing slips/delivery slips should be furnished at the time of delivery. Invoices or packing slips/delivery slips must be signed by the cafeteria manager or designee; show purchase order number, quantity, and price of each item delivered and total amount of the order. **Unsigned invoices or packing/delivery slips will not be paid.** If an item must be returned or is rejected, the invoice must be signed by the manager or designee and the person delivering.

At the end of each month, a separate statement showing invoice numbers and dates of delivery for each school must be provided. If invoices and/or statements are mailed, they should be mailed to:

**Cumberland County School Nutrition Program  
368 Fourth Street  
Crossville, TN 38555**

Invoices will be checked at Central Office, any credits applied and processed for payment. All discounts, credits and/or rebates will be applied to the invoice or deposited in the school nutrition account according to district procedures. Payment will be issued by check once the product(s) are received, inspected, accepted, and invoice is received.

**The Cumberland County School Nutrition Program will pay all invoices monthly.**

All schools serviced under this contract are tax exempt.

## DELIVERY

- A required delivery schedule is attached with the list of schools.
- Deliveries shall be made to the school Monday thru Friday between the hours of 6:00 a.m. and 2:00 p.m. Exceptions to this time frame must be approved on a case by case basis by the School Nutrition Program Supervisor. Each location shall have a consistent delivery schedule. Deliveries shall **NOT** be made after 2:00 p.m. Managers will not be expected to extend working hours to receive late deliveries or early deliveries.
- Products must be delivered inside the cafeteria/food storage areas and coolers. The manager or designee will check the items delivered against the requisition/purchase order and invoice at the time of delivery with both the manager or designee and the driver signing the appropriate forms for shortages and errors, and/or obviously damaged goods.
- All foods are to be delivered with no evidence of damage. The successful bidder agrees to be responsible for damaged packaging and to pick up and replace any products that are damaged, stale, or out of date, at no charge.
- If foreign objects are found in foods purchased from vendor and such objects result in injury or sickness to customers, vendor will be responsible for all claims resulting from this injury or sickness and the Board of Education and their employees will not be held responsible.
- Each School Nutrition Program shall retain the right to reject any or all of a delivery that does not meet product specifications. Rejected items are to be picked up at the supplier's expense and credit memo issued.
- Delivery schedules will be altered to meet holiday and inclement weather schedules. Holidays shall be defined as any week that has less than five (5) school days. If the holiday falls on a scheduled delivery day, the delivery shall be made on a day to be mutually agreed upon by the school district and the successful contractor. The calendar for the school year is included in the bid packet.
- Adjustments for inclement weather, national or local emergencies will include each school utilizing any product delivered prior to the school closing. The system will notify the vendor as soon as possible about necessary delivery delays.
- The successful bidder shall provide the name and telephone contact number of a company contact person, along with a delivery schedule that includes the delivery person's name and contact number.
- All product substitutions must be **pre-approved** by the School Nutrition Supervisor **Before** delivery.

## RECORDS

All contractors are required to retain all books, records and other documents relative to this agreement for three (3) years after final payment and all other pending matters are closed. Contractors must agree that the School Food Authority, the State Agency, the United States Department of Agriculture, or Comptroller General may have full access to any books, documents, papers, and records of the Contractor which are directly pertinent to all negotiated contracts. If an investigation or audit is in progress, records shall be maintained until stated matter is closed.

## REPORTS

Contractors shall be required to submit product usage reports as requested by the School Nutrition Program Supervisor. Based on the request from a School Nutrition Program Supervisor, these reports shall be submitted for total quantity delivered either by school site or combined system total.

Contractors shall be required to submit product utilization reports to the Cumberland County School Nutrition Program. ***The utilization report will be formulated in one report for all schools.*** When contracts are issued on an annual basis, utilization reports shall be requested by the Cumberland County School Nutrition Program by April 1 of each year. These reports shall be submitted for total quantity delivered per item in terms of bid units. Utilization reports shall represent the timeframe of July 1 – March 1. Payments for the month prior to the due dates of utilization reports may be withheld at the discretion of school district officials, until interim or final utilization reports are received.

The successful vendor will also provide a printed or electronic buying guide for all bid items as requested.

## ADDITIONAL ITEMS ADDED TO THE BID

### **Sampling Items:**

The Cumberland County School Nutrition Program reserves the right to purchase *new* items not on the current bid. The purchase will be a **one-time** only purchase and for the purpose of *evaluating items/sampling items* for future menus (student sampling), and all procurement regulations will be followed. If the item is acceptable with students, *the appropriate methods for procurement* will be followed for the purchase of these items. This purchase will be declared as a “purchase for sampling.”

## ADDING ITEMS DURING THE SCHOOL YEAR

The Cumberland County School Nutrition Program may purchase *new* items during the year. Each district will adhere to the local, state and federal procurement regulations. The threshold amount will determine the appropriate procurement process.

## ADDING ITEMS AT THE TIME OF CONTRACT RENEWAL

Since new products are developed and reformulated during the year, new items may be added to the bid at the time of the Contract Renewal. The addition of new items at the time of contract renewal must not change the scope of the original bid. Bid quotes will be obtained for all items and evaluated by the entire Cumberland County School Nutrition Program. The items will be added at a cost plus fixed fee value.

- If an item cost is between \$1.00 and \$10.00, the fee will be \$1.00
- If an item cost is between \$10.01 and \$20.00, the fee will be \$2.00
- If an item cost is between \$20.01 and \$30.00, the fee will be \$3.00
- If an item cost is between \$30.01 and \$40.00, the fee will be \$4.00
- If an item cost is above \$40.00, the fee will be \$5.00

**The fixed fee cannot change. The items added will remain firm-fixed throughout the contract period.** The awarded items will become part of the bid list.

## VENDOR PERFORMANCE

If the Vendor fails in full or part to perform or comply with any provision of this Contract or the terms or conditions of any documents referenced and made a part hereof, the CCSNP may terminate this Contract, in whole or in part, and may consider such failure or noncompliance a Breach of Contract. Vendors with poor performance will be notified at the time of such performance and be given opportunity to correct the problems. Documentation will be kept on file. Any vendor with continued poor performance will be removed from the potential vendor list for one year.

Reasons for product rejection may be any one of the following:

- Quality
- Price
- Serviceability of item (damage)
- Product does not meet bid specifications

## BREACH

A party shall be deemed to have breached the contract if any of the following occurs:

1. Failure to provide products or services that conform to contract requirements or
2. Failure to maintain/submit any report required hereunder; or
3. Failure to perform in full or in part any of the other conditions of the contract
4. Violation of any warranty

## SCHOOL SYSTEM ACTIONS IN EVENT OF A BREACH

Upon the occurrence of any event of breach, the School system may take any one, or more, or all, of the following actions:

1. Give the Vendor a written notice of the breach requiring it to be remedied within thirty (30) days from the date of the notice, unless another time line is specified; and if the event of breach is not remedied within the time limit, terminate this contract with notice provided to the Vendor.
2. Give the Vendor a written notice specifying the event of breach and suspending all payments to be made under this contract and ordering that the portion of the contract price, which would otherwise accrue to the Vendor during the period from the date of such notice until such time as the School System determines that the Vendor has cured the breach, shall never be paid to the Vendor.
3. Set off against any other obligation the School System may owe to the Vendor any damages the School System suffers by reason of any event of breach.
4. Treat the contract as materially breached and pursue any of its remedies at law or in equity, or both.

## CONTRACT TERMINATION FOR CAUSE

If the Contractor fails to properly perform its obligations under this contract in a timely or proper manner, or if the Contractor violates any terms of this contract, the School District shall have the right to terminate the contract and withhold payments in excess of fair compensation for completed services.

In the event the contract is terminated for due cause by the System, the System shall have the option of awarding the contact to the next lowest bidder or bidding again.

#### CONTRACT TERMINATION FOR CONVENIENCE

The School District may, by written notice to the Vendor, terminate this Contract without cause for any reason. Said termination shall not be deemed a Breach of Contract by the School System. The School System must give notice of termination to the Vendor at least 30 days prior to the effective date of termination. The Contractor shall be entitled to receive compensation for satisfactory, authorized service completed as of the termination date, but in no event shall the School District be liable to the Contractor for compensation for any service which has not been rendered. Upon such termination, the Contractor shall have no right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

#### REGULATION COMPLIANCE

- All contracts awarded in excess of \$10,000 by grantees and their contractors or sub-grantees shall comply with Executive Order 11246, entitled "Equal Employment Opportunity," as amended by Executive Order 11375, and supplemented by the Department of Labor regulations (41 CFR, Part 60).
- All contracts over \$150,000 will require compliance with the Clean Air Act (42 U.S.C. 7401-7671q.), Federal Water Pollution Control Act (33 U.S.C. 1251-1387) and Environmental Protection Agency regulations.
- Bidders must comply with mandatory standards and policies related to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6201).
- A Certificate of Lobbying must be signed for all contracts over \$100,000.
- A Certificate of Debarment/Suspension must be signed for all contracts over \$25,000.
- All property or services furnished must comply with all applicable Federal, State, and Local laws, codes and regulations

#### Code of Conduct:

The following conduct will be expected of all persons who are engaged in the awarding and administration of contracts supported by School Food and Nutrition Program Funds.

- 1) No employee, officer or agent of named School Food Authorities shall participate in the selection or in the award or administration of a contract supported by program funds if a conflict of interest, real or apparent, would be involved  
Conflicts of interest arise when one of the following has a financial or other interest in the firm selected for the award:
  - a. The employee, officer or agent
  - b. Any member of the immediate family
  - c. His or her partner

- d. An organization which employs or is about to employ one of the above.
- 2) The School Nutrition Program employees, officers, or agents shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to sub-agreements.
- 3) Penalties for violation of the code of conduct of named School Nutrition Program should be:
  - a. Reprimand by Board of Education;
  - b. Dismissal by Board of Education;
  - c. Any legal action necessary.

### **BID EXTENTION**

The terms of the bid and prices quoted to the CCSNP can be extended to the Cumberland County Jail and other Cumberland County Government Offices unless prohibited by the National School Lunch and Breakfast Program's rules and regulations which are set forth by State and Federal agencies. The Cumberland County Jail will not jeopardize the CCSNP by utilizing any benefits or programs intended only for the National School Lunch and Breakfast program. The Cumberland County Jail is a local county government agency and a separate entity, therefore all billing and ordering will be separate.

### **USDA NONDISCRIMINATION STATEMENT**

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: USDA Program Discrimination Complaint Form from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. Mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue  
SW Washington, D.C. 20250-9410; or
2. Fax: (202) 690-7442; or
3. Email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

This institution is an equal opportunity provider.

# Waste Pickup and Disposal Bid

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## CUMBERLAND COUNTY SCHOOL NUTRITION PROGRAM

368 Fourth Street  
Crossville, TN 38555  
Phone: (931) 484-6722  
Fax: (931) 484-6516

### Bidders Checklist

- Signed Acceptance/Contract Agreement w/ Non-Collusion Statement
- Signed Debarment/Suspension Certification Statement
- Signed Certificate Regarding Lobbying
- Completed and Signed Bid Document
- Envelope Clearly Labeled "WASTE PICK UP & DISPOSAL BID" with Bid Opening Date.

**Bid will be considered non-responsive if any of the above items are missing.**

**Cumberland County School Nutrition Program  
Waste Pick Up and Disposal Bid  
Contract Agreement  
(July 1, 2024 – June 30, 2025)**

We have carefully examined and fully understand the General Bid conditions in furnishing the Cumberland County School Nutrition Program prices for items requested.

In compliance with the bid awards and subject to all terms and conditions listed in the General Bid conditions, the undersigned offers and agrees to sell to the Cumberland County School Nutrition Program all items as quoted. It is understood that all prices quoted include any and all pick up and disposal charges and are not subject to finance fees.

**Statement of Non-Collusion**

BY SUBMISSION OF THIS BID, BIDDER AND EACH PERSON SIGNING ON BEHALF OF BIDDER CERTIFIFES, AND IN THE CASE OF JOINT BID, EACH PARTY THERETO CERTIFIES AS TO ITS OWN ORGANIZATION, UNDER PENALTY OF PERJURY, THAT TO THE BEST OF HIS/HER KNOWLEDGE AND BELIEF:

- 1) The prices of this bid have been arrived at independently, with collusion, consultation, communication, or agreement with any other Bidder or competitor, for the purposes of restricting competition or as to any matter relating to price.
  
- 2) Unless otherwise required by law, the prices in this bid have not been knowingly disclosed by Bidder and will not be disclosed by Bidder directly or indirectly to any other bidder or competitor before bids are opened.

\_\_\_\_\_  
COMPANY

\_\_\_\_\_  
REPRESENTATIVE

\_\_\_\_\_  
ADDRESS

\_\_\_\_\_  
CITY, STATE, ZIP CODE

\_\_\_\_\_  
TELEPHONE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
PARENT COMPANY

\_\_\_\_\_  
REPRESENTATIVE

\_\_\_\_\_  
ADDRESS

\_\_\_\_\_  
CITY, STATE, ZIP CODE



**Certification Regarding Debarment, Suspension, and Other Responsibility Matters AD-1047**  
**Primary Covered Transactions**

The following statement is made in accordance with the Privacy Act of 1974 (5 U.S.C. § 552a, as amended). This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, and 2 C.F.R. § 180.335, Participants' responsibilities. The regulations were amended and published on August 31, 2005, in 70 Fed. Reg. 51865-51880. Copies of the regulations may be obtained by contacting the Department of Agriculture agency offering the proposed covered transaction.

According to the Paperwork Reduction Act of 1995 an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0505-0027. The time required to complete this information collection is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The provisions of appropriate criminal, civil, fraud, privacy, and other statutes may be applicable to the information provided.

**(Read instructions on page two before completing certification.)**

- A. The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals:
1. Are not presently debarred, suspended, or proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
  2. Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
  3. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (A.2.) of this certification; and
  4. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State or local) terminated for cause or default.
- B. Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

ORGANIZATION NAME	PR/AWARD NUMBER OR PROJECT NAME
NAME(S) AND TITLE(S) OF AUTHORIZED REPRESENTATIVE(S)	
SIGNATURE(S)	DATE

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at How to File a Program Discrimination Complaint (<https://www.ascr.usda.gov/filing-program-discrimination-complaint-usda-customer>) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442.

### *Instructions for Certification*

- (1) By signing and submitting this form, the prospective primary participant is providing the certification set out on page 1 in accordance with these instructions.
- (2) The inability of a person to provide the certification required below will not necessarily result in denial of participation in this covered transaction. The prospective participant shall submit an explanation of why it cannot provide the certification set out on this form. The certification or explanation will be considered in connection with the department or agency's determination whether to enter into this transaction. However, failure of the prospective primary participant to furnish a certification or an explanation shall disqualify such person from participation in this transaction.
- (3) The certification in this clause is a material representation of fact upon which reliance was placed when the department or agency determined to enter into this transaction. If it is later determined that the prospective primary participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause or default.
- (4) The prospective primary participant shall provide immediate written notice to the department or agency to which this proposal is submitted if at any time the prospective primary participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
- (5) The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person," "primary covered transaction," "principal," "proposal," and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549, at 2 C.F.R. Parts 180 and 417. You may contact the department or agency to which this proposal is being submitted for assistance in obtaining a copy of those regulations.
- (6) The prospective primary participant agrees by submitting this form that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency entering into this transaction.
- (7) The prospective primary participant further agrees by submitting this form that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions," provided by the department or agency entering into this covered transaction, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
- (8) A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the System for Award Management (SAM) database.
- (9) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
- (10) Except for transactions authorized under paragraph (6) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause or default.

**ATTACHMENT C  
CERTIFICATION REGARDING LOBBYING**

**Applicable to Grants, Subgrants, Cooperative Agreements, and Contracts Exceeding \$100,000 in Federal Funds.**

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by section 1352, Title 31, U.S. Code. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certifications shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned certifies, to the best of his knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all covered subawards exceeding \$100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Name/Address of Organization

\_\_\_\_\_  
Name/Title of Submitting Official

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

**Contact Form**

In case of an unexpected school closing or emergency, contact the following individual:

Company: \_\_\_\_\_

Contact Name: \_\_\_\_\_

Contact number(s): \_\_\_\_\_

# Cumberland County Schools Waste Pick Up and Disposal Bid

Price should include a flat rate which includes pick up and land field charge.

Estimated pick ups are based on estimated yearly average and is only used to compare bid prices.

		Vendor Section	
Prod Description	Estimated Number of Pick Ups Per Year	Price Per Pick Up	Extended Price
Dumpster Front Load 8 Cubic Yards	1,729		
Dumpster Front Load 6 Cubic Yards	51		
<b>TOTAL</b>			

Sign: \_\_\_\_\_ Date: \_\_\_\_\_

## Civil Rights Assurance Statement:

The vendor hereby agrees that it will comply with:

- i. Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.);
- ii. Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.);
- iii. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794);
- iv. Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.);
- v. Title II and Title III of the Americans with Disabilities Act (ADA) of 1990 as amended by the ADA Amendment Act of 2008 (42 U.S.C. 12131-12189);
- vi. Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency." (August 11, 2000);
- vii. All provisions required by the implementing regulations of the Department of Agriculture (USDA) (7 CFR Part 15 et seq.);
- viii. Department of Justice Enforcement Guidelines (28 CFR Parts 35, 42 and 50.3);
- ix. Food and Nutrition Service (FNS) directives and guidelines to the effect that, no person shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied the benefits of, or otherwise be subject to discrimination under any program or activity for which the Program applicant receives Federal financial assistance from USDA; and hereby gives assurance that it will immediately take measures necessary to effectuate this Agreement.
- x. The USDA non-discrimination statement that in accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs).

This assurance is given in consideration of and for the purpose of obtaining any and all Federal financial assistance, grants, and loans of Federal funds, reimbursable expenditures, grant, or donation of Federal property and interest in property, the detail of Federal personnel, the sale and lease of, and the permission to use Federal property or interest in such property or the furnishing of services without consideration or at a nominal consideration, or at a consideration that is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale, lease, or furnishing of services to the recipient, or any improvements made with Federal financial assistance extended to the Program applicant by USDA. This includes any Federal agreement, arrangement, or other contract that has as one of its purposes the provision of cash assistance for the purchase of food, and cash assistance for purchase or rental of food service equipment or any other financial assistance extended in reliance on the representations and agreements made in this assurance.

## Cumberland County Schools

Brown Elementary	3766 Dunbar Road	Crossville, TN 38555
Crab Orchard Elementary	240 School Road	Crab Orchard, TN 37723
Cumberland County High School	660 Stanley Street	Crossville, TN 38555
Glen Martin Elementary	1362 Miller Avenue	Crossville, TN 38555
Homestead Elementary	3889 Highway 127 S	Crossville, TN 38555
North Cumberland Elementary	7657 Highway 127 N	Crossville, TN 38571
Pine View Elementary	349 Daysville Road	Rockwood, TN 37854
Pleasant Hill Elementary	486 Main Street	Pleasant Hill, TN 38578
South Cumberland Elementary	3536 Lantana Road	Crossville, TN 38572
Stone Elementary	1219 Cook Road	Crossville, TN 38555
Stone Memorial High School	2800 Cook Road	Crossville, TN 38555
The Phoenix School	208 Taylor Street	Crossville, TN 38555

# Cumberland County Schools 2024-2025



**CCS**  
CUMBERLAND COUNTY SCHOOLS  
ENGAGE INNOVATE EMPOWER

July 2024				
M	Tu	W	Th	F
1	2	3	4	5
6	9	10	11	12
13	16	17	18	19
20	23	24	25	26
27	30	31		

September 2024				
M	Tu	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

October 2024				
M	Tu	W	Th	F
1	2	3	4	
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

November 2024				
M	Tu	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

January 2025				
M	Tu	W	Th	F
	1	2	3	
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

February 2025				
M	Tu	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

March 2025				
M	Tu	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

May 2025				
M	Tu	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

June 2025				
M	Tu	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

July 2025				
M	Tu	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

August 2024				
M	Tu	W	Th	F
				2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

December 2024				
M	Tu	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

April 2025				
M	Tu	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

August 2025				
M	Tu	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

## Events

8/5	Convocation Day (No students)
8/6	Administrative Day (No students)
8/7	Students first day - 10:00 release
8/8	Administrative Day (No students)
8/9	First full day of school
9/2	Labor Day - No school
9/27	Teacher In-Service (No students)
10/14-18	Fall Break - No school
11/27-29	Thanksgiving Break - No school
12/20	Abbreviated Day - 10:00 release
12/23-1/3	Winter Break - No school
1/2	Inservice Day (No students)
1/3	Administrative Day (No students)
1/6	School resumes
1/20	MLK Holiday - No school
2/17	President's Day (No students)
3/17-21	Spring Break - No school
4/18	Good Friday - No school
5/26	Memorial Day - No school
5/27	Administration Day - No school
5/28	Students Last Day - 10:00 release
	Regular school day
	No School - holiday
	No School - F/S breaks
	Admin Day - No students
	Teacher In-Service - No students
	Abbreviated Day - Early release
	180 Student contact days
	Paid Vacation-F/S Breaks 10 days
	In-Service- 8/5,9/27,1/2
	Admin- 8/6,8/8,1/3,5/27
	P/T Conf 1 day Unscheduled In-Service 2 days

CUMBERLAND COUNTY SCHOOLS  
SCHOOL NUTRITION PROGRAM  
**Waste Pick Up and Disposal Bid**

**GENERAL**

Attached are instructions and conditions for submitting a Waste Pick up and Disposal Bid for the Cumberland County School Nutrition Program (CCSNP)/Cumberland County School System.

The objective of this bid is to select a supplier in such a manner as to provide for open and free competition and comparability. This is a firm fixed price bid to be awarded by total bottom line.

**BID PERIOD**

**The bid period begins July 1, 2024 and ends June 30, 2025.**

Sealed written bids will be received at the time and place specified on the Invitation to Bid. Postmark on the Bid by this date will not suffice. Bid must be received on/or before the date and time stated. Faxed or emailed bid documents will not be accepted.

**VENDOR QUALIFICATION**

Potential bidders must meet the following criteria:

- Be able to provide the service as specified
- Offer reasonable pricing
- Meet specifications and bid conditions
- Demonstrate successful past performance

A potential bidder may be rejected for one or more of the following reasons:

- Inadequate or unacceptable service
- Inadequate facilities with respect to excess capacities, capable of accommodating surges in the number of waste/dumpster pickups

**BID AWARD/BID PREPERATION**

Bids are to be opened at the office of the Cumberland County Finance Director, Ms. Jennifer Turner, Cumberland County Court House, 2 N. Main Street, Suite 303, Crossville, TN 38555. Only the bottom line total figure will be read at the bid opening. Bids will be examined for compliance with specifications and conditions outlined in the bid document before the award recommendation is made, and ONLY the Cumberland County Commission may award a bid.

**All columns of the bid document must be completed in ink or typewritten. The bottom line total (sum of extended prices) must also be printed in ink or typewritten on the proposal form. No erasures shall be permitted. **Errors may be crossed out and corrections printed in ink or typewritten and must be initialed in ink by the person signing the bid.****

Mathematical calculations involving decimals must be carried to two (2) places.

***Bidder shall submit three(3) copies of bid proposal, product brochures and specifications.***

Should a bidder find discrepancies or omissions from the bidding document or be in doubt as to their meaning, they shall at once request clarification from the CCSNP Supervisor, Kathy Hamby

[khamby@ccschools.k12tn.net](mailto:khamby@ccschools.k12tn.net) or 931-484-6722. All communication/discussions during the bid period will be shared with all bidders.

It shall be the sole responsibility of the bidder to make certain that all bids in proper form are submitted by the date and time stated on the Invitation to Bid, to the Cumberland County Finance Director, Att: Ms. Jennifer Turner, Cumberland County Court House, 2 N. Main Street, Suite 303, Crossville, TN 38555.

Consideration will be given to all bids properly submitted. Bids will receive appropriate confidentiality before awarding. Upon award, bid documents and tabulations will be available for review. Errors discovered after public opening cannot be corrected, and the bidder will be bound to honor bid as submitted.

The contract will be awarded in writing to the responsive and responsible bidder whose bid is the lowest cost for the system by total bottom line. It is the intent of the CCSNP to involve and utilize the best product/services at the best prices and provide small and minority firms, women's business enterprises and labor surplus area firms with increased opportunity to do business with the School Nutrition Programs. Regardless of the procurement method used, price is the final determining factor for awarding the contract. **This is a firm fixed price bid to be awarded by total bottom line.**

CCSNP reserves the right to accept or reject any or all bids. All bidders will be notified in writing of the recommendation of bid award within 10 days of bid opening.

If a prospective vendor does not agree with the bid award, they have the right to protest. Disputes arising from the award of this bid must be submitted in writing to Cumberland County Finance Director, Aaron Elmore, no later than 15 days after the published award. The hearing official will disclose the dispute to the Tennessee State Department of Education, School Nutrition Office. The steps for dispute resolution are as follows:

1. A meeting with the School Nutrition Director, the hearing official and representatives from the disputing party to discuss and resolve the complaint.
2. A written decision letter stating the reasons for the decision will be prepared by the hearing official and submitted in writing to the protestor and all parties involved. This decision letter will be mailed to the protestor and will advise the protestor that he has a right to an additional review.
3. All employees will be notified that they cannot purchase under this procurement until a final decision is rendered.
4. In the event that purchases must be made before a final decision is rendered, the emergency purchase procedures established by the school system will be used.

Request for preapproval of an equal product should be made in writing with all supporting documentation at least 72 hours before the time of the bid opening to the School Nutrition Director. Faxed or email documents are permitted.

***Vendors must bid on all items/schools to be considered responsive.***

### **Selection of Vendor:**

The Cumberland County School Nutrition Program will award to the most responsive and responsible vendor based on the **LOWEST prices**, and the Cumberland County School Nutrition Program will provide minority firms, small businesses, women's business enterprises, the disadvantaged businesses, and labor surplus area businesses the opportunity to do business with the School Nutrition Program. **After meeting all general and specific bid conditions as a qualified vendor, PRICE is the sole determination for the award of the bid.**

The bid will be awarded based on firm-fixed; line item for the contract period. The bid/quoted price will be multiplied by the estimated usage to obtain an item total. All category totals will be awarded based on the sum of all extensions to obtain a fixed, bottom line pricing for awarding the bid.

### **BID RENEWAL**

The CCSNP reserve(s) the right to renew all aspects of the bid one year at a time for an additional four (4) years based on price redeterminations. Price-redeterminations are only allowed annually at the time of contract renewal. **The Bureau of Labor, Consumer Price Index (CPI), U.S. Food and Beverages** will be the comparison index that will be used for price-redeterminations. Since indexes are subject to revision after originally published, the original base comparison month will be the prior December. For example, March 15, 2024 petitioned requests will be measured on the December 2023 Index. All re-calculation dates will begin at that point.

### **TIE BID**

A tie bid exists when two or more bidders offer products which meet all specifications, terms and conditions at identical prices, including discounts offered. In such case, a tie bid will be broken by the following methods in descending order of preference:

- Local businesses shall be given preference over non-local businesses.
- In the event of no local business OR multiple local businesses, the business with the closest driving proximity to the Cumberland County School Nutrition Office will be awarded the bid.

### **ORDERS/INVOICES/STATEMENTS/PAYMENTS/DISCOUNTS**

Both parties will agree upon a set dumpster pick up schedule that can be adjusted if it is determined that more or fewer pick ups are needed. If invoices and/or statements are mailed, they should be mailed to:

**Cumberland County Schools  
368 Fourth Street  
Crossville, TN 38555**

A monthly invoice should be issued to show the number of pickups per school/site per dumpster size, price per pick up, and total cost. Invoices will be checked at Central Office, any credits applied and processed for payment. All discounts, credits and/or rebates will be applied to the invoice or deposited in the school nutrition account according to district procedures. Payment will be issued by check once invoices/statements are received.

**The Cumberland County School Nutrition Program/School System will pay all invoices/statements monthly.**

All schools serviced under this contract are tax exempt.

**SERVICES**

- Pick up schedules will be altered to meet holiday and inclement weather schedules. Holidays shall be defined as any week that has less than five (5) school days. If the holiday falls on a scheduled pick up day, the pick up shall be made on a day to be mutually agreed upon by the school district and the successful contractor. The calendar for the school year is included in the bid packet.
- Adjustments for inclement weather, national or local emergencies will include each school utilizing any product delivered prior to the school closing. The system will notify the vendor as soon as possible about necessary pick up delays.
- The successful bidder shall provide the name and telephone contact number of a company contact person, along with a pick up schedule that includes a contact person's name and contact number.
- Adjustments should be made if additional or fewer pick ups are needed.

**RECORDS**

All contractors are required to retain all books, records and other documents relative to this agreement for three (3) years after final payment and all other pending matters are closed. Contractors must agree that the School Food Authority, the State Agency, the United States Department of Agriculture, or Comptroller General may have full access to any books, documents, papers, and records of the Contractor which are directly pertinent to all negotiated contracts. If an investigation or audit is in progress, records shall be maintained until stated matter is closed.

**VENDOR PERFORMANCE**

If the Vendor fails in full or part to perform or comply with any provision of this Contract or the terms or conditions of any documents referenced and made a part hereof, the CCSNP may terminate this Contract, in whole or in part, and may consider such failure or noncompliance a Breach of Contract. Vendors with poor performance will be notified at the time of such performance and be given opportunity to correct the problems. Documentation will be kept on file. Any vendor with continued poor performance will be removed from the potential vendor list for one year.

Reasons for product rejection may be any one of the following:

- Quality of service
- Price
- Serviceability

- Vendor does not meet bid specifications

### BREACH

A party shall be deemed to have breached the contract if any of the following occurs:

1. Failure to provide products or services that conform to contract requirements or
2. Failure to maintain/submit any report required hereunder; or
3. Failure to perform in full or in part any of the other conditions of the contract
4. Violation of any warranty

### SCHOOL SYSTEM ACTIONS IN EVENT OF A BREACH

Upon the occurrence of any event of breach, the School system may take any one, or more, or all, of the following actions:

1. Give the Vendor a written notice of the breach requiring it to be remedied within thirty (30) days from the date of the notice, unless another time line is specified; and if the event of breach is not remedied within the time limit, terminate this contract with notice provided to the Vendor.
2. Give the Vendor a written notice specifying the event of breach and suspending all payments to be made under this contract and ordering that the portion of the contract price, which would otherwise accrue to the Vendor during the period from the date of such notice until such time as the School System determines that the Vendor has cured the breach, shall never be paid to the Vendor.
3. Set off against any other obligation the School System may owe to the Vendor any damages the School System suffers by reason of any event of breach.
4. Treat the contract as materially breached and pursue any of its remedies at law or in equity, or both.

### CONTRACT TERMINATION FOR CAUSE

If the Contractor fails to properly perform its obligations under this contract in a timely or proper manner, or if the Contractor violates any terms of this contract, the School District shall have the right to terminate the contract and withhold payments in excess of fair compensation for completed services.

In the event the contract is terminated for due cause by the System, the System shall have the option of awarding the contract to the next lowest bidder or bidding again.

### CONTRACT TERMINATION FOR CONVENIENCE

The School District may, by written notice to the Vendor, terminate this Contract without cause for any reason. Said termination shall not be deemed a Breach of Contract by the School System. The School System must give notice of termination to the Vendor at least 30 days prior to the effective date of termination. The Contractor shall be entitled to receive compensation for satisfactory, authorized service completed as of the termination date, but in no event shall the School District be liable to the Contractor for compensation for any service which has not been rendered. Upon such termination, the Contractor

shall have no right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

### **REGULATION COMPLIANCE**

- All contracts awarded in excess of \$10,000 by grantees and their contractors or sub-grantees shall comply with Executive Order 11246, entitled "Equal Employment Opportunity," as amended by Executive Order 11375, and supplemented by the Department of Labor regulations (41 CFR, Part 60).
- All contracts over \$150,000 will require compliance with the Clean Air Act (42 U.S.C. 7401-7671q.), Federal Water Pollution Control Act (33 U.S.C. 1251-1387) and Environmental Protection Agency regulations.
- Bidders must comply with mandatory standards and policies related to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6201).
- A Certificate of Lobbying must be signed for all contracts over \$100,000.
- A Certificate of Debarment/Suspension must be signed for all contracts over \$25,000.
- All property or services furnished must comply with all applicable Federal, State, and Local laws, codes and regulations

### **Code of Conduct:**

The following conduct will be expected of all persons who are engaged in the awarding and administration of contracts supported by School Food and Nutrition Program Funds.

- 1) No employee, officer or agent of named School Food Authorities shall participate in the selection or in the award or administration of a contract supported by program funds if a conflict of interest, real or apparent, would be involved  
Conflicts of interest arise when one of the following has a financial or other interest in the firm selected for the award:
  - a. The employee, officer or agent
  - b. Any member of the immediate family
  - c. His or her partner
  - d. An organization which employs or is about to employ one of the above.
- 2) The School Nutrition Program employees, officers, or agents shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to sub-agreements.
- 3) Penalties for violation of the code of conduct of named School Nutrition Program should be:
  - a. Reprimand by Board of Education;
  - b. Dismissal by Board of Education;
  - c. Any legal action necessary.

## **USDA NONDISCRIMINATION STATEMENT**

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: USDA Program Discrimination Complaint Form from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. Mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue  
SW Washington, D.C. 20250-9410; or
2. Fax: (202) 690-7442; or
3. Email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

This institution is an equal opportunity provider.

Revised 09/26/2023

**Cumberland County Schools  
2023 - 2028 Strategic Plan Implementation a  
Actions Step Status**

**Overview of this Section**

This tab is used to give high level action step status updates that are stored after each quarter. This will enable leadership to see trends, plan ahead,

**How to use this Section**

1. At the end of each quarter, assess the status of the descriptors using the guidance found in
2. Updates to columns H, I, and J should answer the following questions:  
**Key Progress:** What significant events or progress has taken place since our last update? What successes have we seen? What evidence of progress do we have?  
**Challenges:** Are there any significant challenges the team is facing on this project? Are we seeing evidence of progress? If progress is stalled, what barriers are contributing (e.g.,  
**Next Steps:** What actions need to be taken to keep, or get, this activity on track for on time completion?
3. Review the statuses for potential areas of concern and trends over time to determine prioritized actions moving forward.

Focus Area	Goal	Action Step	Descriptor	Start Date	End Date	Q1 Key Progress	Q1 Challenges	Q1 Next Steps	Q1
K-12 Framework (Post Secondary/Career Attainment)	1	1	Implement additional CTE teachers into all elementary schools	8/1/2023	5/24/2024	An additional 13 teachers. Each elementary school has an agriculture, STEM, and half-time human service and career coach.	Funding.	Continue to utilize ISM percentages	4
K-12 Framework (Post Secondary/Career Attainment)	1	2	Implement work-based learning and industry 4.0 coordinators at CCHS and SMHS	8/1/2023	5/24/2024	One in place at each high school	Funding	Continue to utilize ISM pay percentages	4
K-12 Framework (Post Secondary/Career Attainment)	1	3	Educate administrators, staff, students, and families on Ready Graduate indicators.	8/1/2023	5/24/2024	Flyers and conversations during meetings.	Lack of parent and student interest.	Continue to share information into the 2024-2025 school year and beyond.	3
K-12 Framework (Post Secondary/Career Attainment)	1	4	Recruit and retain school counselors as it pertains to graduation rate, ready graduates, and high quality advisement.	8/1/2023	5/24/2024	No progress made-2 schools still short a school counselor	No candidates	Continue to work with EPPs to secure qualified candidates	3
K-12 Framework (Post Secondary/Career Attainment)	1	5	Increase partnerships with Post-Secondary and the Workforce	8/1/2023	5/24/2024	Partnerships have dramatically increased by 75%	Continue to utilize the work-based learning and industry 4.0 coordinators	Continue funding	3
K-12 Framework (Post Secondary/Career Attainment)	1	6	CTE (Farm to School/Table partnership with Coordinated School Health and School Nutrition)*	8/1/2023	5/24/2024	Partnerships have continued between the horticulture classes and school nutrition	N/A	Continue maybe grow the amount of produce grown	4
K-12 Framework (Post Secondary/Career Attainment)	1	7	Coordinated School Health (CSH)-focus on preventive measures for chronic illness/telemed *		5/24/2024	Finding an affordable partner			2
K-12 Framework (Post Secondary/Career Attainment)	1	8	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.)		5/24/2024		Finding a dedicated consistent team of stakeholders		2

K-12 Framework (Post Secondary/Career Attainment)	1	9	Facilities and Improvement Management - Work based learning site for recruitment and retention of employees for the Maintenance and Custodial Departments	1/2/2024 5/24/2024	One student job shadowing in technology department	Students only being able to job shadow and not paid intern as with other locations-may lose applicants	Try to secure more and work with local applied colleges of technology	2
	2	10		8/1/2023 5/24/2024	Brief training for ALL employees on convocation, development of trauma informed strategic planning team, as well as school personnel on the county's Trauma Informed Community Alliance, partnership with trauma informed specialist and additional age appropriate training for teachers	N/A	Continue current steps	3
EM/Security/Wellness			All staff trained in person on Trauma Informed Schools (BOTH certified and classified)					
EM/Security/Wellness	2	11	Safe School Counseling-mental health etc (Psychological Needs)*	8/1/2023 5/24/2024	Hired an additional safe schools counselor totaling 6 county-wide		They have to share schools	4
	2	12		8/1/2023 5/24/2024	Some established protocols in place		Ensuring between ALL agencies	3
EM/Security/Wellness			Partners with Community agencies (Standardized protocols between all agencies)					
EM/Security/Wellness	2	13	School Personnel Structure-Having required and consistent staff at all schools	8/1/2023 5/24/2024	Continued work in progress		Finding individuals to work and that will stay	3
EM/Security/Wellness	2	14	School Counselor-academic career, social emotional each school in the district (social workers)*		Funding	Funding	Continue Funding	3
EM/Security/Wellness	2	15	Facilities and Improvement Management - increase security fencing, EM - update schematics for all schools		Funding	Funding	Continue Funding	2
EM/Security/Wellness	2	16	Cyber security					3
EM/Security/Wellness	2	17	Provide meals free all students at all schools (A hungry child cannot learn)*	5/24/2024	Secured last school for all schools to participate in free meals		Continuing due to meeting state/federal requirements	4
Talent Acquisition and Retention	3	18	Retention (Addendents on all Buses)*	8/1/2023 5/24/2024	N/A		Finding interested individuals	2
Talent Acquisition and Retention	3	19	Recruitment of Employees*	8/1/2023 5/24/2024	Have been able to secure some hard to staff positions		Finding interested and qualified individuals	3
Talent Acquisition and Retention	3	20	Benefits and Compensation*	8/1/2023 5/24/2024	Working to meet governor's base pay for teachers, continue with competitive benefits package for all personnel		Funding	3
Talent Acquisition and Retention	3	21	Recruitment of Employees (Teaching as a Profession within the district)*	8/1/2023 5/24/2024	Worked to increase enrollment in TAP classes, increasing in-class/school opportunities for TAP students		Interested students	3
Talent Acquisition and Retention	3	22	Recruitment of Employees*					3
Athletics	4	23	Policies and Procedures	8/1/2023 5/24/2024	Manual updated to match TMSAA			3

Athletics	4	24	Parent Code of Conduct	8/1/2023	5/24/2024	Information added to updated policy manual		3
Athletics	4	25	Careers in Athletics*	8/1/2023	5/24/2024	One high school working to embed into curriculum-Coaching as a Profession or Referee Class	Being able to secure student a credit for the class	2
Athletics	4	26	School Support for Athletes					2
Athletics	4	27	Parental involvement*					3
Academics	5	28	PreACT*	3/1/2024	5/24/2024	Students in 8th grade will participate in a practice ACT while 9th and 10th grade students complete a PreACT on the Junior ACT day	Time and funding	4
Academics	5	29	Embedded Professional Development					3
Academics	5	30	Consistent Benchmarks	8/1/2023	5/24/2024	Purchased and trained admin and teachers on Mastery Connect	Funding	3
Academics	5	31	Maximize Fine Arts Opportunities	8/1/2023	5/24/2024	Develop "middle school" schedule/experience for 6-8 grade students	All students getting same experience and participation opportunity	3
Academics	5	32	Joint central distribution center with a loading dock (FRC, CSH, Tech, textbooks, etc.)			Deliveries would be much more efficient and easier	Funding	2
Academics	5	33	Box truck w/ lift gate for mobile services (FRC, CSH, Tech, textbooks, surplus inventory, etc.)*			Deliveries would be much more efficient and easier	Funding	2
Academics	5					New WiFi access points installed in all buildings at the beginning of the 2023-2024 school year will continue necessary		4
Academics	5	34	Maintain technology infrastructure (on 5 year upgrade cycle)*	8/1/2023	5/24/2024	upgrades	N/A	
Academics	5	35	1 to 1 Chromebooks (Purchase on 5 year cycle)*	8/1/2023	5/24/2024	Continue to purchase for incoming 5th and 9th grade students		4

# Cumberland County Board of Education

## 2023-2024 Annual Planning Calendar

### JULY

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

### AUGUST

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

### SEPTEMBER

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

### OCTOBER

- School Compliance Document
- Approval of Compliance Report

### NOVEMBER

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

### DECEMBER

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

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#### WORK SESSIONS OR RETREAT TOPICS

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

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

### JANUARY

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

### FEBRUARY

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

### MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

### APRIL

- Budget Preparation
- Present Preliminary Budget

### MAY

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

### JUNE

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

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### ON GOING

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

3/7/24

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	50	75	49	62	69	67	64	65						<b>575</b>	228	198	129
Crab Orchard	20	13	34	42	35	56	49	56	40	49	38						<b>432</b>	167	145	87
Homestead	40	50	74	71	65	63	67	70	78	69	81						<b>728</b>	273	215	150
Martin	38	29	86	84	71	80	81	87	69	62	71						<b>758</b>	321	237	133
North	20		54	52	42	64	54	53	56	65	54						<b>514</b>	212	163	119
Pine View	18		19	18	12	22	23	16	21	13	12						<b>174</b>	71	60	25
Pleasant Hill	20		61	54	63	61	60	57	59	78	76						<b>589</b>	239	176	154
South	39		59	54	55	59	60	74	58	67	47						<b>572</b>	227	192	114
Stone	20	40	58	61	51	79	66	71	59	63	76						<b>644</b>	249	196	139
CCHS												277	246	216	178		<b>917</b>			
SMHS												275	265	214	168		<b>922</b>			
Phoenix																	<b>72</b>			
Alt. School																	<b>55</b>			
<b>Total</b>	<b>235</b>	<b>132</b>	<b>499</b>	<b>486</b>	<b>469</b>	<b>533</b>	<b>522</b>	<b>553</b>	<b>507</b>	<b>530</b>	<b>520</b>	<b>552</b>	<b>511</b>	<b>430</b>	<b>346</b>	<b>0</b>	<b>6897</b>	<b>1987</b>	<b>1582</b>	<b>1050</b>

**WITH ALT 6952**



**Resignations/Retirements**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Lee Houston	Brown	3/15/24	Resign
Connie Lustig	CCHS	5/24/24	Resign
Tamara Thompson	Homestead	5/24/24	Resign
Angela Anderson	Pine View	2-19-24	Resign
Ron Lustig	SMHS	5/24/24	Resign

**Transfers**

<b>Name</b>	<b>From/To</b>	<b>Date</b>

**Terminations**

<b>Name</b>	<b>From/To</b>	<b>Date</b>

**NON-CERTIFIED**

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>
Chloe Rocha	Brown	3/4/24	New Position
Neeli Jolley	Central	2/12/24	Kim Bray
Kendra Davenport	Central	3/18/24	
Denise Martin	Homestead	2/20/24	Kesley Turner
Wanda Gilbert	Homestead	2/27/24	John Jared Taylor
George Palmer	Martin	2/27/24	Rachel Davis
Ian Johnson	North	2/20/24	Hailey Reed
Anthony Cobb	Pleasant Hill	2/26/24	Annette Davidson
Lyndsey Brooke Cole	South	3/4/24	Matt Cravens
Christopher Lawson	Transportation	2/20/24	John Boubis
Matt Swearengen	Transportation	3/11/24	New Bus Driver
Diane Squires	CCHS	4/1/24	Randy Hoyt

**Resignations/Retirements:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Dustin Brossman	CCHS	2/16/24	Resign
Joan Thompson	Crab Orchard	5/24/24	Retire
Kellie Walter	SMHS	6/28/24	Retire
William Potter	SMHS	5/31/24	Retire
Peggy Potter	SMHS	5/24/24	Retire
Phillip Stafford	SMHS	2/23/24	Resign
Christy Kerley	Crab Orchard	3/11/24	Resign

**Transfers**

<b>Name</b>	<b>From/To</b>	<b>Date</b>

**Terminations**

<b>Name</b>	<b>From/To</b>	<b>Date</b>





William G. Stepp ● Director of Schools

Teresa Boston ● Board Chair

March 11, 2024

Mr. Stepp and Cumberland County Board of Education,

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

**New Hires:**

Name	Location	Date	Replacing
Tonya Roysdon	Martin Elementary Café	02/16/2024	Jessica Smith
Jodi McCloud	Crab Orchard Elementary Café	02/16/2024	Hope Winingham
Caela Hood	Stone Elementary Café	03/11/2024	Jerry Ann Humphrey

**Resignations/Retirements:**

Name	Location	Date	Status
Lori Miller	Martin Elementary Café	02/14/2024	Resignation
Jessica Smith	Martin Elementary Café	02/22/2024	Resignation
Jerry Ann Humphrey	Stone Elementary Café	02/22/2024	Resignation
Jessica Myers	Brown Elementary Café	02/23/2024	Resignation
Caitlin Clickner	Pleasant Hill Café	02/28/2024	Resignation
Carmin Bonilla	Martin Elementary Café	03/01/2024	Resignation
Charlene Iantosca	Pleasant Hill Café	03/01/2024	Resignation
Michelle Owens	CCHS Café	03/05/2024	Resignation
Sondra Amonett	South Cumberland Café	03/05/2024	Resignation
Crystal Raab	Café Sub	03/11/2024	Resignation
Mary Anderson (Bawsel)	South Cumberland Café	03/13/2024	Resignation

**Transfers:**

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

**Terminations:**

Name	Location	Date	
N/A			

All background check requirements have been completed.

Respectfully,  
*Kathy Hamby*

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

SUBSTITUTES

<u>NAME</u>
Callaghan, Sierra
Carr, Susan
Davenport, Kendra
Gossett, Candace
Iles, Jace
Mitchell, Charles
Rawlins, Peyton
Tilson, Michaela
Wattenbarger, Katelyn

# BES March 2024 Newsletter



## FRANK P. BROWN ELEMENTARY SCHOOL



BES families enjoyed Family Reading Night at the Book Fair on February 27. The book fair theme was "Celebrate Reading", and the library was decorated with student art work highlighting various holiday celebrations in the year.



We celebrated the birthday of Dr. Seuss and Read Across America on March 1!



Students were recognized for achievements in academics, improvement, and character for the second nine-weeks grading period.

Mrs. Pelfrey's class had an exciting educational adventure. Lucas Decker, firefighter/AEMT, spent some time with the students. They learned about the daily operations of a fire truck and ambulance, what tools are used inside of both of them, and learned about CPR, intubation, and wound care. Dylan Cole from the Tansi Fire Department brought all of the pictures and videos viewed in class to life by bringing a firetruck for students to explore! Thank you also to paraprofessionals Danielle Meyer and Sarah King (standing) who make every day wonderful.



Brown's FFA Livestock judging team had a great time competing at the University of Tennessee in Knoxville Block & Bridal! BES's FFA team celebrated National FFA week at Tennessee Tech University and had breakfast with the State Officers.



Brown Elementary held a school-wide Reading Rally to encourage a love of reading and to recognize outstanding achievements. Millionaire readers are pictured.

# CCHS March



We want to take a moment and brag on our Senior, Josiah Sparks. Josiah has now published TWO books (and he hasn't graduated high school yet)! His second book, *The Dragon Slayer*, is not for sale yet... but it will be soon! Way to go, Josiah! We are so proud of you!



Molly McGourik  
represented our school  
& district in the  
Poetry Out Loud  
National Recitation TN  
State Finals.  
Way to go!!!!

# field trip

**Congratulations to  
our livestock judging team for  
competing  
at the  
UT Block & Bridle!**



**3RD OVERALL**



***Mr. Hardt's Engineering  
students took a trip to  
the Watt's Bar Nuclear  
Plant.***

***It was an incredibly  
informative trip. Such a  
great experience!***

# Health Fair



The Chamber of Commerce Leadership class stopped by CCHS as part of their 'Education Day' around the community.



# SENIOR NEWS



**Congratulations to these Class of  
2024 Seniors who are the first to graduate  
with the State's new industry  
4.0 Diploma Distinction.**



# BASKETBALL NEWS



## CUMBERLAND COUNTY HIGH SCHOOL



CONGRATULATIONS TO OUR  
LADY JET SENIOR  
JALYNN BALDWIN  
ON SIGNING WITH  
JOHNSON UNIVERSITY!

WE ARE SO PROUD OF YOU!

The Lady Jets Basketball team  
took part in Read Across America  
week & enjoyed reading to  
our South Rebels.



# CRAB ORCHARD NEWS



February/March 2023

2022 \* 2023

## REWARD SCHOOL

### Crab Orchard Elementary

## REWARD SCHOOL

We would like to thank every student, staff member, teacher and member of administration for their never ending hard work in helping our school reach its goal of becoming a 2022-2023 Reward School.



## WE LIKE TO MOVE IT, MOVE IT

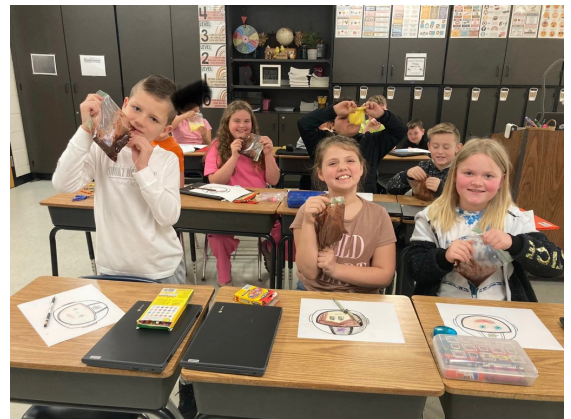
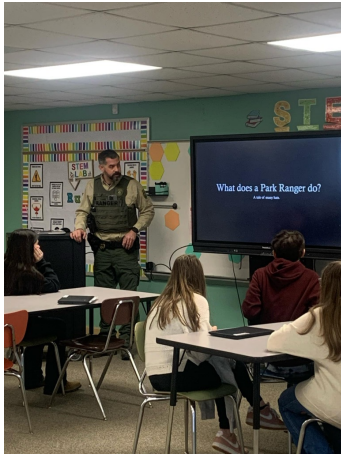
Our Crab Orchard kids showed up and showed out in full force at the annual Festival of Movement this year!

## TEACHERS OF THE YEAR



We are so proud to honor two members of our COS family. Heather Bowman (K-4) and Erin Jackson (5-8) were recipients of the district-wide Teacher of the Year award. We love you both and there is nothing you can do about it!

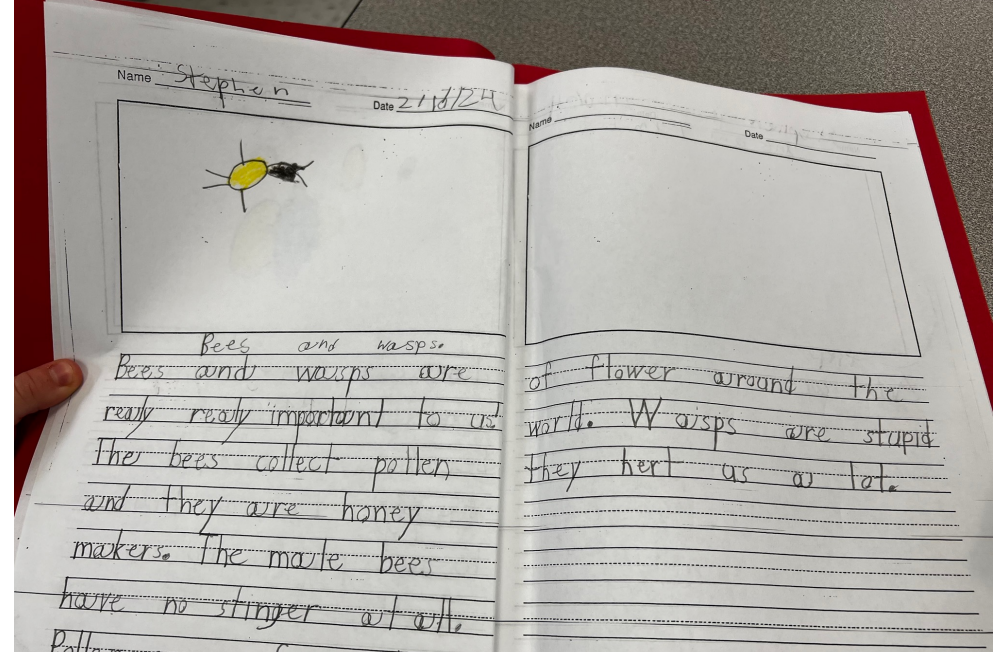




# Homestead Elementary

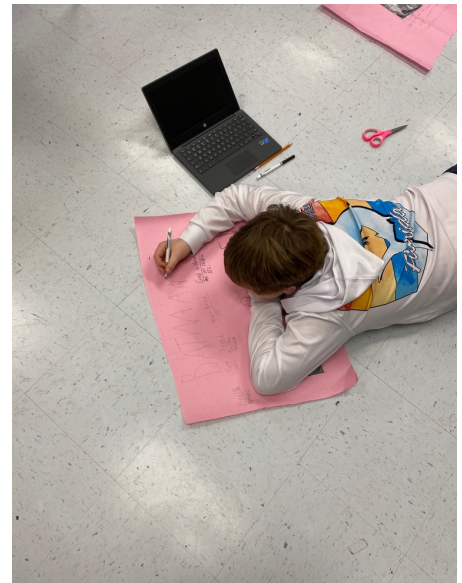
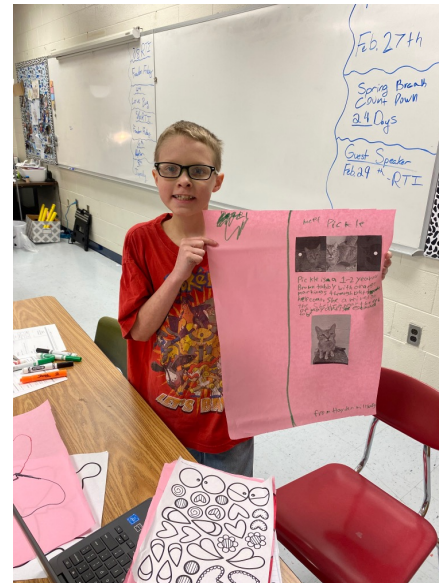
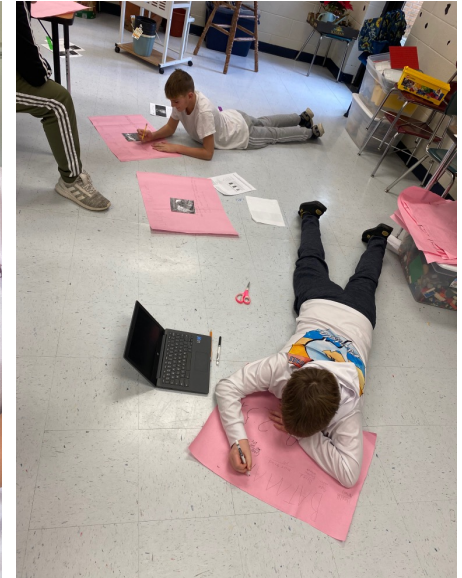
Congratulations  
to our MES  
Student of the  
Month!





Mrs. Davis' 2<sup>nd</sup> grade students learned about honey and bee keeping.

6<sup>th</sup> grade  
Agriculture  
students learned  
about their class  
pet Kobe, the corn  
snake and created  
adoption posters  
for shelter pets.



7th and 8<sup>th</sup> grade  
Agriculture  
students help pick  
up litter on our  
school campus.





6<sup>th</sup> grade students made nature bracelets during their study of natural materials vs. man made materials during Agriculture class.



4<sup>th</sup> Grade students are learning about the wingspan of birds.

Students in K-4<sup>th</sup> grade are learning about CPR from Nurse Shelly and Coach Baxter for our Heart Challenge.





Students in 5<sup>th</sup> -8<sup>th</sup> grade are working on Volleyball skills in P.E. Class.

# Students and staff enjoyed participating in dress up days for Read Across America Week!



Pre-K has been exploring a unit of study about museums. They dug for fossils and dinosaur bones, studied how structures are built, and had some fun reading in the igloo.





Our Chess Club placed 3<sup>rd</sup> in the Regional Tournament!



Nurse Shelly talked to PreK and Kindergarten students about the importance of Dental Health.

# NCE



Children First Excellence Always

## STEAM

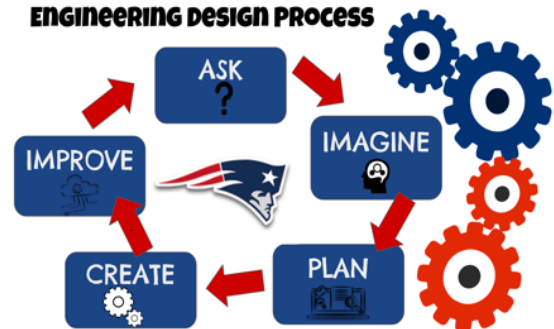
8<sup>th</sup> grade students in Mrs. Patterson's class completed a video game PBL. Students had to create their own video game. They had to come up with the storyline, draw characters, and put it all together to complete a presentation about the game. Watch the student video using the QR code below.



## Upcoming Events

- 3-4/3-8 Read Across America Dress-Up Week
- 3/15 End of 3<sup>rd</sup> 9 weeks
- 3/19 Night @ North STEAM Night
- 3/22-3/29 Spring Break
- 3/24-3/26 FFA Convention- Gatlinburg
  
- 4/2 K-8 Recognition Day
- 4/8 Cap & Gown Pictures (PK,K,8<sup>th</sup>)
- 4/23 Progress Reports

## ENGINEERING DESIGN PROCESS



NCE is Engineering Excellence

## The Arts

North Cumberland 7<sup>th</sup> and 8<sup>th</sup> grade band students will be participating in the all-county Middle School Honor Band performance March 8<sup>th</sup> and 9<sup>th</sup>. This is the 2<sup>nd</sup> year all schools have come together under one roof to hold this performance. NCE students have worked since January for this performance. They will be able to rehearse Friday night and all-day Saturday on their music. The event will end with a concert Saturday evening at 4:00pm in the SMHS Auditorium. The concert is free and open to the public.



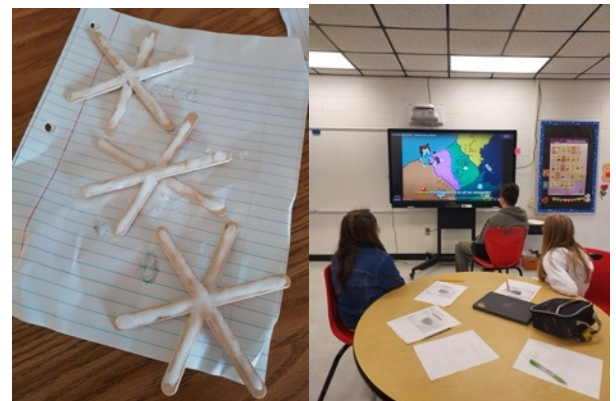
## Technology & Mathematics

In 7th grade STEAM, Ms. Timson's students coded Finch robots. They attached a balloon and a skewer and jostled with the other groups. This link is a YouTube video of one of their successful missions, [Robot Jousting](#), and below is a photo of the winning team.



## Science

Grades K-3 in afternoon steam created salt paintings after learning about the process of how snow forms.



## *Athletics Activities*

NCE completed their boys' varsity Basketball season with an awards banquet. End of the season awards were as follows:

Racer Flynn: MVP

Titus Petty: Most Sportsman like

Kolton Winton – Rookie of the Year

Karsten Overly- Participation

Josue Martinez Navarro-Hardest Worker

Jonah Draper- Most Improved

Tanner Bowman- Hustle Award

Clay Reeves-Most Versified

Gabe Aytes- Most Reliable

Carson Stout- Speed Award

Samuel Tollett- Best Teamwork

Gage Bowman- Best Character

Easton Mosley- Most Constant

Great Job NCE Patriots!



## *Academics Accolades*

7<sup>th</sup> and 8<sup>th</sup> grade students were chosen to receive the good citizenship award by Mr. Delk and Mrs. Jones. These students earned this honor because they are responsible, dedicated, trustworthy, and dependable. They will be lowering and raising our flag each morning. The last week of school, 7<sup>th</sup> grade students will be chosen to carry on the honor next year. The 8<sup>th</sup> grade students will train 7<sup>th</sup> grade before leaving North to attend high school.

## *Patriot Pulse*

North Cumberland is proud to announce we have moved to the next level of the STEAM designation process. We have been selected to receive a STEAM visit. The visit will include a tour of our school by representatives TSIN. As they visit, they will interview students, speak to staff and community members, and meet with the STEAM team. This is the last step in the STEAM designation process. If chosen, NCE will become the first STEAM designated school in Cumberland County. A school that receives Tennessee STEAM school designation will be recognized by the Tennessee Department of Education for its use of STEAM teaching and learning strategies and serve as a model from which other schools may visit and learn.

## Parent & Family Involvement

### READ ACROSS AMERICA WEEK! Dress up Days and Guest Speakers



## Teacher Feature



I am Ashton Hayes, I teach 5<sup>th</sup>- 8<sup>th</sup> Agriscience. I am a mom to 3 of my own kiddos. Their ages are 11, 7, and 2. In fifteen years of teaching, I have traveled all around Cumberland County. This year is the first year I get to call one school home. I am proud to return to my home elementary school. My favorite thing about teaching getting to know every student. They are all different in their own way. Once I know my students, I can incorporate their interests into my classroom. My philosophy on teaching is you must first build a trustworthy relationship with your students before you can teach them.

## Para- professional Spotlight



I am Connie Morgan, and this is my 26th year as a teacher assistant at NCE. I am a mother to two boys, and a Nana to two granddaughters and one grandson. I have worked with grades K-8, and occasionally, with Pre-K. I have loved working with all the children through the years. There have been so many different personalities that make this job so special and memorable. It is so much fun to watch them grow up, but it makes you feel a little old when their children begin kindergarten. I hope that I have helped make their education a little easier and made them always feel welcome at our school.

## Principal's Lunch

Once a month, Principal Lowe meets with students to gain insight on the pulse of the student body.



## Phoenix Happenings

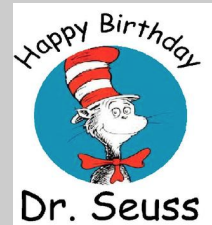


The weather cooperated and the lunch was outside under the pavilion. Students participating included Nathaniel Keaton, Hunter Bauldree, Caleb Morris-Pankey, and Jake Al

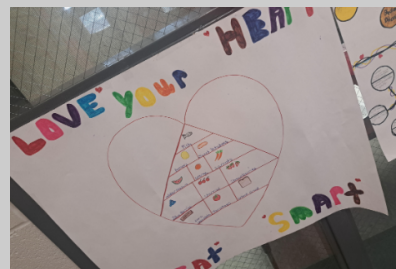
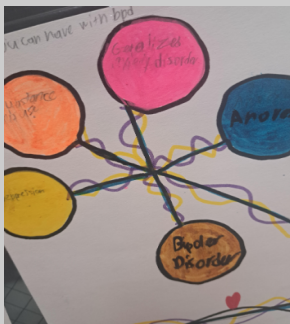
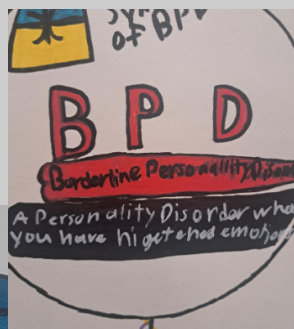
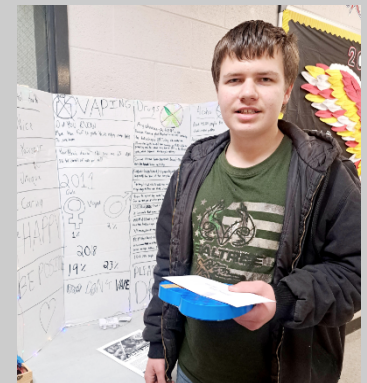
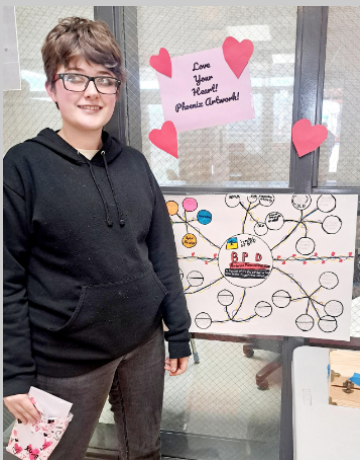


Tay Taylor, a student enrolled in Transition Academy leads the Pledge of Allegiance at February's BOE meeting.

Ms. Meggan in the Phoenix Cafe gave everyone a treat of homemade banana pudding in honor of Dr. Seuss's Birthday.



Nurse Jeanny Davenport recently held a "Love Your Heart" Art Contest for the Phoenix students. Winners included Gracie Wilson, Serinity Newberry, and Anthony Cove.

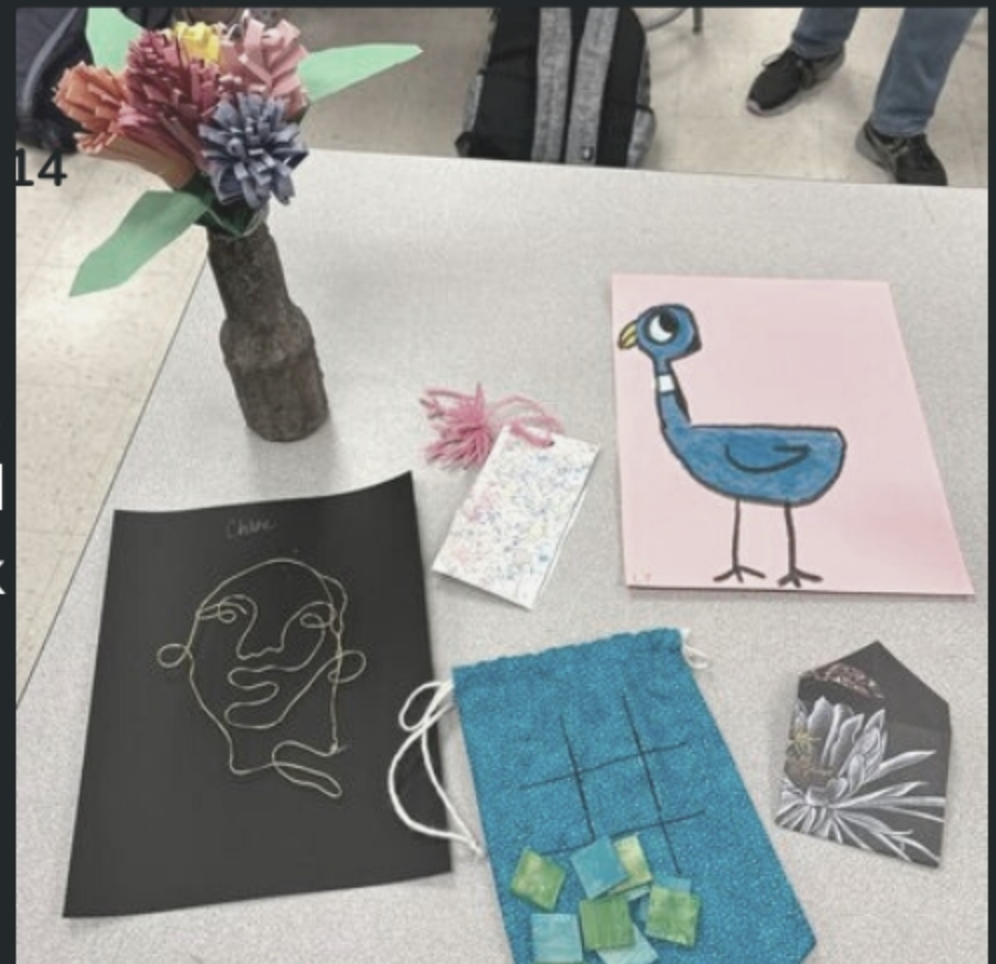




Congratulations to the Pine View Chess Club as they will be going to the State tournament. Corbin-8th grade, Collin and Ben 7th grade, Colton-3rd grade.



These pieces of art are on display at the Art Circle Library. 8th grade-Jadyn's vase and flowers, 6th grade-Shane's drawstring tic-tac-toe game bag, 5th grade-Eli's origami envelope, and Chloe's single wire sculpture, 2nd grade-Elliot's chalk shaving bookmark w/ tassel, and 2nd grade-Lylah's Pigeon painting.



Pine View March 2024



# PLEASANT HILL ELEMENTARY

## We Bring the Sting!!

MARCH 2024

**BOOK FAIR and Family Reading Night was a success!**



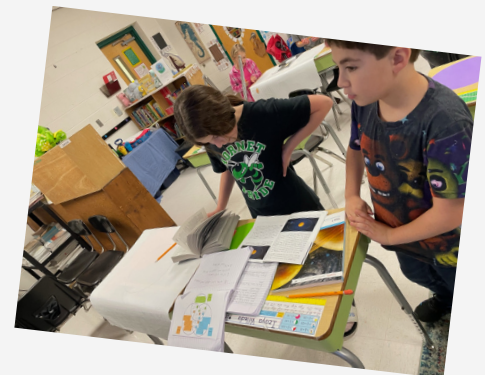
**THANK YOU BUS DRIVERS!!**  
WE are so lucky to have the BEST Bus Drivers!



**Ollie Otter Came to Visit and teach students about Seat Belt Safety!**



**We have fun learning!**

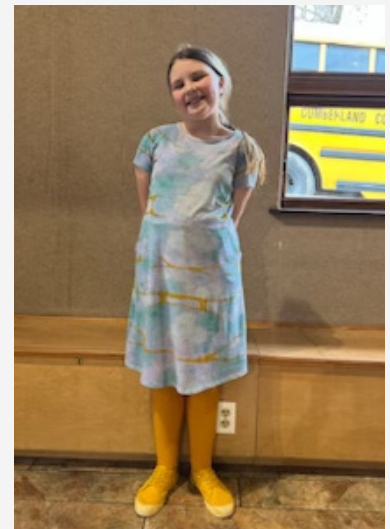


Columbus boats, the wedding of Q and U, CTE makes dessert, Solar Systems

**THANK YOU to Mr. Pepe Perron for sponsoring our PreK-5th Graders at a visit to the Cumberland County Playhouse to see “Finding Nemo, Jr”**



**Students enjoyed seeing some of their classmates perform in the play!**



# PANTHER NEWS

## CRIMINAL JUSTICE

- Mrs. Johnson's Criminal Justice students practice lifting fingerprints, after learning the methods and importance to fingerprinting.



## TALENT SHOW INFO

- *SMHS is hosting a talent show on March 19th.*



## BOOK TASTING

- Mrs. O'Neal offered a book tasting for the ELA classes, in order to promote reading and allow students to find which genre of books interests them.





## BASKETBALL RECOGNITION

- Cade Capps and Kortney Headrick joined the prestigious basketball alumni. Kortney joined the 1000 point club for SMHS Girls Basketball and Cade has joined the 2000 point club for SMHS boys basketball.



## WRESTLING SECTIONAL QUALIFIERS

- Jack Nealey- 2nd in Region
- Trenton Duncan- 2nd in region
- Dalton Platz- 3rd in Region
- Chanler Gavin- 4th in Region
- Jonnathan Aguirre- 4th in Region
- Aden Thompson- 4th in Region

## FFA RECOGNITION

### Middle TN FFA Regional Proficiency Awards

BRODY LOWE, DIVERSIFIED LIVESTOCK  
REGIONAL WINNER

BO WATTENBARGER, AG PROCESSING  
REGIONAL RUNNER-UP

GAVIN BORLAND, FORESTRY  
REGIONAL RUNNER-UP

SOPHIA JOHNS, GOAT PRODUCTION  
REGIONAL RUNNER-UP

LAUREL CRAWFORD, OUTDOOR REC  
REGIONAL RUNNER-UP

# MONTHLY NEWSLETTER MARCH '24

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

## SPORTSMANSHIP

WE'RE THRILLED TO ANNOUNCE THAT TANNER PAULEY HAS BEEN HONORED WITH THE PRESTIGIOUS NFHS AWARD OF EXCELLENCE FOR SPORTSMANSHIP, ETHICS & INTEGRITY! THIS AWARD, PRESENTED BY THE TSSAA IN COLLABORATION WITH NFHS, RECOGNIZES TANNER'S EXCEPTIONAL CHARACTER, LEADERSHIP, AND SPORTSMANSHIP BOTH ON AND OFF THE FIELD. JOIN US IN CELEBRATING TANNER'S OUTSTANDING ACCOMPLISHMENT AND THE POSITIVE IMPACT HE'S MADE IN OUR COMMUNITY!



X

## CTE CAREER EXPLORATION

MS. HUNTER'S ENCORE CLASSES ENJOYED HAVING GUEST SPEAKER MRS. PROPST, OWNER OF THE PET SPA, COME OUT AND SPEAK ABOUT DOG GROOMING ALONG WITH MS. MEGAN AND HER DOG SNOW!



**X** READ ACROSS AMERICA  
CLASSES ALL THROUGHOUT THE  
BUILDING HAD GUEST READERS TO  
CELEBRATE READ ACROSS AMERICA  
DAY. THE REBELS WANT TO THANK ALL  
THEIR GUESTS WHO PARTICIPATED!



**X** READING WITH THE LADY JETS  
THE LADY JETS  
BASKETBALL TEAM  
STOPPED BY SOUTH  
CUMBERLAND TO READ TO  
FUTURE JETS!

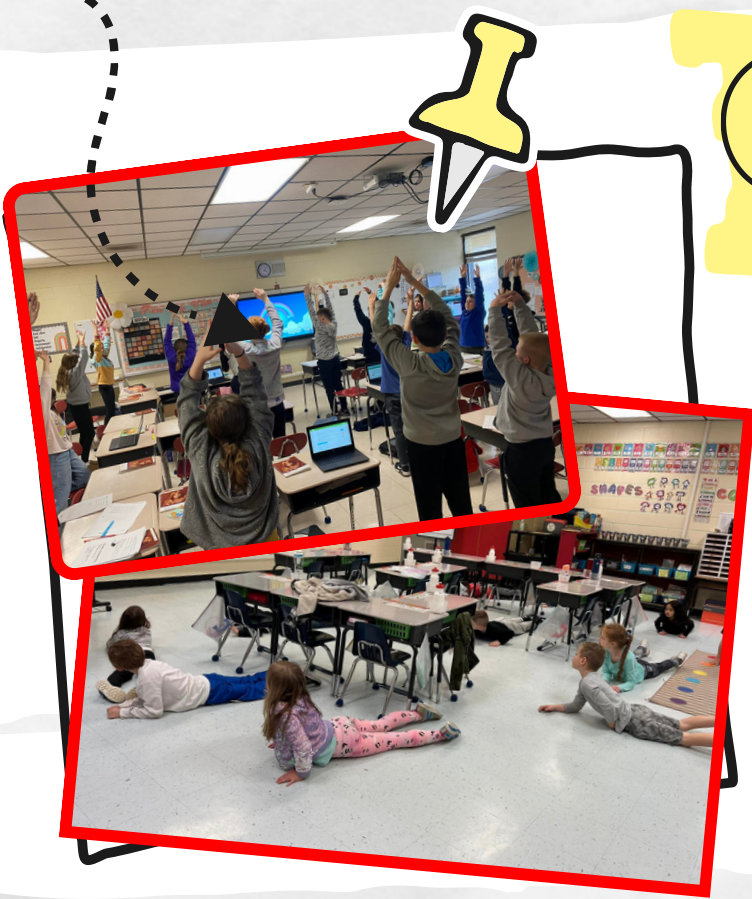
# X GREEN EGGS & HAM

SOUTH CUMBERLAND PRE-K STUDENTS HELPED COOK A GREEN EGGS AND HAM BREAKFAST FOR THE CLASS TO CELEBRATE DR. SEUSS'S BIRTHDAY. ONLY A FEW EGGS WERE BROKEN IN THE PREPARATION OF THE MEAL!



# X WELLNESS WEDNESDAY YOGIS

MANY CLASSES AT SOUTH CUMBERLAND PRACTICE YOGA ON WELLNESS WEDNESDAYS WHERE STUDENTS ARE ABLE TO EXERCISE THEIR BRAINS AS WELL AS THEIR BODIES



FOLLOW US ON



@SOUTHCUMBERLANDELEMENTARY

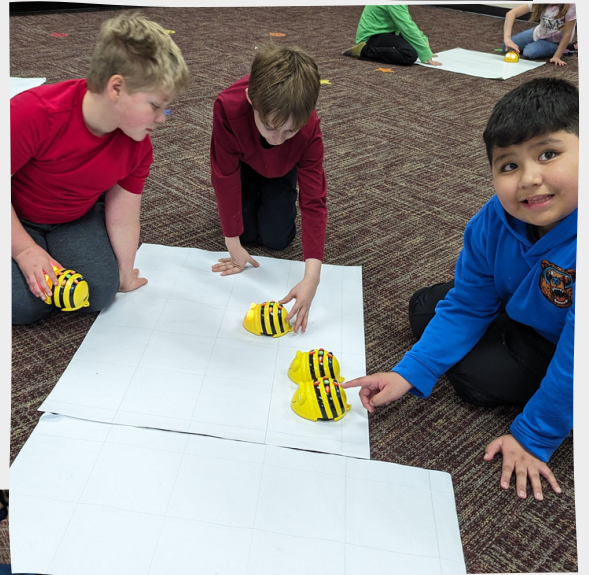


# STONE ELEMENTARY



## BEE-BOTS

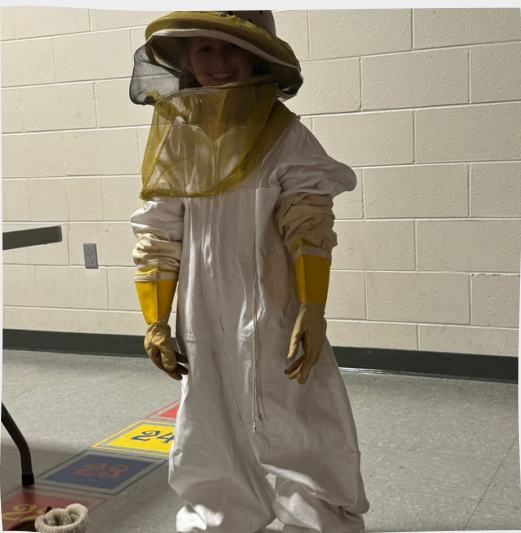
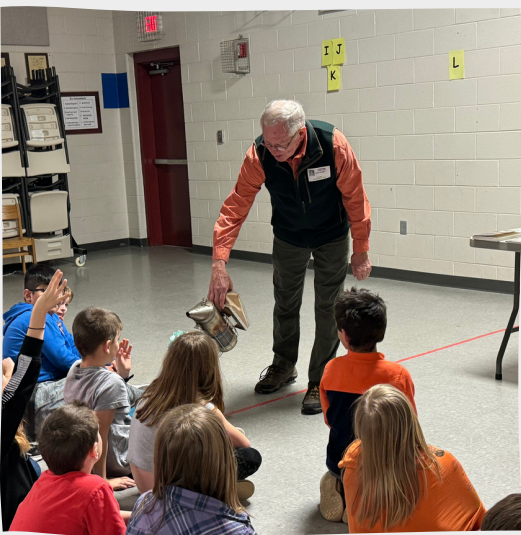
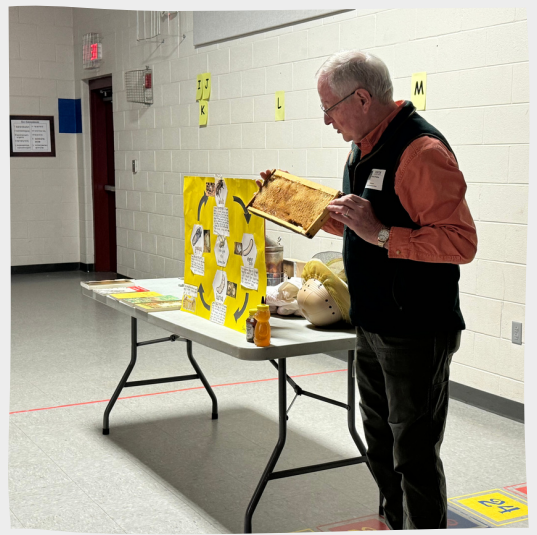
During music class, students were tasked with programming robots to perform the dance steps they have been learning in class. Mrs. Lopez has been working with the students on folk dancing, ballroom dancing, patterns, and form with her music students. The students connected their music lesson to science by learning about algorithms, pattern recognition, decomposition, and basic robot commands. We appreciate all of the help from Mr. Fuhrman as well as the Tennessee Tech Oakley Stem Center for letting us use their robots.





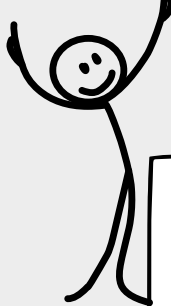
# BEEES

2nd Grade is abuzz with bee-mania! Mr. Peebles brought the honey-sweet scoop on these fuzzy flyers and even treated everyone to a taste of golden honey. Can you bee-lieve it? He and Ms. Donna handed out bee-utiful bracelets to the little ones. This year was a hive of activity as Mr. Peebles' granddaughter, Ava, joined in the fun. She's the real deal, helping bottle up the honey when it's harvest time!



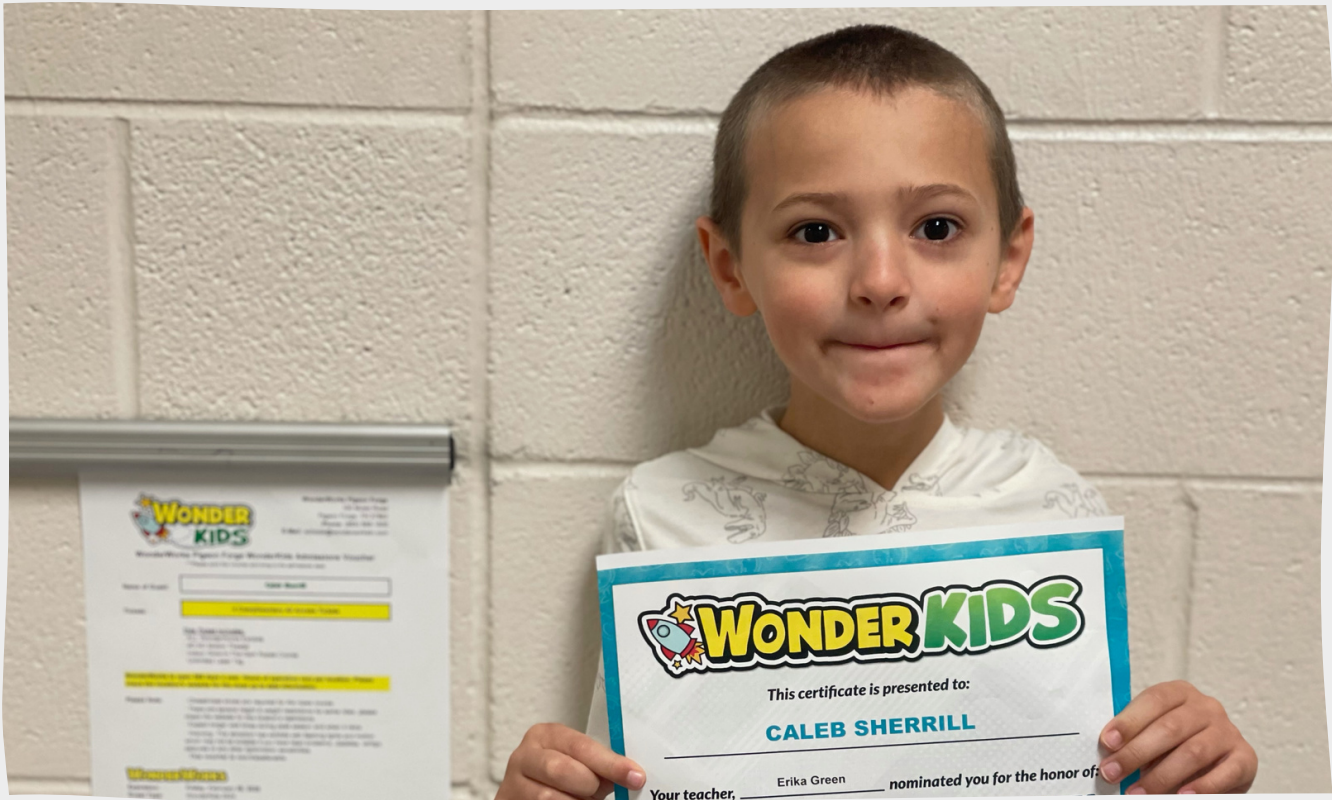
# BEEES





# STRENGTH THROUGH ADVERSITY

Mrs. Green nominated Caleb for the WonderKids strength through adversity award, where he received a certificate, and four tickets to go to Wonder Works. Caleb loved learning about science and doing hands-on experiments.





# BIGFOOT BUDDY

In Mrs. Marlowe's class student strive to become a Bigfoot Buddy. To Become a Bigfoot Buddy we look at many areas of achievement. The following are areas that students can show growth, effort and strength.

- \*Academic progress and growth in RTI
- \*Work completion in RTI and/or the classroom\*
- \* Kindness shown to others
- \*Demonstrating the ability to turn bad choices into good choices
- \*Accepting the responsibility for one's actions
- \*Uplifting and supporting others in their growth and struggles=GRACE
- \*Inspiring others to be their personal BEST

At the end of the Year Bigfoot Buddies and friends who have worked hard will join in a BIGFOOT Expedition.

Congratulations to Malyah Parkhurst for being this weeks Bigfoot Buddy!!!



# STARTS DONATION

Our fabulous art maestro, Mrs. Brown, struck gold with a grant from the STARTS program! Watch out, world - her classroom is about to get a colorful makeover with all those shiny new art supplies!



# ARTIST AT WORK

Some creative 8th graders have been going wild painting ceiling tiles! After they finish, they're on a mission to gift them to a teacher who has sprinkled some magic into their time here at Stone.





# PHYSICAL EDUCATION AT ITS BEST

Coach Dishman teaching our first graders the art of hockey.



# CTE

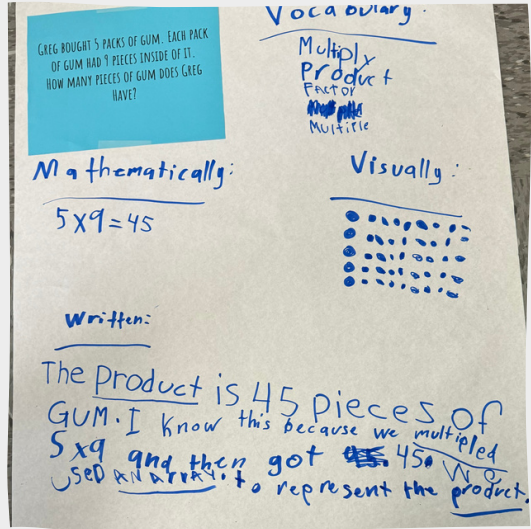
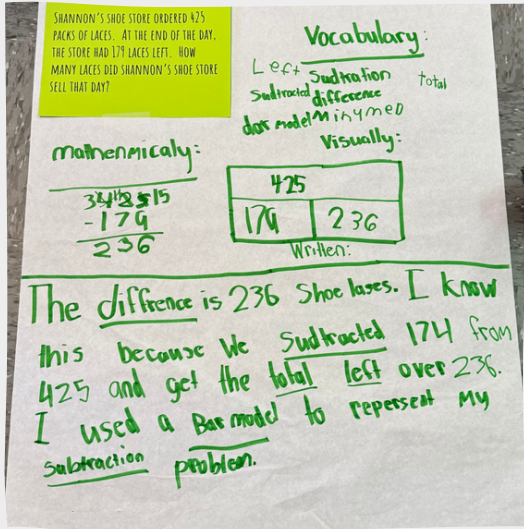
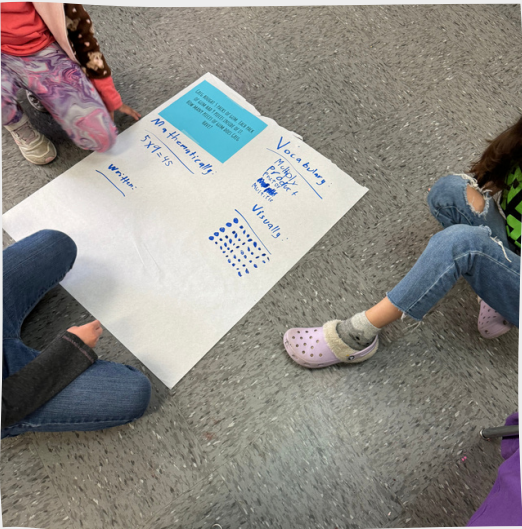
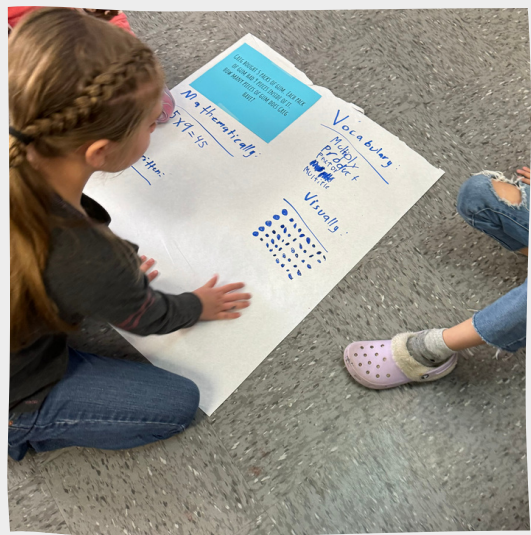
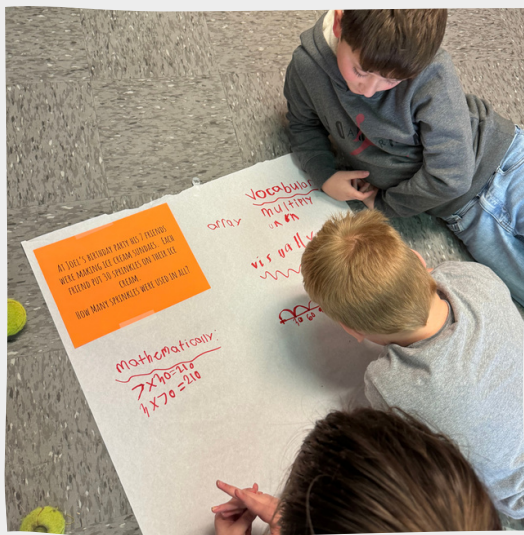
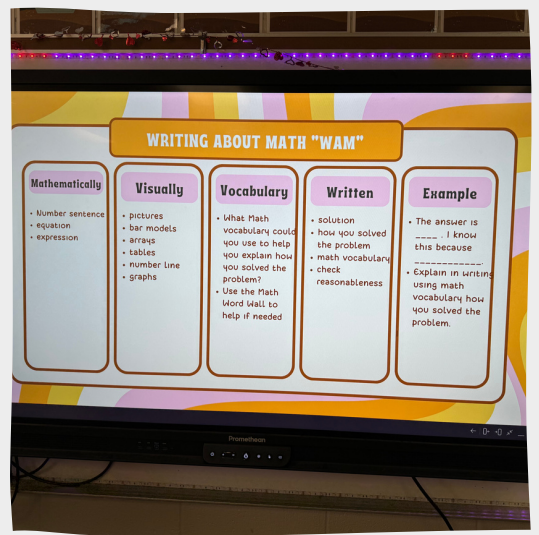
Human Services Classes are whipping up some serious team-building magic with 5th and 8th graders through acai bowl adventures! Meanwhile, 7th graders in Career Exploration are diving into research on their dream careers. Let's get those teamwork vibes flowing and career dreams soaring!





# WRITING ABOUT MATH

Our little math magicians in third grade are mastering the art of WAM! They're diving into the magical world of explaining their math wizardry with drawings, equations, and some snazzy math lingo to unravel the mystery behind their math moves.



**Mathematically**

- Number sentence
- equation
- expression

**Visually**

- pictures
- bar models
- arrays
- number line
- graphs

**Vocabulary**

- What Math vocabulary could you use to help you explain how you solved the problem?
- Use the Math Word Wall to help if needed

**Written**

- solution
- how you solved the problem
- math vocabulary
- check reasonableness

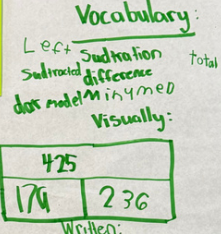
**Example**

- The answer is \_\_\_\_\_. I know this because \_\_\_\_\_.
- Explain in writing using math vocabulary how you solved the problem.

**Mathematically:**  
 $7 \times 46 = 322$   
 $4 \times 70 = 280$

**Vocabulary:**  
array  
visually  
math

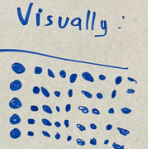
**Mathematically:**  
$$\begin{array}{r} 342 \\ -174 \\ \hline 236 \end{array}$$



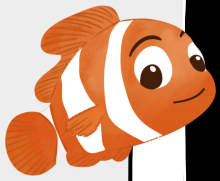
The difference is 236 shoe laces. I know this because we subtracted 174 from 425 and get the total left over 236. I used a bar model to represent my subtraction problem.

**Mathematically:**  
 $5 \times 9 = 45$

**Vocabulary:**  
Multiply  
Product  
Fact of  
Multiple



**Written:**  
The product is 45 pieces of GUM. I know this because we multiplied  $5 \times 9$  and then got 45. We used an array to represent the product.



# JUST KEEP SWIMMING

Our little ones from kindergarten to second grade embarked on a thrilling adventure to the Cumberland County Playhouse to catch the dazzling performance of Finding Nemo! How exciting!

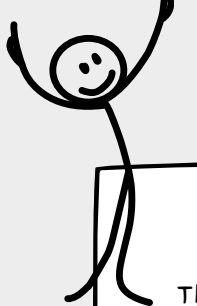




# RESPONSIBLE 2ND GRADERS

A few 2nd-grade students decided they would pick up some trash that they had found along the fence line or around the grass area. They made signs one day and formed a "club". It became so popular that others wanted to join in. They are excited about going outside each day and cleaning the grass or playground. They are cleaning the environment as part of their club.





# FEBRUARY IN PRE-K4

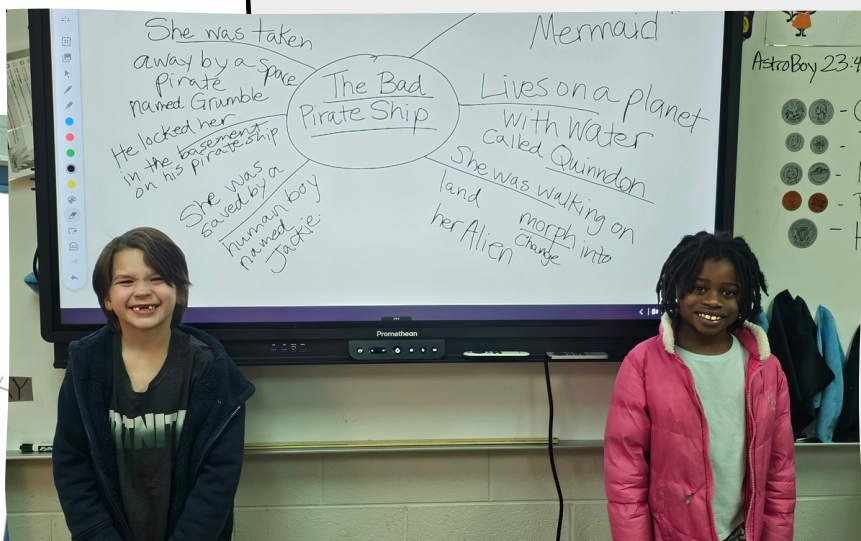
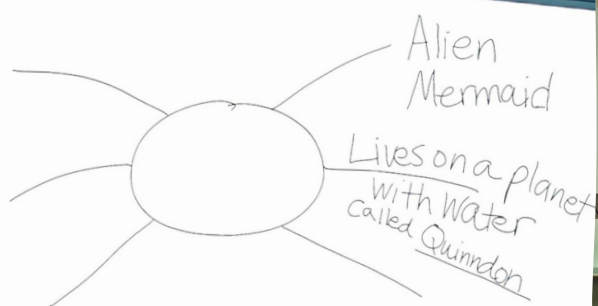
The Stone PreK4 class has been exploring museums with many hands-on activities. We have created dinosaur models out of recycled items and paper mache. We measured how tall a dinosaur might have been with our bodies. Did you know that the Brachiosaurus was about 50 feet tall! Our students used recycled items to build protection for an egg. After layering our eggs with armor, we dropped the eggs from the playground loft. Our experiment was a success. None of the eggs broke on impact!





# MRS. LAURIE'S AMAZING WRITERS

This 2nd grade RTI crew were killing it with their brainstorming, teamwork, and pre-writing skills!





# STONE ELEMENTARY'S OWN HERO

Our very own Nurse Kat was recognized for her heroic actions that helped two of our students. We are so grateful and proud of her!

NOT ALL  
HEROES  
WEAR  
CAPES

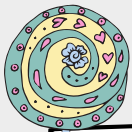


# CAREER EXPLORATION

TCAT Crossville rolled up to the school with a whole crew from each program, treating the 6-8th graders to a career extravaganza! The students got to dive into chats and hands-on fun with tools from every trade.

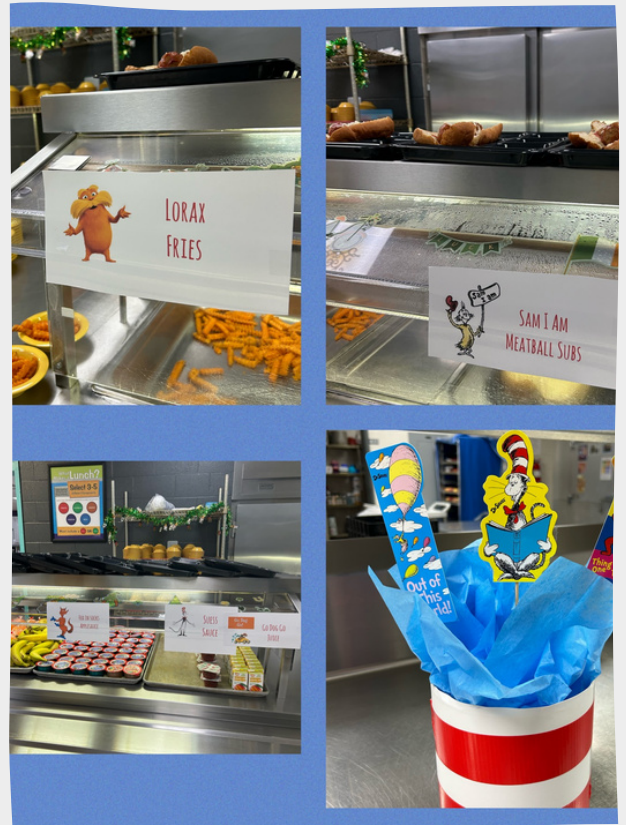






# HAPPY BIRTHDAY DR. SEUSS!!

Our school cafeteria crew kicked off Monday, March 4th with a splash of Dr. Seuss magic, serving up Lorax fries, Sam I Am meatball subs, green eggs and ham, and Seuss cereal - just to name a few whimsical treats!





## ONE MILLION WORDS

Mrs. Ridley's 4th graders hit the jackpot with a donut party from the legendary Mrs. Barnes for conquering 1,000,000 words in AR! High-fives all around!



## GUIDANCE

Our 5th graders had a blast hanging out with the legendary Mrs. Macey, mastering the art of self-control and becoming choice-making champions!



## FRACTIONS

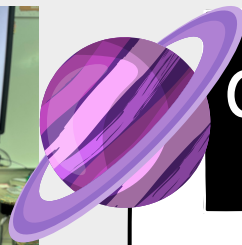
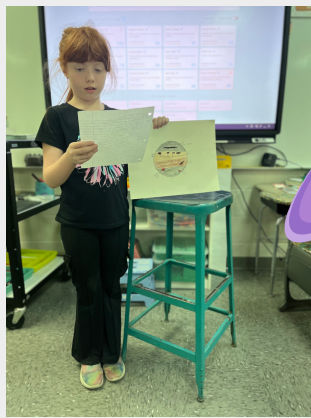
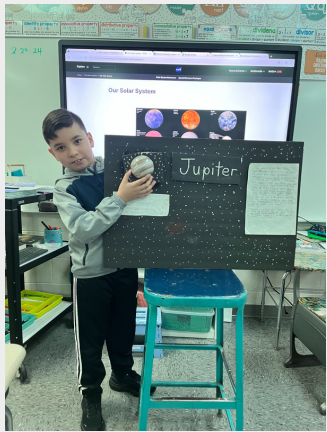
In fifth grade, we hopped on the Online Resource Bloocket to tackle multiplying fractions. This snazzy tool let us dive into the world of fractions using cool visual models.





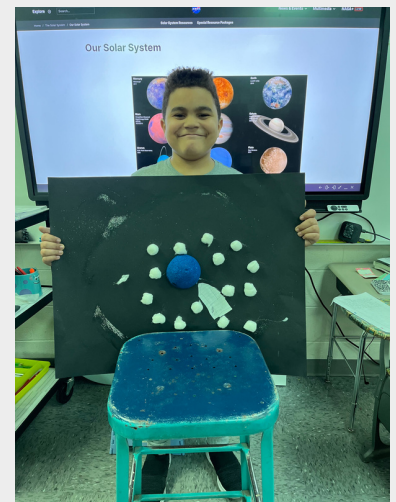
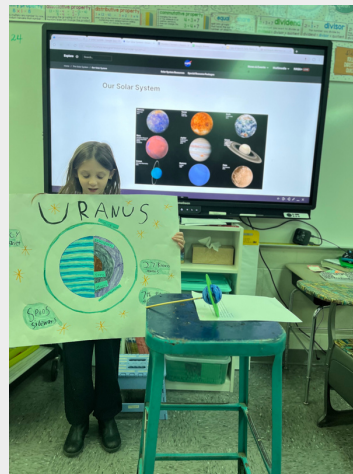
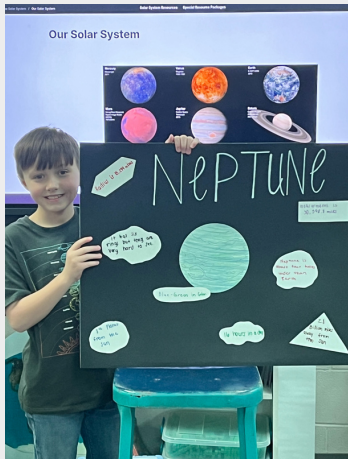
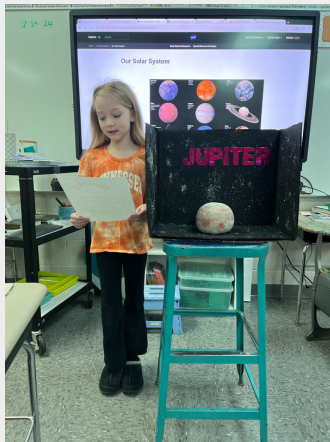
# 10,000 Words

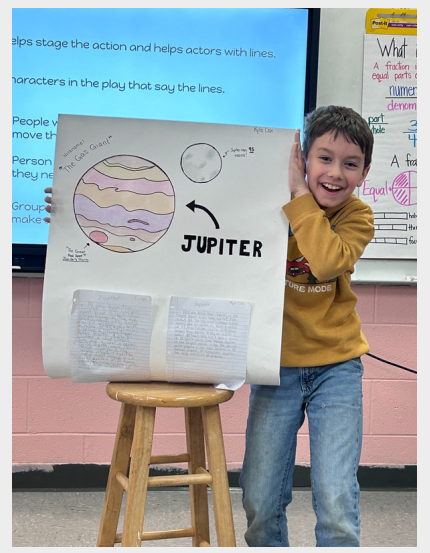
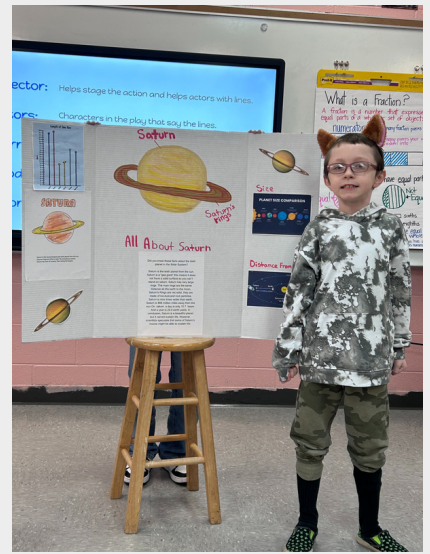
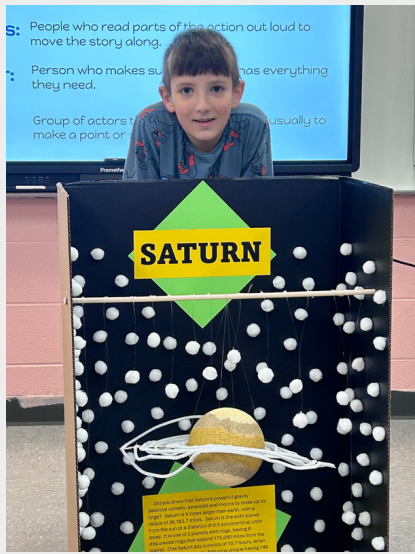
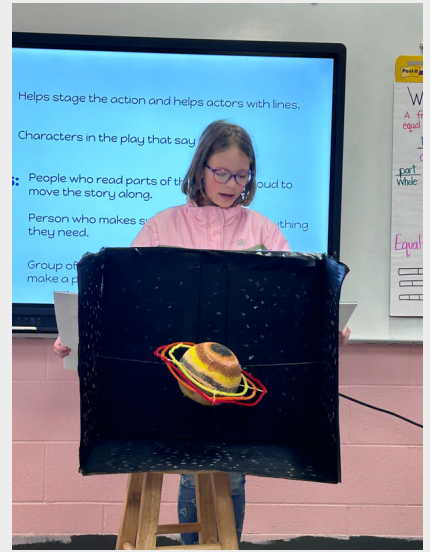
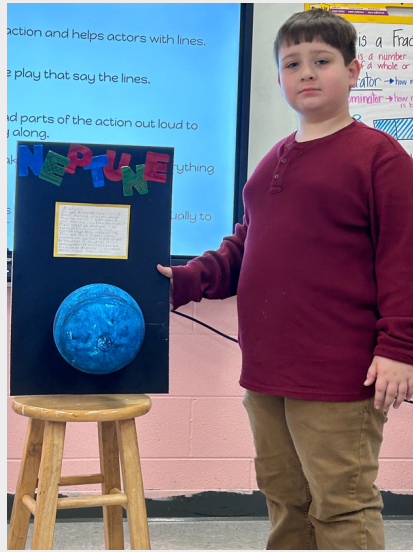
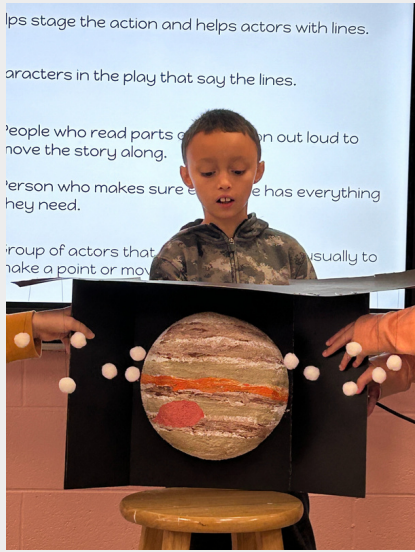
Skylar has already read over 10,000 words in 2024. He enjoyed lunch in the room with a friend.

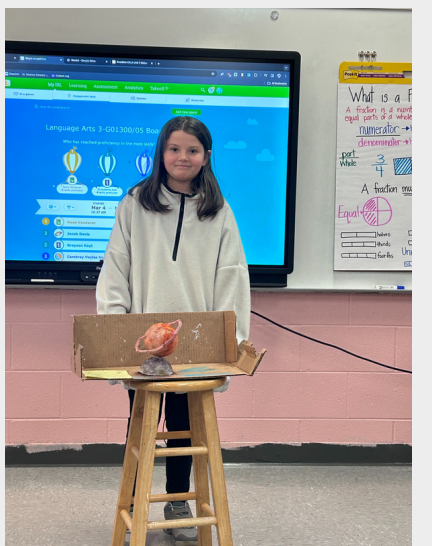
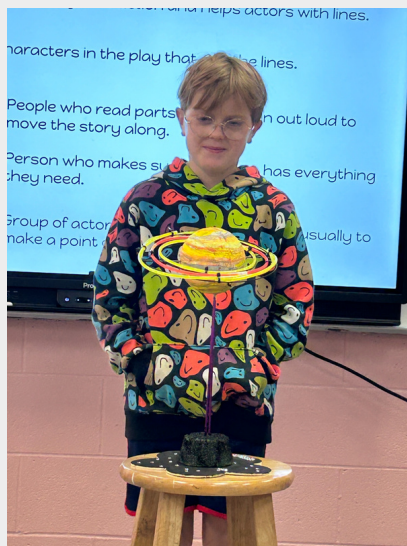
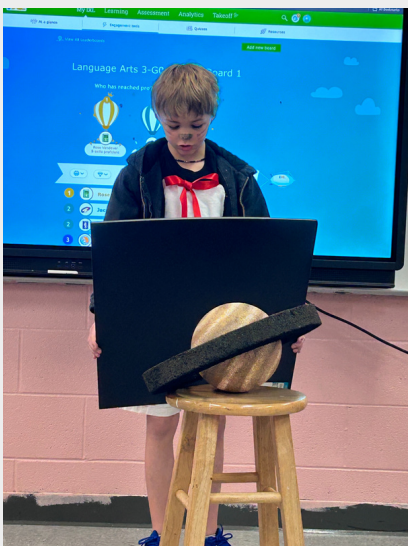
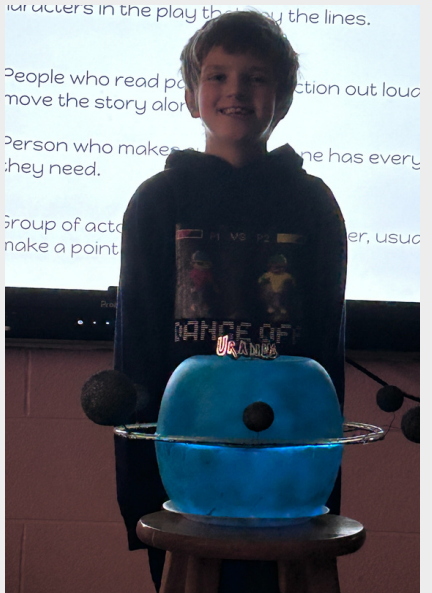
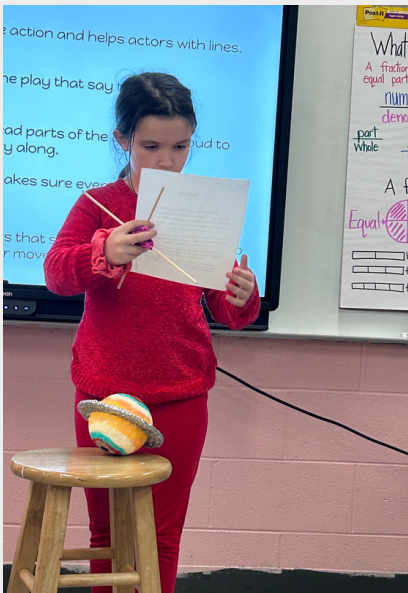
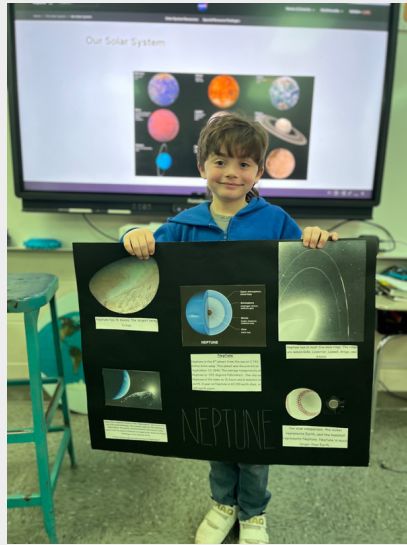


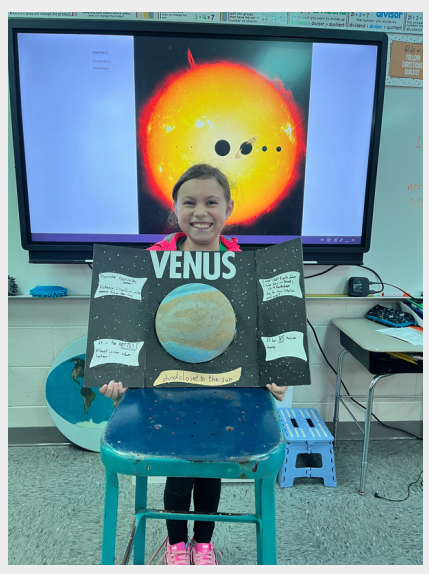
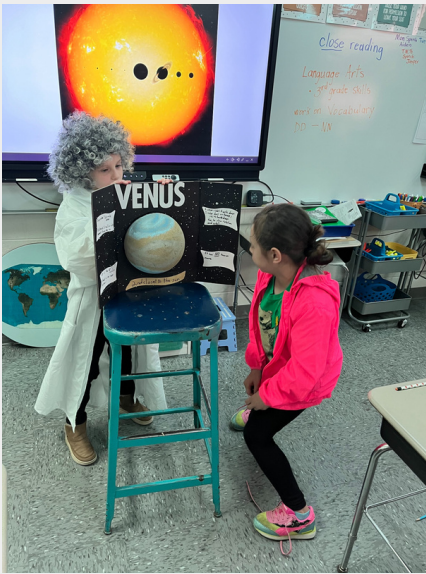
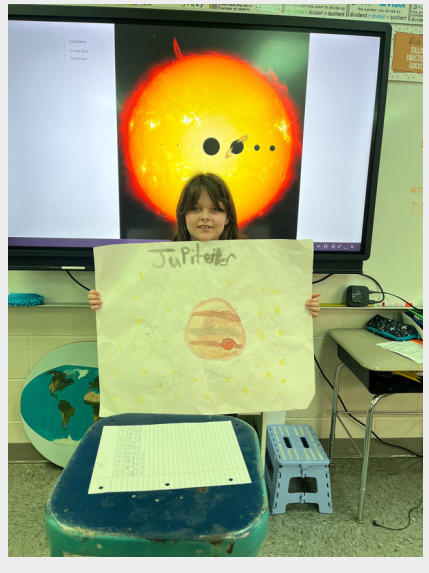
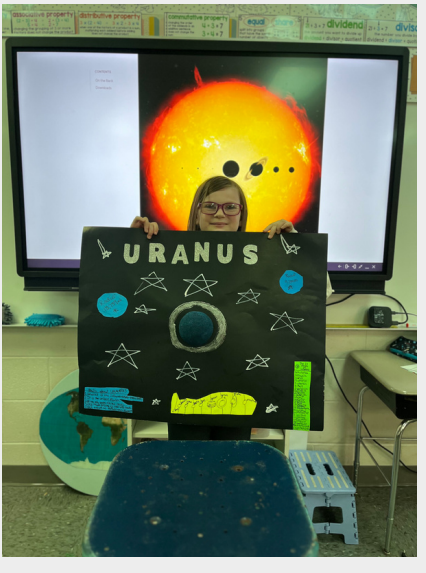
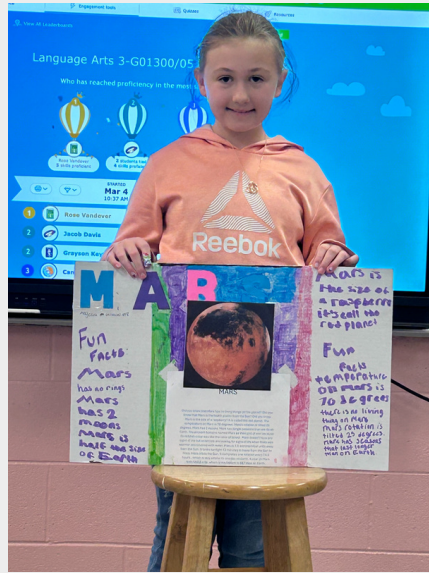
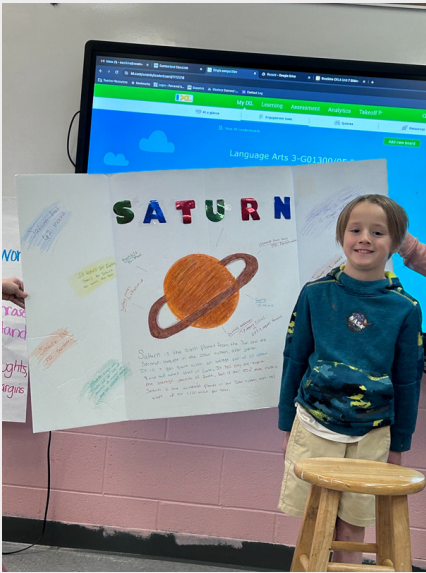
# Out of this World

Third graders are now solar system pros! Each little scientist adopted a planet for a special research project, and the results were simply out of this world!









# April

Frank P. Brown Elementary



2024

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

# CCHS April 2024






Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1</b> Softball vs Meigs 5:30  <b>Report Cards</b>  <b>April Fools Day</b>	<b>2</b> Softball @ SMHS 5pm <b>Tennis @ Warren Co</b> Soccer vs Loudon 6pm	<b>3</b>  <b>GOLD CLUBS</b>	<b>4</b> Soccer vs Upperman 6pm Tennis vs Cookeville 4pm T&F Cookeville 4pm Softball @ Upperman 5:30 Baseball @ Harriman	<b>5</b>  Baseball @ Mtn Valley Classic 9am	<b>6</b> T&F-CCS Invit. 12:30
<b>7</b>	<b>8</b> Baseball @ White Co 9am Softball @ Rockwood 5:30	<b>9</b> <b>Tennis vs Upperman</b> Softball @ Livingston 5:30 Baseball vs White Co 5:30	<b>10</b>  <b>BLUE CLUBS</b>	<b>11</b> <b>Tennis vs Livingston</b> Baseball vs Harriman 5:30 Softball vs Dekalb 5:30	<b>12</b> Baseball vs Clarkrange 5:30 Soccer @ SMHS TBA	<b>13</b> T&F- Cookeville Invit.
<b>14</b>	<b>15</b> <b>Tennis (location TBD)</b> Baseball vs Upperman 5:30 Softball @ Alvin C York 5:30	<b>16</b> <b>Tennis @ White Co</b> Baseball @ Upperman 5:30 T&F 1-40 split dual 4pm Softball vs White Co 5:30 Soccer @ White Co 6pm	<b>17</b>	<b>18</b> Baseball vs Warren Co 6pm Softball vs SMHS 5:30 <b>Soccer vs Livingston 6pm</b>	<b>19</b> Baseball vs Oakdale 5:30  Soccer-Cleveland Tournament TBA T&F- Knoxville Track Classic 4pm	<b>20</b>
<b>21</b>	<b>22</b> Baseball @ DeKalb 5:30 Softball vs Clarkrange 5:30	<b>23</b> Baseball vs DeKalb 5:30 Softball @ Wartburg 5:30 <b>Soccer @ Rhea Co TBA</b> <b>Progress Reports</b>	<b>24</b>	<b>25</b> <b>Soccer @ Dekalb 6pm</b> Baseball @ Monterey 5:30 Softball @ Van Buren 5pm <b>Tennis Girls Semi-final</b>	<b>26</b> <b>Tennis Boys semi-finals</b>	<b>27</b>
<b>28</b>	<b>29</b> Softball vs Monterey 5pm Baseball vs Monterey 5:30	<b>30</b> <b>Soccer @ McMinn Co 6pm</b>				

# Crab Orchard Elem April 2024

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13 PTO Spring Car Show and Market
14	15 TCAP testing begins	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

# Homestead Elementary

 April 2024 

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 ♟ Chess Club	5 ✚ FCA @ 7:10am  Spring Pictures, Cross country, Band, Archery	6
7 Easter Sunday	8	9  Dominos Pizza Night (Beta sponsored)	10 4:00p.m. Spring Band Concert	11 7:45 a.m. Bulldog Backers  ♟ Chess Club	12 ✚ FCA @ 7:10am  <b>Superhero dress up</b> <b>SWPB 5bark bucks</b>  SMMS Baseball 4:30p.m.	13
14	15 TCAP	16 TCAP	17 TCAP	18 TCAP  SMMS Baseball 4:30p.m.	19 ✚ FCA @ 7:10am  TCAP	20
21	22 TCAP	23 TCAP  Progress Reports go Home	24 TCAP	25 ♟ Chess Club  TCAP  BOE Meeting 6pm	26 ✚ FCA @ 7:10am	27
28	29 TCAP  <b>TEACHER APPRECIATION WEEK</b>	30 TCAP  <b>TEACHER APPRECIATION WEEK</b>	<b>TEACHER APPRECIATION WEEK</b>	<b>TEACHER APPRECIATION WEEK</b>	<b>TEACHER APPRECIATION WEEK</b>	

**\*\*Order Your YEARBOOK! On sale through April 14th for \$35\*\***

## UPCOMING EVENTS

April 29-May 3 Teacher appreciation week  
 May 1 Open enrollment for current students  
 May 3 Field Day  
 May 6 Pre K and Kindergarten Registration  
 May 23 Administrative Day no students

2024  

**April**



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19 2nd Grade Oakley Stem Center Oakridge	20
21	22	23 Progress Reports	24 Teacher Council Meeting 4:30 @ First National Bank	25	26	27
28	29	30				

**Our North Family is  
the BEST! No fooling!**

# April 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																																																																											
	1	2 K-8 Recognition Day (honors programs)	3	4	5 Verizon STEM Camp	6																																																																																											
7	8 PreK, K and 8th cap and gown photos	9	10	11 BETA Sponsored Dance K-2 3:15-4:15 3-5 4:30-5:30 6-8 6:00-8:00	12	13																																																																																											
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28	29	30	Engineering Excellence @ North Cumberland Elementary facebook: North Cumberland Elementary X: @PatriotsNCE																																																																																														
		Children First * Excellence Always				<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>March</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td></td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table> </div> <div style="text-align: center;"> <p>May</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </table> </div> </div>	S	M	T	W	T	F	S					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	31							S	M	T	W	T	F	S			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	31		
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# April 2024






Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 April Fools' Day	2 Autism Awareness Day	3 Faculty Meeting	4 Progress Monitoring	5 Progress Monitoring	6
7	8	9	10 National Siblings Day	11 National Pet Day	12 National Grilled Cheese Sandwich Day	13
14	15 Pay Day	16	17 Administrative Professional Day	18 Tax Day	19	20 Phoenix Prom
21	22 Progress Monitoring Earth Day	23 Progress Monitoring T4 Progress Reports Go Home	24	25 World Penguin Day	26	27 National Library Day
28 National Superhero Day	29	30 Honesty Day	31 Pay Day			

04

# Pine View

2024

## April Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Faculty Meeting and Testing Security-All Staff No 21st CCLC Clubs	3	4	5	6 PTO Color Run
7	8 6-8 SAFT (TCAP Field Test)	9 Honors Program: 6-8 9:30-10:00 PreK-2 9:00-9:30 3-5 10:00-10:30 K/8 Cap & Gown Pics Pine View Chick Fil-A Night 5-8 EST	10	11	12 Academic Rally- PTO Magician @ 1:30	13 Rain Date for PTO Color Run
14	15 TCAP Testing Window Opens	16 <b>TEST</b> 	17 <b>TEST</b> 	18 <b>TEST</b> 	19	20
21	22	23	24	25	26	27 7th/8th Nashville Trip
28	29	30 TCAP Testing Window Closes				



# Pleasant Hill Elementary

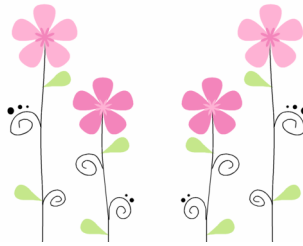
## April 2024

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

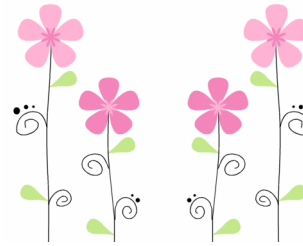
**\*\*STUDENTS CAN NOT BE PICKED UP FROM THE FRONT OFFICE AFTER 2:15\*\***

SUN 31	MON Apr 1	TUE 2	WED 3	THU 4	FRI 5	SAT 6
MSAA ELA & Math 9th - 11th						
	Wellness Bus ● 3pm Theater Practice 6 more	● 3pm Theater Practice 9 more	EOC TA mtg during plan 3 more	● 3pm Theater Practice 7 more	Tennis Tournament @ Oakland (Girls Only) 7 more	● 3pm Theater Practice 6pm Boys Soccer v White County
7	8	9	10	11	12	13
MSAA ELA & Math 9th - 11th						
● 3pm Theater Practice	EOC Field Test Eng 9&10 ● 3pm Theater Practice 5 more	RTI Data Meetings ● 3pm Theater Practice 8 more	● 3pm Theater Practice ● 3pm HS Baseball Practice (Gym 3 w/ i) 3 more	Baseball Tournament @ Oakdale ● 3pm Theater Practice 7 more	Senior Class Trip 6 more	● 8am MS Volleyball Post Season Ti 2 more
14	15	16	17	18	19	20
MSAA ELA & Math 9th - 11th						
● 3pm Theater Practice	Skills USA PLC Counselors 7 more	PLC F. Lang, PE- Well& SPED 8 more	PLC ELA & Social Studies 4 more	Theatre Spring Performance PLC CTE & Science 6 more	PLC Fine Arts & Math 5 more	● 7am FFG Rotary (Library & ELA Cl:
21	22	23	24	25	26	27
MSAA ELA & Math 9th - 11th						
● 7:45am ENGLISH 9 & 10 EOC TEST PA ● 3pm HS Baseball Practice (Gym 3 w/ i) 5 more	PROGRESS REPORTS GO HOME ● 7:45am ALGEBRA 1 PARTS 1 & 2 EOC 6 more	SDC PSYCHOLOGY & SAILS EXAM ● 10:30am Prom Promise and Mock DU 3 more	Tennis: Girls Districts ● 7:45am ENGLISH 9 & 10 EOC TEST PA 5 more	Tennis: Boys Districts ● 7:45am GEOMETRY & ALGEBRA 2 PAI 4 more	● 7am Fit Fest (Main Gym, Aux Gym ● 8am SSSB Rehearsal (Band Room ● 7pm SMHS Prom	
28	29	30	May 1	2	3	4
MSAA ELA & Math 9th - 11th						
Tennis: Girls Districts ● 7:45am ALGEBRA 1 PART 3 EOC 5 more	EOC MAKE UPS Tennis: Boys Districts 6 more	SDC US HISTORY EXAM ● 3pm HS Baseball Practice (Gym 3 w/ i) ● 5pm MS Baseball Practice (Gym 3 w/ i)	Tennis: Individual Districts SDC MAKE UP EXAMS 4 more	● 3pm HS Baseball Practice (Gym 3 w/ i) ● 5pm MS Baseball Practice (Gym 3 w/ i)	● 8am SSSB Rehearsal (Band Room	





**SCES**



# April



**2024**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1  APRIL FOOLS' DAY	2 Spring Individual Pics Buyers only.	3 Wellness Wednesday 	4 TN TECH Math Trip 8am	5	6
7	8	9  PTO Meeting 3:15	10	11	12  CONCESSIONS	13
14	15	16 <b>TCAP</b>	17 <b>TCAP</b>	18 <b>TCAP</b>	19 <b>TCAP MAKE UP</b>	20
21	22	23 <b>TCAP</b>	24 <b>TCAP</b>	25 <b>TCAP</b>	26 <b>TCAP MAKE UP</b>	27
28	29	30				

# Stone Elementary

April 2024

## 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	3	4	5	6
7	8 ELA Field Test – Grades 6-8	9	10	11	12	13
14	15 TCAPS	16 TCAPS Chick-Fil-A Night 4-7 pm	17 TCAPS	18 TCAPS	19 TCAPS	20
21	22 TCAPS	23 TCAPS 4 <sup>th</sup> 9 weeks Progress Reports	24 TCAPS PreK to Amazing Acres	25 TCAPS Hispanic Literacy Night 5-6:30pm	26 TCAPS	27
28	28 TCAPS	30 TCAPS				

# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in January</b>	Descriptor Term:  <h2 style="text-align: center;">Graduation Recognition/Latin Classification</h2>	Descriptor Code: <h3 style="text-align: center;">4.602</h3>	Issued Date: <h3 style="text-align: center;">07/27/23</h3>
		Rescinds: <h3 style="text-align: center;">4.602</h3>	Issued: <h3 style="text-align: center;">06/25/20</h3>

1 Final grade average earned in each class grades 9, 10, 11 and the first semesters of grade 12 are used in  
 2 determining final class standing. This standing is based the local weighted GPA.

3 GPA calculations will be called Lottery GPA and local weighted GPA. The Lottery GPA will be based  
 4 on a 4.0 scale. The local weighted GPA will be based on a 5.0 scale. The local weighted GPA will be  
 5 calculated on all course work using the Cumberland County Grading Scale. GPA will also be calculated  
 6 using the Tennessee Uniform Grading Scale for Lottery/Hope Scholarship purposes (to be called Lottery  
 7 GPA). Both the Cumberland County local weighted GPA and the Lottery GPA will appear on the official  
 8 transcript. Upon request by the student, that student’s class rank will be released for the purpose of  
 9 scholarships and/or extended education.

10 In the determination of academic recognition, Cumberland County Schools will utilize the following  
 11 Latin system based on local weighted GPA:

12	Summa Cum Laude	4.25 and above
13	Magna Cum Laude	4.00 – 4.24
14	Cum Laude	3.75-3.99

15 All grades earned in grades 9, 10, 11 and the first semester of grade 12 are considered for determining  
 16 final class standing.

17 The valedictorian and salutatorian will be chosen using the following criteria:

- 18
- 19 • Student must qualify for the highest Latin System honor award at the respective high school.
- 20
- 21 • Student must meet the benchmarks on the ACT (benchmarks: Math 22, Science 23, English ~~and~~  
 22 18, Reading 22) or equivalent on the SAT.
- 23
- 24 • Valedictorian and salutatorian will have the two highest numerical averages of the final course  
 25 grades in the top half of the Summa Cum Laude graduating class.
- 26
- 27 • The student must have been enrolled and in physical attendance 2 of the 4 semesters  
 28 immediately preceding their senior year.
- 29
- 30 • In the event multiple students meet all of the aforementioned criteria and a tie still exists, the  
 31 highest achieved ACT composite controls.

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Cross References

Grading System 4.600

Graduation Requirements 4.605

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Evaluation of the Director of Schools</b>	Descriptor Code: <b>5.803</b>	Issued Date:
		Rescinds:	Issued:

1 Through an annual evaluation of the Director of Schools,<sup>1</sup> the Board will strive to accomplish the  
2 following:

- 3 1. Clarify the role of the Director of Schools according to a job description as agreed upon by the  
4 Board and the Director of Schools;
- 5 2. Develop harmonious working relationships between the Board and the Director of Schools; and
- 6 3. Develop improvements in the administrative leadership of the school district.

7 The Board will develop, with the Director of Schools, a set of performance objectives based on the needs  
8 of the district. The performance of the Director of Schools will be reviewed in accordance with these  
9 specified goals. The performance objectives will be memorialized in an evaluation plan that includes, at  
10 a minimum, sections regarding job performance, student achievement, relationships with staff and  
11 personnel, relationships with board members, and relationships with the community.<sup>1</sup>

12 At a time agreed to by the Board and the Director of Schools, the Board will meet as a body to evaluate  
13 the Director of Schools' performance.

14 The following guidelines will be used in the evaluation process:

- 15 1. The Director of Schools will know the standards upon which he/she will be evaluated and will  
16 be involved in the development of those standards.
- 17 2. A part of the evaluation may be a composite of the evaluation by individual board members, but  
18 the Board, as a whole, will meet with the Director of Schools to discuss the composite evaluation.
- 19 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 20 4. Both the Board and Director of Schools will prepare for the evaluation. The Director of Schools  
21 will conduct a self-evaluation, and board members will rate the Director of Schools'  
22 performance. Relevant documentation, if any, will be provided.

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Legal References

1. TCA 49-2-203(a)(15)

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Cross References

- Board-Director Relations 1.205  
Qualifications and Duties of the Director of Schools 5.802

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in September June</b>	Descriptor Term: <b>Board Committees</b>	Descriptor Code: <b>1.300</b>	Issued Date: <b>11/06/03</b>
		Rescinds: <b>1.400</b>	Issued: <b>01/06/98</b>

~~The Board shall operate without standing committees, except for the Executive Committee and the 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.<sup>1</sup> Such committees shall be discharged when the work is finished or earlier by a majority vote of the entire Board. All reports by special committees shall be made directly to the Board.~~

The Board shall operate with the following standing committees; Executive, Policy, Budget, Building & Grounds/Safety, and Athletic, Arts, and Activities. Special committees may be formed at the direction of the Board and as the needs of the Board shall require<sup>1</sup>. Such special committees shall be discharged when the work is finished or earlier by a majority vote of the entire Board. The chairman of the board shall recommend, and the board shall approve, appointments to committees. All reports by committees shall be made directly to the Board.

~~1. A special committee serving in an advisory capacity shall consist of less than a quorum of board members; Standing committees shall elect a chairman during each October committee meeting, and special committees shall elect a chairman at their initial meeting;~~

~~2. The committee will be advisory only; Committees shall serve in an advisory capacity, and shall consist of less than a quorum of board members;~~

~~3. Issues to be discussed by the committee must be approved in advance by the entire Board; Committees may vote to make recommendations to the board, and such recommendations shall not be binding on the board;~~

~~4. A committee shall serve no longer than the annual organization meeting of the Board unless reappointed to finish a designated task; and Issues to be discussed by committee shall be approved in advance by the Board;~~

~~5. Committee meetings shall be held in accordance with the Open Meetings law.<sup>2</sup> Special committees shall serve no longer than the annual organization meeting of the Board unless reappointed to finish a designated task; and~~

6. Committee meetings shall be held in accordance with the Open Meetings law.<sup>2</sup>

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Legal References:

1. TCA 49-2-205(2)
2. TCA 8-44-102(b)

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Cross References:

School Board Meetings 1.400  
Public Hearings 1.401

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Appeals to and Appearances Before the Board</b>	Descriptor Code: <b>1.404</b>	Issued Date: <b>06/28/23</b>
		Rescinds: <b>1.404</b>	Issued: <b>12/03/20</b>

## 1 APPEALS TO THE BOARD

2 Any matter relating to the operation of the school system may be appealed to the Board. However, the  
3 ~~parties shall attempt to settle~~ Board desires that all matters be settled at the lowest level of responsibility  
4 and ~~the Board shall will~~ not hear complaints or concerns which have not advanced through the proper  
5 administrative procedure. ~~from the point of origin.~~

6 If all steps of the administrative procedure have been pursued and there is still a desire to appeal to the  
7 Board, the matter shall be referred in writing to the office of the Director of Schools and the Board shall  
8 determine whether to hear the appeal.

## 9 APPEARING BEFORE THE BOARD ~~–With notice to the board~~

10 Individuals ~~speaking to~~ ~~desiring to appear~~ before the Board ~~shall address remarks to the Chair and may~~  
11 ~~direct questions to individual board members or staff members only upon approval of the Chair. Each~~  
12 ~~person speaking shall state his/her name and subject of presentation. Individuals desiring to appear~~  
13 ~~before the Board shall submit a written request with descriptive materials to the office of the Director of~~  
14 ~~Schools 8 working days before the meeting. If the request is approved by the executive committee, the~~  
15 ~~item will be placed on the agenda. Individuals placed on the agenda will be recognized at the beginning~~  
16 ~~of the meeting and given no more than 5 minutes to speak when their item is addressed on the agenda.~~  
17 ~~All requests submitted will be included in the board packet.~~

18 ~~The Chair shall have the authority to terminate the remarks of any individual who violates state~~  
19 ~~law or does not adhere to board rules. <sup>1</sup> must submit a written request with descriptive materials to the~~  
20 ~~office of the director eight (8) working days before the meeting. If the~~  
21 ~~request is approved by the Executive Committee, the item will be placed on the agenda. Individual~~  
22 ~~placed on the agenda will be recognized at the beginning of the meeting and given time to speak~~  
23 ~~when their topic of interest is addressed on the agenda. All requests submitted will be included in the~~  
24 ~~board packet.~~

25 ~~The chairman may recognize individuals on the agenda for remarks to the Board if he/she determines~~  
26 ~~that such is in the public interest. A majority vote of members present can overrule the decision of the~~  
27 ~~chairman.~~

## 19 ~~APPEARING BEFORE THE BOARD –Without notice to the board~~

20 ~~If an individual wishes to address the Board, he/she may sign up on the form provided before the~~  
21 ~~beginning of the board meeting to request time to speak. Delegations must select only one individual to~~  
22 ~~speak on their behalf unless otherwise determined by the Board.~~

23 ~~Individuals speaking to the Board shall address remarks to the chairman and may direct questions to~~  
24 ~~individual board members or staff members only upon approval of the chairman. Each person speaking~~  
25 ~~shall state his name, address, and subject of presentation. Remarks will be limited to three (3) minutes~~  
26 ~~unless time is extended by the Board. The chairman shall have the authority to terminate the remarks of~~  
27 ~~any individual who is disruptive or does not adhere to Board rules.<sup>+</sup>~~

~~28 Individuals desiring additional information about any item on the agenda shall direct such inquiries to~~  
~~29 the office of the director of schools~~

*Public Comment Period*<sup>1</sup>

3 There shall be a public comment period for each meeting with actionable items on the agenda, with the  
4 exception of teacher disciplinary hearings. Comments shall be limited to topics listed on the agenda. The  
5 total public comment period shall be for no more than 30 minutes. If an individual wishes to address the  
6 Board, he/she shall sign up on the form provided before the beginning of the board meeting to request  
7 time to speak. Each speaker shall be given no more than 3 minutes. Delegations shall select only one (1)  
8 individual to speak on their behalf unless otherwise determined by the Board.

Legal References

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1. TCA 39-17-306
2. Public Acts of 2023, Chapter No. 300

Cross References

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School Board Meetings 1.400  
Public Hearings 1.401  
Agendas 1.403.  
Discrimination/Harassment of Employees 5.500  
Complaints and Grievances 5.501  
Student Discrimination, Harassment, Bullying,  
Cyberbullying, and Intimidation 6.304  
Student Concerns 6.305



# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Charter School Authorizing Principles</b>	Descriptor Code: <b>1.900</b>	Issued Date: <b>10/25/18</b>
		Rescinds:	Issued:

1 The Cumberland County Board of Education shall ensure that only high-quality charter schools are  
2 authorized to operate within the district and adhere to the State Board of Education’s quality charter  
3 authorizing standards. To accomplish this, the Board shall adopt the following authorizing principles  
4 that require charter schools to maintain high standards, while upholding school autonomy and  
5 protecting student and public interests.<sup>1</sup>

## 6 **MAINTAINING HIGH STANDARDS**

7 Charter schools shall be held accountable for meeting the performance standards and targets set forth  
8 in their charter agreement. The Board shall **maintain high standards for the charter school(s)it oversees**  
9 **and** close any charter school that fails to meet the standards and targets established in the charter  
10 agreement or set by state law.<sup>2</sup>

## 11 **UPHOLDING SCHOOL AUTONOMY**

12 Charter school governing boards shall be independent of the Board and have the authority to make  
13 instructional programming, financial, personnel, school culture, and scheduling decisions. **The Board**  
14 **shall assume responsibility not for the success or failure of individual schools but for holding schools**  
15 **accountable for their performance.**

16 The Board shall only impose requirements on charter schools in its portfolio when there is a legal basis  
17 or compelling reason to do so.

## 18 **PROTECTING STUDENT AND PUBLIC INTERESTS**

19 The Board shall ensure clarity, consistency, and public transparency in authorizing policies, practices,  
20 and decisions of **regarding** any charter school. The Board shall hold charter school governing boards  
21 accountable for being fiscally responsible and transparent.

22 Charter schools are part of the public education program and shall adhere to non-selective,  
23 nondiscriminatory practices and ensure the fair treatment of all students. They shall provide  
24 appropriate services to all enrolled students in accordance with state and federal laws.<sup>43</sup> Charter school  
25 governing boards shall ensure fiscal responsibility and transparency.

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Legal References

1. TCA 49-13-108(f); State Board of Education Policy 6.111;  
TRR/MS 0520-14-01-.01
2. TCA 49-13-111, TCA 49-13-120, TCA 49-13-122
- ~~3. TCA 49-13-105(a)~~
4. TCA 49-13-111

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Charter School Applications</b>	Descriptor Code: <b>1.901</b>	Issued Date: <b>02/25/21</b>
		Rescinds: <b>1.901</b>	Issued: <b>09/26/19</b>

## 1 *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to  
3 charter schools converting from existing public schools. Proposals from existing charter school  
4 operators or replicators and applicants proposing to contract with educational service providers shall be  
5 in accordance with state law.<sup>1</sup>

## 6 **APPLICATION PROCESS<sup>2</sup>**

7 A prospective charter school sponsor shall send **notice** to the Director of Schools/~~designee~~ ~~notice~~ of its  
8 intent sixty (60) **calendar** days prior to February 1<sup>st</sup> of the year preceding the year in which the  
9 proposed charter school plans to begin operation as a charter school. **The Director of Schools/designee**  
10 **shall determine whether the sponsor has selected the correct application category within ten (10)**  
11 **business days of receiving the letter of intent and notify the sponsor within five (5) business days of a**  
12 **determination that the incorrect application category has been selected.**<sup>2</sup>

13 A sponsor seeking board approval of an initial charter school application shall complete the forms  
14 provided by the ~~Tennessee~~ Department of Education. The application shall provide all the information  
15 required by **state** law. The sponsor shall demonstrate that the proposed charter school meets the  
16 purpose prescribed by **state** law for the formation of a charter school, and the proposed charter school  
17 will be able to implement a viable program of quality education for its students.<sup>3</sup>

18 **Electronic copies** of applications shall be submitted to the Board and ~~Tennessee~~ Department of  
19 Education on or before ~~4:30~~ **11:59** p.m. **Central Time** on February 1<sup>st</sup> of the year preceding the year in  
20 which the proposed charter school plans to begin operation as a charter school. If the 1<sup>st</sup> of February  
21 falls on a Saturday, Sunday, or holiday on which the school district offices are closed, applications will  
22 be accepted on the next business day on or before ~~4:30~~ **11:59** p.m. Late applications will not be  
23 accepted, without exception. The sponsor shall pay an application fee of \$2,500.00.<sup>2</sup>

24  
25 **The Board shall determine whether an application is complete within (10) business days of receiving**  
26 **the application and shall notify the sponsor within five (5) business days of the determination if the**  
27 **application is determined to be incomplete.**<sup>3</sup>

## 28 **REVIEW TEAM**

29 If necessary, the ~~Board~~ **Director of Schools/designee** shall appoint a review team to assist in reviewing  
30 and evaluating charter school applications. The team shall be ~~composed~~ **comprised** of members of the  
31 administrative staff for the district, community members **with relevant educational, organizational,**  
32 **financial, and legal experience.** ~~and a member of the Board with relevant educational, organizational,~~

1 ~~financial, and legal experience.~~ At the board meeting in December of each year, the Director of  
2 Schools/~~designee~~ shall make a recommendation to the Board on which members of his/her  
3 administrative staff should be appointed to the team. The Board shall name the members of the team at  
4 its meeting in January of each year. The Board shall designate a Chair of the review team as the  
5 contact person for answering questions about the application process and receiving applications. The  
6 Director of Schools/~~designee~~ shall develop an orientation for the team to ensure consistent evaluation  
7 standards and the elimination of real or perceived conflicts of interest.

8 The Board shall require the Director of Schools/~~designee~~ to develop a procedure for receiving,  
9 reviewing, and ruling on applications for the establishment of charter schools by the review team. The  
10 procedure shall include a timeline for the application and review process. A copy of the procedure,  
11 including the review criteria, shall be available ~~to any interested party upon request.~~ **on the district's**  
12 **website.**

13 The review team shall:

- 14 1) Evaluate all charter school applications based on the review criteria ~~adopted by the Board;~~  
15 **established by state law; and**
- 16 2) Recommend one of the following options to the Board for each application: approve, reject, or  
17 reject with stipulations for reconsideration.<sup>4</sup> ~~;~~ ~~and~~
- 18 3) ~~Make recommendations for revocation, renewal, or non-renewal of charter school contracts.~~

## 21 **APPROVAL/DENIAL OF APPLICATION<sup>5</sup>**

22 The Board shall rule by resolution on the approval or denial of ~~a~~ **an initial** charter **school** application  
23 within ninety (90) **calendar** days of receipt of the completed application, or the application shall be  
24 deemed approved by **state** law. The Director of Schools/~~designee~~ shall report the action taken by the  
25 Board to the Department of Education.

### 26 *Approval*

27 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with  
28 the Board, which shall be binding on the charter school's governing body. The charter school  
29 agreement shall be in writing and signed by the sponsor and the Board.

30 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state  
31 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.<sup>5-6</sup>

32 Charter schools approved by the Board are expected to implement the application as submitted and  
33 approved. Material variations in operations from the approved application require amendment pursuant  
34 to ~~statute~~ **state law** and the charter school agreement.<sup>6-7</sup>

35 The Board should not **provide** ~~be expected to provide~~ services to charter schools that are not requested  
36 during the application process except for those services that are required under state or federal laws.  
37 Services agreed to be provided to the charter school by the Board shall be provided at board actual  
38 cost. The Board and charter school shall execute a service contract for any additional services.

1 New charter school agreements are approved for a ten (10) year period.<sup>7 8</sup> The Board may revoke or  
2 deny renewal of a charter school agreement for any of the reasons enumerated in state law.<sup>8-9</sup>

3 *Denial*

4 If the initial charter school application is denied, the Board shall notify the sponsor in writing within  
5 ten (10) calendar days, specifying the objective reasons for the denial and the deadline by which the  
6 sponsor may submit an amended application. Upon written receipt of the grounds for denial, the  
7 sponsor shall have thirty (30) calendar days within which to submit an amended application to correct  
8 the deficiencies. The Board shall have sixty (60) calendar days either to deny or to approve the  
9 amended application, or the application shall be deemed approved by state law.<sup>4-5</sup>

10 If the amended charter school application is denied, the Board shall notify the sponsor in writing  
11 within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an  
12 appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Public  
13 Charter School Commission.<sup>9-10</sup>

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Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108;  
TRR/MS 0520-14-01(1)(b),(e)
3. TRR/MS 0520-14-01(1)(i)
4. TRR/MS 0520-14-01
5. TCA 49-13-108; TRR/MSS 0520-14-01
6. TCA 49-13-128
7. TCA 49-13-110(d)-(e); TRR/MSS 0520-14-01
8. TCA 49-13-110(c)
9. TCA 49-13-122
10. TCA 49-13-108(b)(5)

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Charter School Agreements</b>	Descriptor Code: <b>1.902</b>	Issued Date: <b>10/25/18</b>
		Rescinds:	Issued:

1 *General*

2 Charter agreements shall articulate the rights and responsibilities of each party regarding school  
3 autonomy, funding, administration and oversight, outcomes, measures for evaluating success or failure,  
4 performance consequences, and other material terms. These agreements shall be separate from the  
5 application and contain terms and performance standards under which the school shall operate.<sup>1</sup>

6 All charter agreements shall:<sup>1</sup>

- 7 1. Clearly state the rights and responsibilities of the school and the authorizer;
- 8
- 9 2. ~~State and respect the autonomies to which schools are entitled (e.g. programming, staffing,~~  
10 ~~budgeting, and scheduling);~~ **Define the material terms of the agreement as being those relevant**  
11 **to renewal;**
- 12
- 13 3. ~~Define performance standards, criteria, and conditions for renewal, intervention, revocation,~~  
14 ~~and non-renewal;~~ **Allow amendments subject to the approval of both parties;**
- 15
- 16 4. ~~State when the authorizer fee will be collected;~~ **State and respect the autonomies to which**  
17 **schools are entitled (e.g. programming, staffing, budgeting, and scheduling);**
- 18
- 19 5. ~~Establish the consequences for meeting or not meeting standards;~~ **Define performance**  
20 **standards, criteria, and conditions for renewal, intervention, revocation, and non-renewal;**
- 21
- 22 6. ~~State the statutory, regulatory, and procedural terms and conditions for the school's operation;~~  
23 **State the amount of the authorizer fee and when it will be collected;**
- 24
- 25 7. ~~State reasonable pre-opening requirements or conditions for new schools to ensure that they~~  
26 ~~meet all health, safety, and other legal requirements prior to opening;~~ **Establish the**  
27 **consequences for meeting or not meeting standards as outlined by the Board;**
- 28
- 29 8. ~~State the responsibility and commitment of the school to adhere to essential public education~~  
30 ~~obligations, including admitting and serving all eligible students so long as space is available,~~  
31 ~~and not expelling or counseling out students except pursuant to a legal discipline policy~~  
32 ~~approved by the Board; and~~  
33 **State the statutory, regulatory, and procedural terms and conditions for the school's operation;**  
34

1 9. ~~State the responsibilities of the school and the authorizer in the event of school closures. State~~  
2 ~~reasonable pre-opening requirements or conditions for new schools to ensure that they meet all~~  
3 ~~health, safety, and other legal requirements prior to opening;~~

4  
5 10. State the responsibility and commitment of the school to adhere to essential public education  
6 obligations, including admitting and serving all eligible students so long as space is available,  
7 and not expelling or counseling out students except pursuant to a legal discipline policy  
8 approved by the Board; and

9  
10 11. State the responsibilities of the school and the authorizer in the event of school closures.

11  
12 Charter agreements shall include clear academic, financial, and organizational performance standards.  
13 Sources for obtaining this information shall be outlined in the agreement. At a minimum, these  
14 agreements shall include the following:

15 1. Academic performance standards that set expectations for student achievement and growth,  
16 incorporate state and federal accountability systems, and set expectations for postsecondary  
17 readiness (for high schools);

18  
19 2. Financial performance standards that enable the Board to evaluate the charter's financial  
20 stability; and

21  
22 3. Organizational performance standards that define the vital components of the educational  
23 program, the financial management standards, state and federal legal requirements, and school  
24 environment expectations for which the Board shall hold the charter accountable.

25 The performance standards included in the charter agreement shall establish specific expectations  
26 using objective measures of student achievement. This shall be the primary measure of school quality.

## 27 28 **FEE-BASED SERVICES**

29 Any fee-based services shall be outlined in a separate agreement. The provision of any such fee-based  
30 services shall not be a condition of charter approval, continuation, or renewal.<sup>2</sup>

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### Legal References

1. TCA 49-13-110; State Board of Education Policy 6.111
2. State Board of Education Policy 6.111



# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Charter School Oversight</b>	Descriptor Code: <b>1.903</b>	Issued Date: <b>09/26/19</b>
		Rescinds: <b>1.903</b>	Issued: <b>10/25/18</b>

## 1 *General*

2 The Board shall oversee and annually evaluate charter schools to ensure they meet the performance  
3 standards and targets set forth in the charter agreement.<sup>1</sup> The Board shall create a comprehensive  
4 performance, accountability, and compliance monitoring system based on the charter **school** agreement and  
5 communicate the results to each charter school. At a minimum, the monitoring system shall address  
6 academic, financial, and organizational performance standards as outlined in the charter **school** agreement  
7 and required by the State Board of Education.<sup>1</sup> The Board shall utilize the results when making renewal,  
8 revocation, and intervention decisions. **Reports on charter school oversight shall be complied by the Director  
9 of Schools/designee and published on the district's webpage at least annually.**

10 The Board shall communicate with the charter schools in its portfolio as needed, including both the  
11 **charter** school leader and governing board, and provide timely notice of any material charter **school**  
12 agreement violations and performance deficiencies.

13 The Board shall articulate and enforce stated consequences for failing to meet performance  
14 expectations or compliance requirements.

## 15 **MONITORING SYSTEM**

16 **The Director of Schools/designee shall implement a performance and compliance monitoring system per the  
17 terms of the charter agreement. This information will be provided to the Board on an ongoing basis through  
18 reports that will form the basis of renewal, revocation, and intervention decisions. To aid in this, the Director  
19 of Schools/designee shall develop a reporting calendar that outlines when information required by state law  
20 shall be provided by the carter school.**

## 21 **SITE VISITS**

22 A site visit to each charter school shall be conducted annually. The purpose shall be to collect data and  
23 other qualitative information that cannot be obtained otherwise. The Director of Schools/**designee** shall  
24 develop a site visit procedure that outlines the expectations of charter schools prior to, during, and after the  
25 site visit, including review of the documents and data, classroom observations, and interviews. These visits  
26 shall minimize operational interference.

27 The Board shall provide the charter school with a report that summarizes the **school's performance outcome  
28 of the visit**. The report shall provide an analysis of relevant data and include general recommendations, if  
29 applicable.<sup>2</sup>

## 30 **CHARTER SCHOOL REPORTING**

31 Charter schools shall provide the information required by the charter agreement and state law to the

32 Board. The Director of Schools/~~designee~~ shall develop a reporting calendar that defines and communicates  
33 the process, methods, and timing of gathering and reporting data to the Board<sup>2</sup>.

34 By September 1, the governing body of an approved charter school shall make a written report to the  
35 Board.<sup>3</sup> The annual report shall include:

- 1 1. A report on the progress of the charter school in achieving its goals, outlined in the charter  
2 school agreement;
- 3 2. A financial statement disclosing the financial health of the charter school, including the costs of  
4 the administration, instruction, and other spending categories of the school; and
- 5 3. A detailed accounting including the amounts and sources of all funds received by the charter  
6 school, other than the funds received per state law.<sup>4</sup>

7 This reporting requirement shall begin in the year after the year in which the charter school begins  
8 operation.

9 Multiple charter schools overseen by a single governing board shall report their performance as  
10 separate, individual charter schools. Each ~~charter~~ school shall be independently accountable for its  
11 performance.

12 Each charter school governing body shall submit an annual audit of all accounts and records, to include  
13 internal school activity and cafeteria funds, to the Board as soon as practical after June 30.<sup>5</sup>

## 14 **AUTHORIZER REPORTING AND REVIEW**

15 By December 1, the Board shall report to the Department of Education detailing the authorizer fees  
16 collected in the previous school year and the authorizing obligations fulfilled using the fee.<sup>6</sup> By  
17 January 1, the Board shall submit an annual authorizer report to the Department of Education ~~and the State~~  
18 ~~Board of Education~~.<sup>7</sup> The Director of Schools/~~designee~~ shall prepare the reports and provide the information  
19 to the Board prior to submission.

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### Legal References

1. TCA 49-13-111(d); State Board of Education Policy 6.111
2. ~~State Board of Education Policy 6.500~~ TCA 49-13-120
3. TCA 49-13-120(a), (b)
4. TCA 49-13-112(a),(f) ~~Public Acts of 2019, Chapter No. 219~~
5. TCA 49-13-127
6. TCA 49-13-128(e f)
7. TCA 49-13-120(~~d~~ c)



# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Charter School Intervention</b>	Descriptor Code: <b>1.904</b>	Issued Date: <b>10/25/18</b>
		Rescinds:	Issued:

## 1 *General*<sup>1</sup>

2 The Board shall develop a clear plan for monitoring charter schools that shall be set forth in the charter  
3 agreement. If the Board identifies a deficiency in **the academics, finances, or operations of the** charter  
4 school **operations**, the Director of Schools/designee shall communicate the problem to the charter  
5 school. Any intervention shall be proportionate to the identified problem and adhere to the provisions  
6 of the charter agreement, **and intervention strategies shall preserve the school autonomy and**  
7 **responsibility while clearly stating consequences for noncompliance.**<sup>1</sup>

## 8 **INTERVENTION**<sup>+</sup>

9 The Director of Schools/designee shall give the charter school timely notice of any charter agreement  
10 violations or performance deficiencies requiring intervention. Notices shall state the:

- 11 1. Deficiency;
- 12
- 13 2. Applicable regulatory, performance, or contractual provision(s) not achieved;
- 14
- 15 3. Expected remedy; and
- 16
- 17 4. Timeframe by which the Board expects the deficiency to be remedied or a corrective action  
18 plan to be submitted.

19 The Director of Schools shall provide charter schools with reasonable time and opportunity to remedy  
20 the deficiency or to submit a corrective action plan.

## 21 **PROGRESSIVE INTEVENTIONS**<sup>2</sup>

22 **The Board shall assign a level of intervention for the charter school as defined by the charter**  
23 **agreement if deficiencies are identified. Depending on the severity of the deficiency, the Board**  
24 **reserves the right to revoke the charter agreement in accordance with state law.**

### 25 *Tier I – Notice of Deficiency*

26 **The Board shall provide the charter school with notice of the specific deficiency with supporting**  
27 **documentation as well as information on possible consequences.**

28 **Possible Deficiency: Failure to comply with the terms of the charter agreement and/or violation of state**  
29 **law.**

1 Possible Consequence: Sending a letter to the charter’s governing board including terms of a corrective  
2 action plan.

3 *Tier II – Notice of Probationary Status*

4 Tier II shall be implemented if the interventions in Tier I are unsuccessful. These interventions shall  
5 consist of a letter to the charter’s governing board as notice of probationary status, outlining the terms  
6 of the probation and the timeline for correction.

7 *Tier III – Review of Status*

8 Tier III shall be implemented if the interventions in Tier II are unsuccessful. These interventions shall  
9 consist of a recommendation to revoke the charter contract or other sanctions to be determined.

10 **REMEDIES<sup>1</sup>**

11 Charter schools shall be responsible for notifying the Board:

- 12 1. When a deficiency has been remedied;  
13  
14 2. If the charter school requires an extension of time to remedy a deficiency; or  
15  
16 3. If the charter school requests a modification to its corrective action plan.

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Legal References

1. State Board of Education Policy 6.111
2. TCA 49-13-122: Public Acts of 2023, Chapter No. 206

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Charter School Renewal</b>	Descriptor Code: <b>1.905</b>	Issued Date: <b>09/26/19</b>
		Rescinds: <b>1.905</b>	Issued: <b>10/25/18</b>

## 1 **INTERIM REVIEW**

2 The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year  
3 of a charter term in accordance with guidelines developed by the Department of Education. As part of  
4 this process, the charter school shall submit a report on the progress of the school in achieving the  
5 goals and objectives set forth in the charter agreement.<sup>1</sup>

## 6 **CUMULATIVE PERFORMANCE REPORT**

7 Three (3) months prior to the date on which a charter school is required to submit a renewal  
8 application, the Director of Schools/designee shall submit a performance report to the charter school  
9 that summarizes the school's performance record over the charter term and states the summative  
10 findings concerning the school's performance and prospects for renewal.<sup>2</sup>

## 11 **APPLICATION AND EVALUATION**

12 No later than April 1 of the year prior to the year in which the charter agreement expires, the governing  
13 body of a charter school shall submit a renewal application to the Board.<sup>3</sup>

14 The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school  
15 that submits a charter renewal application.<sup>4</sup>

16 The Board will make renewal decisions by February 1<sup>st</sup> in the year the charter school agreement  
17 expires.

## 18 **RENEWAL CRITERIA<sup>4</sup>**

19 ~~The Board shall make its renewal decision based on the renewal application, annual progress reports,  
20 and renewal performance report.~~

21 The Board shall define and communicate with schools the criteria for renewal that is consistent with  
22 the charter agreement. The Board shall make its renewal decision based on the renewal application,  
23 annual progress reports, and renewal performance report.

24 Within ten (10) days of the Board voting by resolution on a renewal application, the Director of  
25 Schools/designee shall promptly notify a school of its renewal recommendation and decision,  
26 including the reasons for the decision and any rights to an appeal. The Director of Schools/designee  
27 shall promptly communicate renewal decisions to the school community and public.

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Legal References

1. ~~TCA 49-13-121 (k) TCA 49-13-120; State Board of Education Policy 6.111; TCA 49-13-121; Public Acts of 2019, Chapter No. 219~~
2. State Board Policy 6.111
3. TCA 49-13-121 (a)
4. TCA 49-13-121; State Board of Education Policy 6.111

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Charter School Revocation</b>	Descriptor Code: <b>1.906</b>	Issued Date: <b>09/26/19</b>
		Rescinds: <b>1.906</b>	Issued: <b>10/25/18</b>

1 *General*

2 The Board shall revoke a charter agreement if the charter school:<sup>1</sup>

- 3 1. Failed to meet **or make sufficient progress toward** the ~~minimum~~ performance **expectations**  
4 **requirements** set forth in the charter school agreement;
- 5
- 6 2. Committed a material violation of any of the conditions, standards, or procedures set forth in  
7 the charter school agreement;
- 8
- 9 3. Failed to meet generally accepted standards of fiscal management; or
- 10
- 11 4. Performed any of the acts that are conditions for non-approval of charter schools under state  
12 law.

13 **NOTICE**

14 The Director of Schools/designee shall notify the charter school of the Board's intent to revoke the  
15 charter agreement in writing at least thirty (30) days prior to the revocation.<sup>2</sup>

16 Within ten (10) days of the Board voting to renew, not renew, or revoke a charter agreement, the  
17 Director of Schools/designee shall report the Board's decision to the Department of Education. The  
18 Director of Schools/designee shall also provide **the charter school** a copy of the Board's resolution  
19 setting forth the decision and the reasons for the decisions, **and an explanation of the right to appeal.**<sup>3</sup>

20 **REVOCAION DUE TO PRIORITY STATUS**

21 The Board may revoke a charter school agreement if the charter school is identified as a priority school  
22 under state law. Revocation shall take effect immediately following the close of the school year in  
23 which the charter school is identified as a priority school.<sup>4</sup>

24 The Board shall revoke a charter school agreement if the charter school is identified as a priority  
25 school for two consecutive cycles (beginning in 2017). Revocation shall occur immediately after the  
26 close of the school year in which the charter school is identified as a priority school for the second  
27 consecutive cycle.

28

29

## 1 PROCEDURES FOR CLOSURE

- 2 The Director of Schools/~~designee~~ shall develop administrative procedures regarding charter school  
3 closures prior to the Board denying renewal or revoking a charter agreement.<sup>5</sup> ~~These procedures shall~~  
4 ~~outline a detailed protocol that will ensure timely notification to parents, orderly transition of students~~  
5 ~~and student records, and disposition of school funds, property, and assets in accordance with state law.~~

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### Legal References

1. TCA 49-13-122~~(a)~~ (b); State Board of Education Policy 6.111
2. TCA 49-13-122(e)
3. ~~TCA 49-13-122(e); State Board of Education Policy 6.111~~
4. TCA 49-13-122(a); ~~Public Acts of 2019, Chapter No. 205; State Board of Education Policy 6.110~~
5. TCA 49-13-130

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Travel</b>	Descriptor Code: <b>2.8041</b>	Issued Date: <b>02/23/23</b>
		Rescinds: <b>2.8041</b>	Issued: <b>05/26/22</b>

1 Cumberland County Board of Education adopts the following policy in regard to officials and  
2 employee travel:

3 **Authorization.** Travel may not be undertaken unless authorized in advance by an employee supervisor.

4 **Mileage Rate:** Mileage for properly authorized travel on official school business shall be reimbursed at  
5 the mileage rate ~~that matches state and federal rate of \$0.59~~ per mile.

6 **Meals:** Meals for properly authorized travel on official school business may be reimbursed at a  
7 maximum of \$54.00 per day. Employees who do not regularly travel out of county and are away from  
8 their official station during normal mealtime shall be reimbursed at a rate of \$13.00 for breakfast, \$15.00  
9 for lunch and \$26.00 for dinner. Normal mealtime for breakfast shall be defined as between 5:00 a.m.  
10 and 9:00 a.m.; lunch shall be defined as between 10:00 a.m. and 2:00 p.m.; and dinner shall be defined  
11 as between 5:00 p.m. and 9:00 p.m. Receipts are required to be submitted.

12 **Parking Expenses.** Charges for parking expenses incurred for properly authorized travel on official  
13 business shall be reimbursed. Receipts are required.

14 **Lodging.** Lodging for properly authorized travel on official school business shall be reimbursed at the  
15 actual cost incurred. Lodging may be at or near the site where the conference/training program is being  
16 held, at a reasonable cost. Lodging receipts are required and must itemize room charges and taxes by  
17 date.

18 **Claims for Reimbursement.** Employees should submit claims for reimbursement for travel expenses no  
19 later than thirty (30) days after completion of travel using forms provided by the School Finance  
20 Department.  
21

# Cumberland County Board of Education

368 Fourth Street, Crossville, TN 38555

## Section 1

Due to the fact that these additions, remodels or construction projects when completed become the sole responsibility and liability of Cumberland County Schools, all projects must be reviewed by the Building and Grounds committee and approved by the full Board of Education

Date March 5, 2024

School Name Stone Elementary

Project Name Digital School Sign

Project Description Digital sign to replace existing sign.

Estimated Value \$39,440 with Flynn Sign

Funding Source School Donations & Fundraisers

## Section 2

Plans, designs, installation information and process for funding must be submitted to the Maintenance Department for review. These documents must include Fire Marshall, Codes Inspectors, Playground Inspectors and Insurance approval as needed.

### Approved by:

Director of Maintenance Mary Kingler

Fire Marshall

Code Inspectors

Playground Inspectors

Insurance Approval

Director of Schools \_\_\_\_\_

Building and Grounds Committee \_\_\_\_\_

Board of Education Approval Date \_\_\_\_\_

\* Flynn's was chosen due to the 5 year warranty & service.

Steve R



# Combination ID sign and Electronic Message Center Quote



Date: 2-5-24

Customer: Stone El ementarySchool

### Sign ID Cabinet

- 3'x8' interior I tiLED cabinet
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Electronic Message Center

- Model Galaxy GS6 series
- 15.85 MM
- Color  Red  Amber
- Viewing area 38" x 94"
- Cabinet Dimensions 44" x 97"
- Single Face  Double Face
- Communications Type:
  - A.  Ethernet Fiber Optic
  - B.  Ethernet Bridge Radio Wireless Connection
  - C.  Cellular Communication. This connection uses Verizon service and must be located in a reliable cellular signal area.

### Quote Includes

- 5-Year Factory Parts Warranty
- 1-Year Labor Warranty from Flynn Sign Co., Inc.
- Installation
- Web based software
- Initial on-site software training
- Web based training
- Lifetime cellular data plan

Tax exempt: Yes  (Please provide copy of certificate) No

Total \$ \$39,440

### Upgrade Options Available:

Pol ecover	Cost \$ 1,995
_____	Cost \$ _____

**Not Included:**

- a) Tax, Permit Fee, and Permit Acquisition Fee
- b) Customer is responsible for providing a dedicated electrical circuit for the new LED display. consult with Flynn Sign Co. as to the size amperage breaker needed. The dedicated circuit will need to be in place at the time of installation and is not included in the estimated pricing.
- c) Customer agrees to provide and install communication cable to an established demarcation point (prior to the sign installation date).
- d) If Fiber Optic Communication is used, customer agrees to furnish and install 1¼" conduit from the sign, through the outside entry wall of the business, to the established demarcation point.
- e) Verizon modem equipment may require future network upgrades. The end user will incur this cost.

\*Quote is subject to a full site inspection by Flynn Signs service/installation technicians.

\*Quote is valid for 60 days.

View Daktronics at [www.daktronics.com](http://www.daktronics.com)

Comments:

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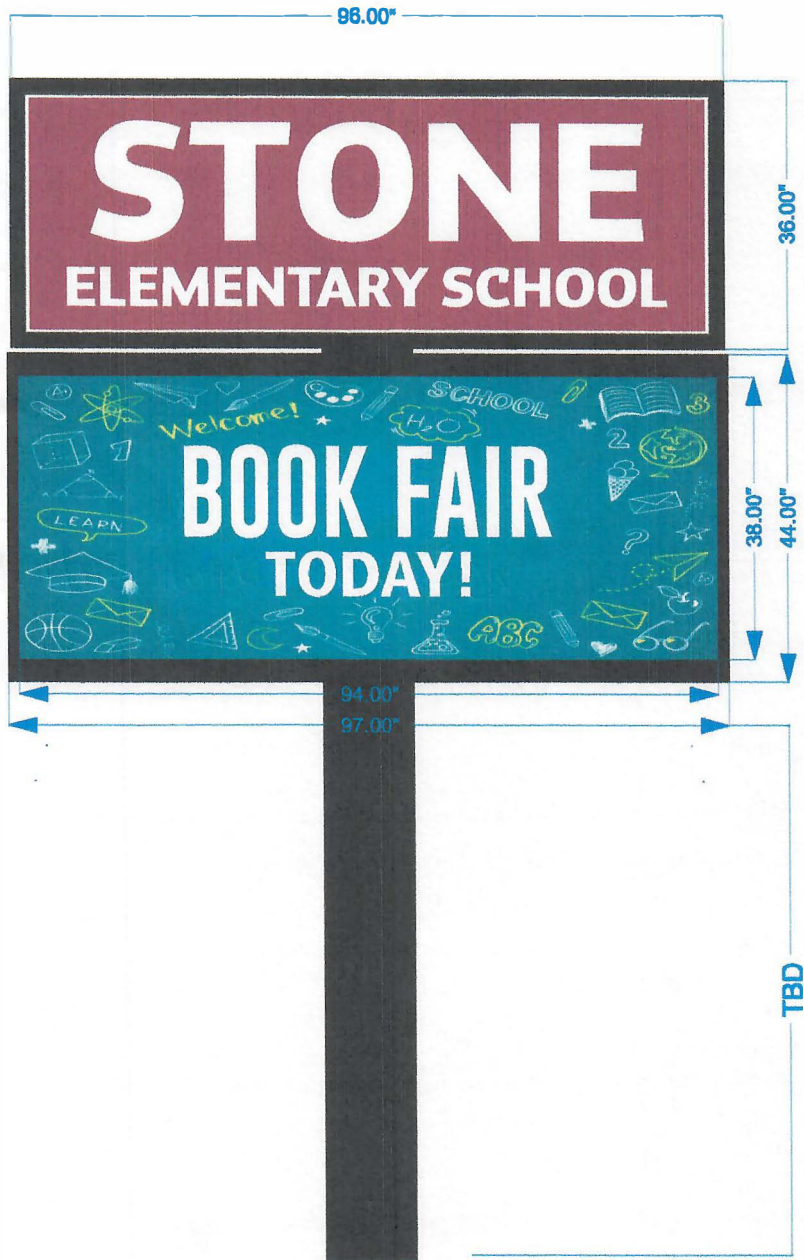
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Customer Signature \_\_\_\_\_ Date \_\_\_\_\_



85 Burnett St. Crossville, TN 38555  
(931)484-9591 FAX:(931)456-9846



DATE:  
**2-5-24**

PROJECT NAME:  
**Stone Elementary**

DRAWN BY:  
**WF**

ADDRESS:

SCALE:

CLIENT APPROVAL:

Prepared for  
**Stone Elementary School**  
1219 Cook Rd  
Crossville, TN 38555-2628

Prepared by  
**Jasmine Arena**  
jarena@stewartsigns.com  
1.888.237.3928 X2031

**DESCRIPTION**

**PRICE**

**Double Sided Full Color Polaris Outdoor LED Sign**

For larger and higher resolution displays, a separate weather-resistant LED cabinet is top-hinged for easy front access to internal components. Our flagship LED sign.

\$31,359.00

**LED display**

- 16mm full color at 60 pixels high by 140 pixels wide (8,400 total pixels per side)
- Active display area 3'2" x 7'4" (23.1 square feet per side)
- Double sided LED cabinet, size 3'5" x 7'7"
- 1 to 7 rows of text and use your own images and video clips
- 10-year parts availability guarantee (see warranty for info)
- Entire sign UL Listed and FCC Part 15 compliant

[See full display capabilities](#)

**Communication method**

Communication provided by cellular modem and LIFETIME Cell Connect data plan.

[See full specifications](#)

**Sign structure and faces**

- Double sided 3' x 8' identification sign cabinet
- TCI® industrial powder coat finish, color: Dark Red
- Graphics digitally printed on 3M™ vinyl and adhered to inside of sign face
- TUFFAK® SL pan-formed faces removable via right and left retainers
- Dual leg mount with cawling (creates pedestal appearance), matchplate connection method
- Leg height: 6', Leg width: 2'6", Overall sign height: 12'8"
- Minimum wind load rating: 120mph, exposure B
- Lifetime warranty on structure & faces, including vandalism (see warranty for info)

**Electrical specifications**

- One 20 amp circuit at 240 volts, Max draw: 8.5 amps

**Custom options**

- Full Self Installation



**Software**

SignCommand.com Cloud-based LED Sign Software FREE for the lifetime of the product. Control your sign from anywhere using any device. No monthly fees. [Learn more.](#)

Included

**Freight**

- Shipping of sign from factory to location

Included

Total: \$31,359.00  
+ any applicable sales tax  
Payment terms: 50% Down, 50% Net 30

+ 5700.00

37059.00

Prepared for: Stone Elementary School • Crossville, TN  
Prepared by: Jasmine Arena • jarena@stewartsigns.com • 1.888.237.3928 X2031

**SHIPPING INFORMATION**

**Invoices**

STONE ELEMENTARY SCHOOL  
1219 COOK RD  
CROSSVILLE, TN 38555-2628

All items not specified here will be shipped to:  
Stone Elementary School  
1219 Cook Rd  
Crossville, TN 38555-2628

Shipping terms: FOB Origin. Storage and other freight services may be added to your invoice should they be required. Unless managed installation services are included, customer is responsible for unloading of sign upon delivery. Signs greater than 6 feet wide are not eligible for lift gate services.

**TERMS & CONDITIONS** (\*unless noted elsewhere in this quote)

TAX: Any applicable sales tax will be added to your invoice. Organizations exempt from sales tax must include exemption certificate with order.

PERMITS: Permits and zoning are the responsibilities of the buyer. Check with your city or county zoning office for proper permitting procedures in your area. Sealed engineer drawings available at additional cost.

INSTALLATION: Installation of footers, erection, electrical service to sign site, electrical hook-up, removal and/or disposal of any existing signage, and any decorative masonry are the responsibilities of the buyer. Managed installation services are available at additional cost.


CANCELLATION: Any cancellation may be subject to cancellation, return, and/or restocking fees. A late fee of 1.5% per month will be charged on any overdue balances. In the event of a payment default, customer will be responsible for all of Stewart Signs' costs of collection, including but not limited to court costs, filing fees and attorney fees.

SUPPORT: US-based phone and internet support are provided FREE for the lifetime of the product. A premier service warranty is available at additional cost.

SOFTWARE: By purchasing the SignCommand.com software product, you are agreeing with the Website Terms of Use (<https://www.signcommand.com/terms>) and Software End User License Agreement (<https://www.signcommand.com/eula>).

COMMUNICATION: Connectivity requires cell service at sign site. Must be within the United States (including Puerto Rico) with 4G LTE coverage shown on the Verizon Coverage Map (<https://www.stewartsigns.com/verizon-map>).

DATA PLAN: By purchasing the Cell Connect Data Plan, you are agreeing with the Data Plan Terms and Conditions (<https://www.signcommand.com/data-plan>).

I have read and understand the Terms & Conditions above. INITIALS 

**ORDERING INSTRUCTIONS**

1. Review this quote for accuracy. Initial the Terms & Conditions box. Sign and date the quote here.
2. Review any corresponding artwork provided with this quote. Check all spelling and colors. Sign and date the artwork.
3. Submit both documents along with your deposit payment to your sign consultant. Speak with your consultant about payment method options.

Customer's authorized signature for quote #1033930-1

SIGNATURE 

PRINT NAME

DATE

Jasmine Arena

2/7/2024

Jasmine Arena, Sign Consultant

**Limited Product Warranty ("Limited Warranty")**

Prepared for: Stone Elementary School • Crossville, TN

Prepared by: Jasmine Arena • jarena@stewartsigns.com • 1.888.237.3928 X2031

**Definition of Warranty Coverage:**

- 1) Stewart Signs (the "Company") expressly warrants to the original purchaser ("You" or "Buyer" or "Owner" or "Customer") that, for a period of five (5) years from the date of shipment (the "Warranty Period"), the electronic displays and the associated Company products (the "Product") will be reasonably free of material defects in materials and workmanship impacting Product fit, form and/or function. During the Warranty Period, the Company will, at its discretion, repair or replace any defective covered Product. The Owner will be responsible for removing and reinstalling any and all repaired or replacement parts. This Limited Warranty only applies to the Company's Product if installed, used, and maintained in the manner recommended by Company, and this Limited Warranty is conditioned upon compliance with all such instructions. Lifetime telephone support for the Product is provided, as needed.
- 2) In the event the Product is damaged during shipping, it is the responsibility of the Buyer to refuse delivery, causing the Product to be returned to the manufacturer for repair. Title to the Product passes to the Buyer upon the Company's delivery to the freight carrier. The Company assumes no liability for damage caused by careless handling or poor installation, except for work completed by employees of the Company.
- 3) Any information or suggestion by the Company with respect to the Product concerning applications, specifications or compliance with zoning, codes and standards is provided solely for your convenience and without any representation as to accuracy or suitability. You must verify and test the suitability of any information with respect to the Product for your specific application.
- 4) Sign Structure and Sign Face: In the event the sign structure or identification/changeable copy portion of the sign malfunctions under normal use and service thereof DURING THE LIFE OF THE SIGN due to material defects in workmanship or materials, the Company will, at its option, repair or replace any defective materials.
- 5) Vandalism to Sign Faces: This Limited Warranty covers polycarbonate faces against breakage due to vandalism DURING THE LIFE OF THE SIGN. Warranty protection does not extend to these surfaces if damaged by gunshots, or when damaged coincident with damage to the sign cabinet in which the faces are installed. LED panels are also covered from vandalism for the duration of the electronics portion of the Limited Warranty (5 years). Excludes Cornerstone monument signs and other Cornerstone components.
- 6) Failed electronic parts or assemblies will be repaired or replaced, at the sole discretion of the Company. Replacement or repaired parts are warranted to be free from material defects in material or workmanship for ninety (90) days, or for the remainder of the Warranty Period of the Product they are replacing or in which they are installed, whichever is longer.
- 7) The Company will repair failed LED pixels if greater than one quarter of one percent (0.25%) of the total number of pixels in the sign have failed in one (1) calendar year, provided the sign is installed with the recommended ventilation system for its location. The definition of pixel failure is when all LEDs in the pixel will no longer emit light. Pixel repair is performed at the Company Repair Center. It is common knowledge within the sign industry that all LEDs degrade and produce less light as they age. Eventually the LEDs will require replacement even though the LEDs will still emit light. This Limited Warranty does not cover normal LED degradation.
- 8) Customer Obligations:  
Failure by the Customer to properly maintain the Product will void coverage for affected components. The Customer shall notify the Company immediately of equipment failure and allow the Company full and free access to the Product when required. Waiver of liability or other restriction shall not be imposed as a site access requirement. The Customer is responsible for all costs and management oversight associated with providing the Company access to the Product, providing the necessary machines, communication facilities and other equipment, inclusive of but not limited to lifting equipment. Should on-site repair be required, Customer is required to have a responsible individual on-site to provide access to the Product as well as sign off on a completed work order.
- 9) Exclusions and Restrictions:  
The Company reserves the right to restrict service, limit replacement parts, or invalidate this Limited Warranty to Customers whose account balance is past due.  
This Limited Warranty specifically excludes any on-site labor required to service the covered Product, including diagnosis, removal, and installation of parts and/or products. Any on-site service required by the Customer of Company technicians or a local Company-authorized service provider is billable to the Customer based on an agreed-upon written quote.  
This Limited Warranty does not apply to software. Software is covered by a separate agreement, which appears in the Company's software license agreement.  
ID cabinet LED illumination and power supply are covered for two (2) years, when purchased as a system.
- 10) This Limited Warranty specifically does not cover the following:
  - a) Third-party communication devices such as wireless devices and modems, which are covered by a separate electronic communication warranty. This includes the Ubiquiti wireless radios provided by Stewart Signs, which carry a one (1) year warranty from ship date when purchased with a new sign.
  - b) Damage to Product that has been moved from its original installation location or is mounted in a mobile structure.
  - c) Cosmetic damage to the Product (including but not limited to scratches and dents that do not otherwise affect the fit, form or functionality of the Product or materially impair its use).
  - d) Recovery or transfer of any data or software stored on the Product not originally installed on the Product by the Company.
- 11) This Limited Warranty specifically does not cover conditions, defects or damage caused by or resulting from the following:
  - a) Defects caused by: unreasonable or unintended use of Product; improper or unauthorized handling; accident; omission; neglect; vandalism (unless otherwise noted in this Limited Warranty); misuse; physical abuse; installation, use and/or fabrication, and maintenance of the Product by

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Prepared by: Jasmine Arena • jarena@stewartsigns.com • 1.888.237.3928 X2031

any party other than the Company.

- b) Damage (not resulting from manufacturing defects) that occurs while the Product is in the Owner's control and/or possession, unless otherwise noted in this Limited Warranty.
  - c) Extreme physical or electrical stress or interference; environmental conditions beyond the Company's control, such as man-made or naturally occurring salt air/fog, electrochemical oxidation or corrosion and/or metallic pollutants. Also not covered is normal wear and tear; inadequate, improper, or surges of electrical power; lightning, floods, fire, acts of God, war, terrorism, or other external causes, including Force Majeure.
  - d) Unauthorized modification, including installation of third-party software on the Product.
  - e) Product modification or service by anyone other than: (a) the Company, (b) a Company-authorized service provider, or (c) Customer's own installation of Company approved parts with instruction from the Company. Service to damaged or malfunctioning Product which has not been ordered or authorized by the Company's Customer Satisfaction Department is not covered under this Limited Warranty and will automatically invalidate this Limited Warranty.
  - f) Computer viruses, Trojan horses, worms, self-replicating code or like destructive code which was not included in the Product by the Company.
  - g) Products installed with known or visible manufacturing defects at the time of installation.
- 12) The Company will provide and be responsible for the cost of shipping parts from the Company to the Customer, with the exception of sign faces replaced due to vandalism. Standard shipping via the United States Postal Service or other commercial parcel delivery company is the default method of delivery. Expedited delivery is available to the Customer at his or her expense.
- 13) Warranty claims must be registered with the Company within thirty (30) days of damage or malfunction. To register a claim, the Customer must contact the Company at the location specified below and provide (a) his or her name and any other required contact information, (b) Product and purchase descriptions, and (c) the nature of the defect. The Company reserves the right (at its sole discretion) to require proof of original purchase (e.g. paid invoice, receipt) and to visit the site of the installation or to require documentation of the claim before assuming any responsibility under the provisions of this Limited Warranty.
- 14) THE LIMITED WARRANTIES SET FORTH HEREIN ARE THE ONLY WARRANTIES MADE BY THE COMPANY IN CONNECTION WITH THE PRODUCT. THE COMPANY CANNOT AND DOES NOT MAKE ANY IMPLIED OR EXPRESS WARRANTIES WITH RESPECT TO THE PRODUCT, AND DISCLAIMS ALL OTHER WARRANTIES, INCLUDING, BUT NOT LIMITED TO, ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. THE COMPANY'S SOLE OBLIGATION UNDER THIS LIMITED WARRANTY SHALL BE TO REPAIR OR REPLACE MALFUNCTIONING OR DEFECTIVE PARTS OF THE PRODUCT. BUYER ASSUMES ALL RISK WHATSOEVER AS TO THE RESULT OF THE USE OF THE PRODUCT PURCHASED, WHETHER USED SINGULARLY OR IN COMBINATION WITH ANY OTHER PRODUCTS OR SUBSTANCES.
- 15) NO CLAIM BY BUYER OF ANY KIND, INCLUDING CLAIMS FOR INDEMNIFICATION, SHALL BE GREATER IN AMOUNT THAN THE PURCHASE PRICE OF THE PRODUCT WITH RESPECT TO WHICH DAMAGES ARE CLAIMED. IN NO EVENT SHALL COMPANY BE LIABLE TO BUYER IN TORT, CONTRACT OR OTHERWISE, FOR ANY SPECIAL, INDIRECT, INCIDENTAL, CONSEQUENTIAL, RELIANCE, PUNITIVE OR EXEMPLARY DAMAGES, OR FOR LOSS OF PROFIT, REVENUE OR USE, IN CONNECTION WITH, ARISING OUT OF, OR AS A RESULT OF, THE SALE, DELIVERY, SERVICING, USE OR LOSS OF USE OF THE PRODUCT SOLD HEREUNDER, OR FOR ANY LIABILITY THAT BUYER HAS TO ANY THIRD PARTY WITH RESPECT THERETO.

10-Year Parts Guarantee - Stewart Signs provides a 10-year parts guarantee for our LED signage. While hardware can change year over year, we will have available suitable hardware to allow the continued use of your signage for 10-years from the ship date of the sign. Changes in hardware include but are not limited to: visual hardware changes, software changes, or control system upgrades.

Contact Information:

Stewart Signs Customer Satisfaction  
2201 Cantu Court, Suite 215

Sarasota, FL 34232

Phone: 855-841-4624

Web: [www.stewartsigns.com/support/](http://www.stewartsigns.com/support/)

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**Light and Sign Maintenance****Estimate for Services**

PO Box 683

**Ooltewah, TN 37363**

423-298-1662

[dhflyfishing@aol.com](mailto:dhflyfishing@aol.com)**Date:** 2/12/2024**PO #** tbd**Customer:****Stone Elementary**

1219 Cook Rd

Crossville, TN 38555

**Project Manager**

Janie Honeycutt

[janie.honeycutt@ccschools.k12tn.net](mailto:janie.honeycutt@ccschools.k12tn.net)

931-456-5636

**Job Description:**

Install footer and sign per plan

**Labor and Materials****Permit**

Admin fee \$300.00

permits billed at cost \$0.00

**Footer***Materials and Equipment* \$2,100.00*Labor* \$1,450.00**Sign Install***Remove old sign* \$200.00*Install new sign* \$1,650.00**Total** **\$5,700.00****Notes and Terms**

- \* Existing electrical needs to be verified to meet plan requirements
- \* Additional labor and equipment required to remove rock will be billed at cost plus 20%
- \* All work to be conducted in a workman like manner
- \* All trash and extra material to be removed from the site
- \* insurance certificate supplied upon request
- \* Payment is due upon completion of work

**Thank you for the opportunity to provide this estimate**

I look forward to servicing your needs!

Please let me know if you have any questions and how to proceed.

Thank you

Delwin Huggins

Light and Sign Maintenance

PO Box 683

Ooltewah, TN 37363

423-298-1662

[dhflyfishing@aol.com](mailto:dhflyfishing@aol.com)

DESCRIPTION: EMC sign

Bill To: Stone Elementary  
1219 Cook Rd.  
Crossville, TN 38555  
US

Pickup At: FASTSIGNS  
8333 Gleason Dr  
Knoxville, TN 37919  
US

Requested By: Janie Honeycutt  
Email: janie.honeycutt@ccschools.k12tn.net  
Work Phone: (931) 456-5636  
Tax ID: 123456

Salesperson: Chuck Chalker

PRODUCTS	QTY	UNIT PRICE	TOTALS
1 <b>8"W x 3"H /15mm w/ 281 Trillion) EMC with same sized Light box</b>	1	\$32,620.00	\$32,620.00
1.1 Miscellaneous - <b>Part Qty: 1</b>			
2 <b>Installation, Travel, Drawings and Permitting</b>	1	\$13,500.00	\$13,500.00
2.1 Miscellaneous - <b>Part Qty: 1</b>			

FASTSIGNS of Knoxville appreciates the opportunity to provide this quotation. We hope this meets your approval and we look forward to working together.

Subtotal:	\$46,120.00
Taxes:	\$0.00
<b>Grand Total:</b>	<b>\$46,120.00</b>

Estimates are Valid for 30 calendar days from the date stated at the top of the estimate sheet. Proofing will begin after receipt of signed estimate / approval email. Proofing will begin after receipt of signed estimate and 100% payment on orders under \$300.00 and a 60% deposit on orders over \$300.00. If you have established Net 30 terms deposit will not apply, on in house products. \*\*\*\*  
If you are Tax exempt please provide your Exemption form before approving an estimate , if the estimate i approved with tax on it we can not alter/ refund tax.  
Vended Products may require a deposit , even if on NET 30 terms. \*

To apply for Net 30 Terms please contact us at Ashley.Duncan@fastsigns.com to get started.

Turnaround times will be stated by your sales representative. Turnaround times listed are only for estimating purposes and are not a guarantee of delivery or installation date for any project. Due dates are dependent on final proof approvals.

When ordering Dimensional lettering, building signs, monument signs, or vended products, longer turnaround times will be necessary.

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

**DRAFT / PRELIMINARY**

141 General Purpose School

		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget Estimate	Total	Actual	Encumbered	% of Avg
							Avg/Mth				
<b>Revenues</b>											
40110	Current Property Tax	1,863,921.00	1,252,992.65	1,252,992.65	0.00	67.22%	155,326.75	0.00	0.00	0.00	0.00%
40120	Trustee's Collections - Prior Year	163,519.00	64,392.35	64,392.35	0.00	39.38%	13,626.58	0.00	0.00	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	108,155.00	51,772.58	51,772.58	0.00	47.87%	9,012.92	8,377.59	8,377.59	0.00	92.95%
40140	Interest And Penalty	91,724.00	43,310.88	43,310.88	0.00	47.22%	7,643.67	5,137.54	5,137.54	0.00	67.21%
40210	Local Option Sales Tax	16,680,255.00	9,700,597.93	9,700,597.93	0.00	58.16%	1,390,021.25	1,630,073.39	1,630,073.39	0.00	117.27%
40270	Business Tax	4,855.00	2,940.25	2,940.25	0.00	60.56%	404.58	289.75	289.75	0.00	71.62%
40275	Mixed Drink Sales	80,465.00	47,603.91	47,603.91	0.00	59.16%	6,705.42	10,638.04	10,638.04	0.00	158.65%
43517	Tuition - Other	110,000.00	76,655.00	76,655.00	0.00	69.69%	9,166.67	12,524.00	12,524.00	0.00	136.63%
43570	Receipts From Individual Schools	60,000.00	50,735.41	50,735.41	0.00	84.56%	5,000.00	6,829.04	6,829.04	0.00	136.58%
43990	Other Charges For Services	26,000.00	7,689.50	7,689.50	0.00	29.58%	2,166.67	0.00	0.00	0.00	0.00%
44120	Lease/Rentals	7,719.00	4,833.35	4,833.35	0.00	62.62%	643.25	1,266.69	1,266.69	0.00	196.92%
44145	Sale Of Recycled Materials	5,000.00	3,167.44	3,167.44	0.00	63.35%	416.67	190.75	190.75	0.00	45.78%
44170	Miscellaneous Refunds	110,000.00	133,721.87	133,721.87	0.00	121.57%	9,166.67	25,628.94	25,628.94	0.00	279.59%
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	379.50	379.50	0.00	75.90%	41.67	0.00	0.00	0.00	0.00%
44570	Contributions & Gifts	15,000.00	17,220.81	17,220.81	0.00	114.81%	1,250.00	300.00	300.00	0.00	24.00%
44990	Other Local Revenues	14,000.00	13,725.25	13,725.25	0.00	98.04%	1,166.67	2,719.75	2,719.75	0.00	233.12%
46511	Basic Education Program	47,198,485.00	33,394,798.26	33,394,798.26	0.00	70.75%	3,933,207.08	4,684,739.46	4,684,739.46	0.00	119.11%
46515	Early Childhood Education	1,059,450.00	587,680.38	587,680.38	0.00	55.47%	88,287.50	0.00	0.00	0.00	0.00%
46590	Other State Education Funds	738,274.96	490,018.13	490,018.13	0.00	66.37%	61,522.91	80,260.08	80,260.08	0.00	130.46%
46591	Coordinated School Health - ARRA	113,000.00	34,283.32	34,283.32	0.00	30.34%	9,416.67	0.00	0.00	0.00	0.00%
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	42,712.03	42,712.03	0.00	42.71%	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	282,868.89	132,280.46	132,280.46	0.00	46.76%	23,572.41	0.00	0.00	0.00	0.00%
46990	Other State Revenues		17,274.84	17,274.84	0.00	0.00%		17,274.84	17,274.84		
46790	Other Vocational	6,137,431.04	952,357.56	952,357.56	0.00	15.52%	511,452.59	104,715.40	104,715.40	0.00	
47141	ESEA Title 1		2,624.04	2,624.04	0.00	0.00%		2,624.04	2,624.04		
47401	American Rescue Plan Grant #1	0.00	60,184.08	60,184.08	0.00	0.00%	0.00	(33,916.70)	(33,916.70)	0.00	#DIV/0!
47590	Other Federal Through State	60,184.08					5,015.34	0.00	0.00		0.00%
47990	Other Federal Direct Revenue	333,000.00	0.00	0.00	0.00	0.00%	27,750.00	0.00	0.00	0.00	0.00%
48610	Donations	0.00	13,600.00	13,600.00	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	#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	22,624.71	22,624.71	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
<b>Total</b>	<b>Revenues</b>	<b>\$ 75,363,806.97</b>	<b>\$ 47,259,826.49</b>	<b>\$ 47,259,826.49</b>	<b>\$ -</b>	<b>62.71%</b>	<b>\$ 6,280,317.25</b>	<b>\$ 6,559,672.60</b>	<b>\$ 6,559,672.60</b>	<b>\$ -</b>	<b>104.45%</b>

**Expenditures**

71100	Regular Instruction Program	(30,355,462.00)	17,097,897.92	17,097,797.92	100.00	-56.33%	(2,529,621.83)	2,280,337.47	2,280,337.47	0.00	90.15%
71150	Alternative Instruction Program	(346,710.00)	208,050.20	208,050.20	0.00	-60.01%	(28,892.50)	28,306.29	28,306.29	0.00	97.97%
71200	Special Education Program	(5,427,421.00)	3,100,587.60	3,100,084.35	503.25	-57.13%	(452,285.08)	443,888.36	452,682.46	(8,794.10)	98.14%
71300	Career And Technical Education	(3,799,515.00)	3,197,018.03	3,165,539.82	31,478.21	-84.14%	(316,626.25)	420,605.00	406,995.41	13,609.59	132.84%
71400	Student Body Education Program	(681,239.00)	410,174.79	410,174.79	0.00	-60.21%	(56,769.92)	16,045.90	16,045.90	0.00	28.26%
72110	Attendance	(220,842.00)	147,107.39	147,107.39	0.00	-66.61%	(18,403.50)	18,770.41	18,770.41	0.00	101.99%
72120	Health Services	(767,563.00)	483,315.57	483,165.57	150.00	-62.97%	(63,963.58)	62,882.14	75,704.20	(12,822.06)	98.31%
72130	Other Student Support	(2,141,340.00)	989,000.93	965,541.46	23,459.47	-46.19%	(178,445.00)	181,516.56	158,207.09	23,309.47	101.72%
72210	Regular Instruction Program	(1,378,911.00)	852,709.23	852,709.23	0.00	-61.84%	(114,909.25)	86,814.40	86,814.40	0.00	75.55%
72220	Special Education Program	(800,703.00)	628,968.83	628,213.74	755.09	-78.55%	(66,725.25)	69,403.93	68,948.84	455.09	104.01%
72230	Career And Technical Education	(539,796.00)	298,413.39	298,411.42	1.97	-55.28%	(44,983.00)	40,666.44	40,666.44	0.00	90.40%
72250	Technology	(1,578,682.00)	1,116,774.46	1,103,112.06	13,662.40	-70.74%	(131,556.83)	76,964.93	65,208.89	11,756.04	58.50%
72310	Board Of Education	(1,154,080.00)	749,057.41	748,507.41	550.00	-64.91%	(96,173.33)	80,276.68	79,976.68	300.00	83.47%
72320	Office Of The Superintendent	(329,165.00)	191,457.99	191,257.99	200.00	-58.16%	(27,430.42)	23,167.70	23,197.65	(29.95)	84.46%
72410	Office Of The Principal	(4,629,221.00)	2,767,867.77	2,767,867.77	0.00	-59.79%	(385,768.42)	378,551.37	378,551.37	0.00	98.13%
72510	Fiscal Services	(299,611.00)	155,613.08	155,613.08	0.00	-51.94%	(24,967.58)	18,962.89	18,962.89	0.00	75.95%
72520	Human Services/Personnel	(210,792.00)	88,410.15	88,410.15	0.00	-41.94%	(17,566.00)	8,231.95	9,540.75	(1,308.80)	46.86%
72610	Operation Of Plant	(5,788,084.00)	3,570,537.83	3,528,204.97	42,332.86	-61.69%	(482,340.33)	414,841.69	382,616.66	32,225.03	86.01%
72620	Maintenance Of Plant	(4,146,920.00)	1,509,492.45	1,089,077.10	420,415.35	-36.40%	(345,576.67)	119,988.92	88,714.29	31,274.63	34.72%
72710	Transportation	(3,931,857.00)	1,985,248.81	1,871,953.97	113,294.84	-50.49%	(327,654.75)	261,654.50	279,299.59	(17,645.09)	79.86%
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)	82,491.61	82,291.61	200.00	-51.47%	(13,356.17)	12,474.20	12,474.20	0.00	93.40%
73400	Early Childhood Education	(1,423,112.00)	813,135.85	813,035.85	100.00	-57.14%	(118,592.67)	108,092.54	110,038.01	(1,945.47)	91.15%
76100	Regular Capital Outlay	(235,000.00)	191,978.01	138,100.01	53,878.00	-81.69%	(19,583.33)	29,664.51	7,140.26	22,524.25	151.48%
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%
<b>Total</b>	<b>Expenditures</b>	<b>\$ (71,370,689.00)</b>	<b>\$ 40,635,309.30</b>	<b>\$ 39,934,227.86</b>	<b>\$ 701,081.44</b>	<b>56.94%</b>	<b>\$ (5,947,557.42)</b>	<b>\$ 5,182,108.78</b>	<b>\$ 5,089,200.15</b>	<b>\$ 92,908.63</b>	<b>87.13%</b>
<b>Total</b>	<b>141 General Purpose School</b>	<b>\$ 3,993,117.97</b>	<b>\$ 6,624,517.19</b>	<b>\$ 7,325,598.63</b>	<b>\$ (701,081.44)</b>	<b>-165.90%</b>	<b>\$ 12,227,874.66</b>	<b>\$ 1,377,563.82</b>	<b>\$ 1,470,472.45</b>	<b>\$ (92,908.63)</b>	<b>-11.27%</b>

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

Month	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Budget	FY 23-24 Actual	Difference
August	\$ 801,418	\$ 838,289	\$ 870,571	\$ 1,020,777	\$ 1,166,927	\$ 1,351,767	\$ 1,432,873	\$ 1,434,099	\$ 1,226
September	\$ 780,570	\$ 819,089	\$ 865,871	\$ 952,467	\$ 1,107,995	\$ 1,364,864	\$ 1,446,756	\$ 1,362,368	\$ (84,388)
October	\$ 765,307	\$ 825,937	\$ 846,819	\$ 919,285	\$ 1,083,881	\$ 1,264,424	\$ 1,340,289	\$ 1,298,385	\$ (41,905)
November	\$ 779,901	\$ 787,757	\$ 859,937	\$ 973,849	\$ 1,106,688	\$ 1,299,471	\$ 1,377,439	\$ 1,294,789	\$ (82,650)
December	\$ 732,522	\$ 806,666	\$ 871,317	\$ 983,974	\$ 1,132,259	\$ 1,289,256	\$ 1,366,611	\$ 1,366,010	\$ (601)
January	\$ 751,619	\$ 779,663	\$ 827,204	\$ 977,133	\$ 1,159,721	\$ 1,298,903	\$ 1,376,837	\$ 1,314,873	\$ (61,964)
February	\$ 898,277	\$ 942,493	\$ 1,057,209	\$ 1,278,153	\$ 1,304,344	\$ 1,471,897	\$ 1,560,211	\$ 1,630,073	\$ 69,863
March	\$ 643,613	\$ 676,708	\$ 731,082	\$ 897,298	\$ 965,550	\$ 1,156,878	\$ 1,226,291		
April	\$ 652,075	\$ 690,817	\$ 710,630	\$ 828,199	\$ 999,451	\$ 1,131,461	\$ 1,199,349		
May	\$ 781,890	\$ 815,144	\$ 854,049	\$ 1,178,207	\$ 1,264,205	\$ 1,398,362	\$ 1,482,264		
June	\$ 758,856	\$ 825,043	\$ 828,973	\$ 1,096,183	\$ 1,185,985	\$ 1,309,063	\$ 1,387,607		
July Accrual	\$ 814,461	\$ 878,558	\$ 947,306	\$ 1,114,903	\$ 1,298,919	\$ 1,399,744	\$ 1,483,729		
<b>Total</b>	<b>\$ 9,160,509</b>	<b>\$ 9,686,164</b>	<b>\$ 10,270,968</b>	<b>\$ 12,220,428</b>	<b>\$ 13,775,928</b>	<b>\$ 15,736,090</b>	<b>\$ 16,680,255</b>	<b>\$ 9,700,598</b>	<b>\$ (200,419)</b>

**Resolution #**

Cumberland County, Tennessee  
General Program School Fund

WHEREAS the General budget requires revision to allocate additional funds to purchase four 78 passenger Thomas school buses .

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 21st day of March 2024, and by the Cumberland County Commission meeting on April 18th, 2024, that the following budget amendment be adopted.

**General Budget Amendment**

**Decrease Expenditures:**

<u>141-72710-425</u>	Gasoline	\$40,000.00
Total Decrease in Expenditure		\$40,000.00

**Increase Expenditures:**

<u>141-72710-729</u>	Transportation Equipment	\$40,000.00
Total Increase in Expenditures		\$40,000.00

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: \_\_\_\_

**BOE APPROVED: NO COMMISSION ACTION REQUIRED**

Amendment # \_\_\_\_\_  
Cumberland County, Tennessee  
General Purpose School Fund

WHEREAS, the CTE General Funds required a revision to account for an increase in Certified Sub, CTSO's, Travel and Maintenance.

WHEREAS, the Building Construction, Travel and Other Charges line will decrease to cover the amount.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 21st day of March, 2024 that the following budget amendment be adopted:

---

General Purpose Budget Amendment

Decrease Expenditures:

141-71300-355	Travel	\$ 15,000.00
141-71300-706	Building Construction – CTE Instruction	\$ 24,000.00
141-72230-599	Other Charges	\$ 1,000.00
	<b>Total Decrease:</b>	<b>\$ 40,000.00</b>

Increase Expenditures:

141-71300-195	Certified Substitute Teachers	\$ 20,000.00
141-71300-336	Maintenance & Repair Services	\$ 9,000.00
141-71300-399	Other Contracted Services	\$ 10,000.00
141-72230-355	Travel	\$ 1,000.00
	<b>Total Increase:</b>	<b>\$ 40,000.00</b>

SPONSORED BY:

\_\_\_\_\_  
BOE Member

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes: \_\_ Nays: \_\_ Abstain: \_\_

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS the ISM State Grant for 2023-2024 required a revision to account for a change in needs and clean up.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 21st day of March 2024, and by the Cumberland County Commission meeting on this 15th day of April 2024, that the following budget be adopted:

Decrease expenditures:

141.71300.471.COES	Software	\$ 4,000.00
141.71300.471.BROWN	Software	\$ 4,000.00
141.71300.471.GMES	Software	\$ 4,000.00
141.71300.471.HOME	Software	\$ 4,000.00
141.71300.471.NORTH	Software	\$ 4,000.00
141.71300.471.PINEV	Software	\$ 1,500.00
141.71300.471.PHILL	Software	\$ 4,000.00
141.71300.471.SOUTH	Software	\$ 4,000.00
141.71300.471.STONE	Software	\$ 4,000.00

Total Decrease: \$33,500.00

Increase Expenditures:

141.76100.399.COES	Other Contracted Services	\$ 4,000.00
141.76100.399.BROWN	Other Contracted Services	\$ 4,000.00
141.76100.399.GMES	Other Contracted Services	\$ 4,000.00
141.76100.399.HOME	Other Contracted Services	\$ 4,000.00
141.76100.399.NORTH	Other Contracted Services	\$ 4,000.00
141.76100.399.PINEV	Other Contracted Services	\$ 1,500.00
141.76100.399.PHILL	Other Contracted Services	\$ 4,000.00

141.76100.399.SOUTH      Other Contracted Services      \$ 4,000.00  
141.76100.399.STONE      Other Contracted Services      \$ 4,000.00

Total Increase:      \$33,500.00

**SPONSORED BY:**

\_\_\_\_\_  
BOE Member

**APPROVED BY:**

\_\_\_\_\_  
Chairman of the Board

**ATTEST:**

\_\_\_\_\_  
Director of Schools

Ayes:    Nays:    Abstain:

Sponsor: \_\_\_\_\_ County

Commissioner

Approval: \_\_\_\_\_

County Mayor

Attest: \_\_\_\_\_

County Clerk

\_\_\_\_\_  
Budget Committee Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Abstain \_\_\_\_\_

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**Resolution #**

Cumberland County, Tennessee

General Program School Fund

WHEREAS the State of Tennessee has awarded funding for summer learning programs for K-8th grade and summer transportation, and the award is on a reimbursement basis through the General Purpose School fund.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 21st day of March 2024, and by the Cumberland County Commission meeting on April 18th, 2024, that the following budget amendment be adopted.

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**General Budget Amendment**

**Increase Revenues:**

141-46590	Other State Funds	\$802,554.24
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Total Increase in Revenues

**Increase Expenditures:**

141-71100-116-SMLRN	Regular Instruction-Teachers	\$455,900.00
141-71100-163-SMLRN	Regular Instruction-Assistants	\$56,448.00
141-71100-189-SMLRN	Regular Instruction-Other Salaries	\$17,205.00
141-71100-201-SMLRN	Regular Instruction-Social Security	\$40,510.43
141-71100-204-SMLRN	Regular Instruction-State Retirement	\$45,628.23
141-71100-499-SMLRN	Regular Instruction-Other Supplies	\$35,067.88
141-72120-105-SMLRN	Health Services-Director	\$3,780.00
141-72120-131-SMLRN	Health Services-Nurses	\$13,440.00
141-72120-201-SMLRN	Health Services-Social Security	\$1,320.33
141-72120-204-SMLRN	Health Services-State Retirement	\$1,406.68
141-72410-104-SMLRN	Office of the Principal-Principals	\$27,600.00
141-72410-161-SMLRN	Office of the Principal-Secretary	\$9,408.00
141-72410-201-SMLRN	Office of the Principal-Social Security	\$2,831.11
141-72410-204-SMLRN	Office of the Principal-State Retirement	\$3,151.08
141-72610-166-SMLRN	Operation of the Plant-Custodial Personnel	\$7,620.00
141-72610-201-SMLRN	Operation of the Plant-Social Security	\$585.00
141-72610-204-SMLRN	Operation of the Plant-State Retirement	\$610.00
141-72610-410-SMLRN	Operation of the Plant-Custodial Supplies	\$8,000.00
141-72710-146-BUS	Transportation-Drivers	\$45,000.00
141-72710-201-BUS	Transportation-Social Security	\$3,442.50
141-72710-204-BUS	Transportation-State Retirement	\$3,600.00
141-72710-425-BUS	Transportation-Fuel	\$20,000.00

Total Increase in Expenditures

\$802,554.24

SPONSORED BY:

APPROVED BY:

---

BOE Member

Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of School

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Commissioner

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

**Budget Amendment # \_\_\_\_\_**  
**Cumberland County, Tennessee**  
**Federal Program School Fund**

WHEREAS, the Federal ESSER 3.0 Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 21st day  
of March 2024, that the following budget amendment be adopted:

---

**Federal ESSER 3.0 Budget Amendment**

Decrease Expenditures:

142-933-71100-116	Teachers	\$47,000.00
142-933-71100-599	Other Charges	\$185,200.00

Total Decrease in Expenditures

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\$232,200.00

Increase Expenditures:

142-933-71100-189	Other Salaries & Wages	\$5,000.00
142-933-71100-429	Instructional Supplies & Materials	\$212,000.00
142-933-71100-722	Regular Instruction Equipment	\$15,200.00

Total Increase in Expenditures

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\$232,200.00

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: \_\_\_\_\_



**BOE APPROVED: NO COMMISSION ACTION REQUIRED**

Amendment # \_\_\_\_\_

Cumberland County, Tennessee

Perkins Reserve Consolidated Federal Fund

WHEREAS, the Perkins Reserve Consolidated Grant requires a revision to increase Industry Certification funding and decrease Travel.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 21st day of March 2024, that the following budget amendment be adopted:

---

<b>FEDERAL GRANT:</b>			
<b>Perkins Reserve Consolidated</b>			
Decrease Expenditures			
142-802-72130-399	Other Contracted Services	\$	357.74
	<b>Total Decrease</b>	<b>\$</b>	<b>357.74</b>
Increase Expenditures			
142-802-71300-499	Other Supplies and Materials	\$	357.74
	<b>Total Increase</b>	<b>\$</b>	<b>357.74</b>

SPONSORED BY:

\_\_\_\_\_  
BOE Member

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes: \_\_ Nays: \_\_ Abstain: \_\_\_\_\_

RESOLUTION # \_\_\_\_\_

Cumberland County, Tennessee

CENTRAL CAFETERIA FUND



WHEREAS the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved for additional USDA grant funds.

WHEREAS the United States Department of Agriculture (USDA) has selected the State of Tennessee to receive federal funds for Equipment Assistance Grants. These funds are to provide equipment assistance to School Food Authorities (SFAs) participating in the National School Lunch Program. South Cumberland Elementary School has been awarded \$60,000 to purchase a new replacement walk in freezer and cooler. See attached page for more information.

**This resolution was originally approved in the 22-23 SY, but the project was not finished and paid for until a few months into the 23-24 SY. Therefore, County Finance asked for the funds to be moved into the 23-24 Central Cafeteria Fund budget.**

THEREFORE, be it resolved that the budget amendment be approved to reallocate funds by the Cumberland County Board of Education meeting this 21<sup>st</sup> day of **March 2024** and adopted by the Cumberland County Commission meeting this \_\_\_\_\_ day of **April 2024**.

**INCREASE REVENUES:**

143.47590 Other Federal through State \$60,000.00

**TOTAL INCREASE: \$60,000.00**

**INCREASE EXPENDITURES:**

143.73100.710 Food Service Equipment \$60,000.00

**TOTAL INCREASE: \$60,000.00**

SPONSORED BY: \_\_\_\_\_  
BOE Member

SPONSORED BY: \_\_\_\_\_  
County Commissioner

APPROVED BY: \_\_\_\_\_  
Chairman of the Board

APPROVED BY: \_\_\_\_\_  
County Mayor

ATTEST: \_\_\_\_\_  
Director of Schools

ATTEST: \_\_\_\_\_  
County Clerk

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_



**BILL LEE**  
GOVERNOR

STATE OF TENNESSEE  
**DEPARTMENT OF EDUCATION**  
NINTH FLOOR, ANDREW JOHNSON TOWER  
710 JAMES ROBERTSON PARKWAY  
NASHVILLE, TN 37243-0375

**PENNY SCHWINN**  
COMMISSIONER

**Date: March 31, 2023**

**SFA Name: Cumberland County Schools SFA #: 180**

**SFA DUNS Number: 008486487**

**Indirect Cost Rate: N/A**

**Period of Performance: October 1, 2022-September 30, 2024**

**FAIN#: FAIN 225TN350N8103**

**Account: FY22 N8103 FY22**

**DUNS: KSHBUKTGFMD5**

**Federal Awarding Agency: United States Department of Agriculture/Food and Nutrition Services  
Southeast Regional Office**

**This is not a Research & Development Award.**

**Total Amount Awarded to the State: \$ 2,144,289**

**Federal Award Date: July 8, 2022**

**Total Amount Awarded to the SFA: \$60,000.00**

Dear Mr. Stepp:

The United States Department of Agriculture (USDA) has selected the State of Tennessee to receive **\$2,144,289** in federal funds for **Equipment Assistance Grants (CFDA #10.579)** for FY 2022. These funds are to provide equipment assistance to School Food Authorities (SFAs) participating in the National School Lunch Program. These funds will allow SFAs to purchase needed equipment to serve healthier school meals, improve food safety, and to help support the establishment, maintenance, or expansion of the School Breakfast Program.

We are pleased to inform you that **South Cumberland Elementary** has been awarded **\$60,000** to purchase a **Walk-in Freezer/Cooler Combo Replacement** for use in that school. If for some reason you no longer want these funds for this school and this piece of equipment, please notify us as soon as possible, so that this money may be reallocated to another school.

Payments will be made on a reimbursement basis, up to the award amount, when we receive a copy of your invoice with the equipment serial number, a copy of your cancelled check and any bid documents used to procure the equipment. Details of document submission forthcoming. Please remember that you must follow all federal, state, and local procurement laws when purchasing equipment with these grant awards. As with all federal grant funds, equipment procured using NSLP Equipment Assistance Grant funds must be practical, allowable, and allocable, in order to be reasonable and permissible costs. The performance period for these grants expands over a two-year period. You must have the ability to complete the procurement and expenditure activities by September 30, 2024. **Independent solicitation and awards must be made for each bid. School systems cannot use a bid from another school system.**

As always, we look forward to working with you as we better serve the students of Tennessee. If you have any other questions, please contact Lynsey Paul at 1-800-354-3663.

Sincerely,



Bill Byford, State Director of School Nutrition

Cc:

Lynsey Paul, Farm to School and Grant Specialist

Jasmine Taylor, School Nutrition Budget

Kathy Hamby, School Nutrition Supervisor

Thomas Wilson, Regional Nutrition Consultant

RESOLUTION # \_\_\_\_\_

Cumberland County, Tennessee

CENTRAL CAFETERIA FUND

WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved for additional USDA grant funds.

WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved for additional USDA funds designated to school food authorities (SFAs) administering the National School Lunch Program (NSLP) and School Breakfast Program (SBP) to purchase domestic, locally grown foods, that are unprocessed or minimally processed from local producers, small businesses, and socially disadvantaged farmers/producers. These funds have been designated for CCHS, SMHS, and Phoenix to purchase bulk milk from Mayfield Dairy Farms.

**This resolution was originally approved in the 22-23 SY. The claim for reimbursement was submitted in May, but the funds were not received until a few months into the 23-24 SY. Therefore, the State Auditor asked for the funds to be moved into the 23-24 Central Cafeteria Fund budget.**

Please see the attached pages for additional information.

THEREFORE, be it resolved that the budget amendment be approved by the Cumberland County Board of Education meeting this 21<sup>st</sup> day of **March 2024** and adopted by the Cumberland County Commission meeting this \_\_\_\_\_ day of **April 2024**.

**INCREASE REVENUES:**

143.47114 USDA Other \$96,400.00

TOTAL INCREASE: **\$96,400.00**

**INCREASE EXPENDITURES:**

143.73100.422 Food Supplies \$96,400.00

TOTAL INCREASE: **\$96,400.00**

SPONSORED BY: \_\_\_\_\_  
BOE Member

SPONSORED BY: \_\_\_\_\_  
County Commissioner

APPROVED BY: \_\_\_\_\_  
Chairman of the Board

APPROVED BY: \_\_\_\_\_  
County Mayor

ATTEST: \_\_\_\_\_  
Director of Schools

ATTEST: \_\_\_\_\_  
County Clerk

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Audit Adj 1 FS  
 #146 2/21/24  
 (H)

Rev. 2/2014  
 Form 210  
 Audit Adjustment Form  
 (PPC Reference ALG-CX-12.1)

Governmental Unit: Cumberland County, Tennessee

Financial Statement Date: June 30, 2023

Auditor: Sarah Allen  
 Opinion Unit: Central Cafeteria Fund  
 Fund: Central Cafeteria Fund

Date: 12/28/23

**INSTRUCTIONS:** This form is used to accumulate *factual, judgmental, and projected* misstatements that should, in the auditor's judgment, be recorded by management. Auditors should distinguish between factual, judgmental, and projected adjustments and provide an explanation for each proposed adjustment. Typically we do not have any judgmental or projected misstatements, however; if judgmental or projected misstatements exist, management should be asked to review and approve the assumptions behind and amount of the judgmental or projected misstatements. If management decides not to record a proposed adjustment, auditors should document any discussions that took place and the reason why management chose not to record the adjustment. Auditors should consider the implications of management's refusal on the risk assessment process, the Financial Statements, and the Independent Auditor's Report. Passed adjustments, other than trivial amounts, should be recorded on Form 211. Trivial amounts are defined as a misstatement that, either individually or when aggregated with other such misstatements, would not be material to the financial statements, after the possibility of further undetected misstatements is considered. Auditors should also explain the effects of audit adjustments that are posted for Financial Statement Presentation purposes but are not required to be posted to the accounting records. In general, all adjustments should be posted to the accounting records. Obtain management's signature and/or the signature of the person(s) or firm designated to accept responsibility for the financial statements on behalf of management. Adjusting entries made in the Government-Wide Conversion should be presented and explained to the person designated to accept responsibility for financial statements on behalf of management. This discussion should be documented in the workpapers.

Factual Misstatements are misstatements about which there is no doubt. Judgmental misstatements are differences arising from the judgments of management concerning accounting estimates that the auditor considers unreasonable or the selection or application of accounting policies that the auditor considers inappropriate. Projected misstatements are the auditor's best estimate of misstatements in populations, involving the projection of misstatements identified in audit samples to the entire population from which the samples were drawn.

No. 1

General Ledger Account No.	Account Description	W/P Reference	Debit	Credit
39000	Unassigned		96,400.00	
47114	USDA - Other			96,400.00

Detailed Explanation of *Why* the Adjustment is needed.

Auditor adjusted the receivable for the LFS CO-OP Grant due to it not being received during the period of availability. It was received on 9/22/23. This grant will be shown as revenue in FY 24. This entry increases the revenue account.

**EFFECT ON FUND BALANCE/POSITION:**  
 Increase \_\_\_ Decrease X No effect \_\_\_  
 Fund balance decreased by 96,400.00

**TYPE OF ADJUSTMENT:**  
 Audit Adjustment X Closing Entry \_\_\_

**FOR AUDIT ADJUSTMENTS, INDICATE WHETHER IT RELATES TO A:**

Factual  X  Judgmental      Projected    

**DISPOSITION OF ADJUSTMENT:**

Book      Pass    

If passed, include reason.

[Empty box for including reasons if passed]



#####

**ALL ADJUSTMENTS FOR FUND 143 WERE DISCUSSED WITH ME AND I UNDERSTAND THE ADJUSTING ENTRY**

<i>Melodie C. Hodges</i>	FINANCE DIRECTOR	2/21/24
Name	Position	Date
Name	Position	Date

One of the above signatures should be that of the person designated individual to make management decisions and accept responsibility for and evaluate our nonaudit services. You may obtain other signatures.

#####

All entries for Fund 143 were posted to the audit workpapers as approved by management.

Approved By: Melodie C. Hodges Date: 1/8/2024  
Senior Auditor

- Purpose: To document proposed audit adjustments necessary to fairly present account balances. To ensure that the management understands and has accepted responsibility for each proposed audit adjustment.
- Source: General Ledger, Workpapers referenced, Form 210 Instructions.
- Conclusion: Audit adjustments were needed to reconcile per record to per audit account balances. Management understands each adjustment, has accepted responsibility for the each proposed audit adjustment, and has

**RESOLUTION # \_\_\_\_\_**  
Cumberland County, Tennessee  
CENTRAL CAFETERIA FUND



WHEREAS the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved for additional USDA grant funds.

WHEREAS the United States Department of Agriculture (USDA) has selected the State of Tennessee to receive federal funds for Equipment Assistance Grants. These funds are to provide equipment assistance to School Food Authorities (SFAs) participating in the National School Lunch Program. North Cumberland Elementary School has been awarded \$85,000 to purchase a new replacement walk in freezer and cooler. See attached page for more information.

THEREFORE, be it resolved that the budget amendment be approved by the Cumberland County Board of Education meeting this 21<sup>st</sup> day of **March 2024** and adopted by the Cumberland County Commission meeting this \_\_\_\_\_ day of **April 2024**.

**INCREASE REVENUES:**

143.47590 Other Federal through State \$85,000.00

**TOTAL INCREASE: \$85,000.00**

**INCREASE EXPENDITURES:**

143.73100.710 Food Service Equipment \$85,000.00

**TOTAL INCREASE: \$85,000.00**

SPONSORED BY: \_\_\_\_\_  
BOE Member

SPONSORED BY: \_\_\_\_\_  
County Commissioner

APPROVED BY: \_\_\_\_\_  
Chairman of the Board

APPROVED BY; \_\_\_\_\_  
County Mayor

ATTEST: \_\_\_\_\_  
Director of Schools

ATTEST: \_\_\_\_\_  
County Clerk

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_



**BILL LEE**  
GOVERNOR

STATE OF TENNESSEE  
**DEPARTMENT OF EDUCATION**  
NINTH FLOOR, ANDREW JOHNSON TOWER  
710 JAMES ROBERTSON PARKWAY  
NASHVILLE, TN 37243-0375

**LIZZETTE REYNOLDS**  
COMMISSIONER

**Date:** March 4, 2024

**SFA Name:** Cumberland County Schools

**SFA #:** 180

**SFA UEI:** SXTNU919LHN6

**Indirect Cost Rate:** N/A

**Period of Performance:** October 1, 2023-September 30, 2025

**FAIN#:** FAIN 235TN350N8103

**Account:** FY23 N8103 FY23

**UEI:** KSHBUKTGFMD5

**Federal Awarding Agency:** United States Department of Agriculture/Food and Nutrition Services  
Southeast Regional Office

**This is not a Research & Development Award.**

**Total Amount Awarded to the State:** \$ 682,999

**Federal Award Date:** August 3, 2023

**Total Amount Awarded to the SFA:** \$85,000.00

Dear Mr. Stepp:

The United States Department of Agriculture (USDA) has selected the State of Tennessee to receive **\$682,999** in federal funds for Equipment Assistance Grants (**CFDA #10.579**) for FY 2023. These funds are to provide equipment assistance to School Food Authorities (SFAs) participating in the National School Lunch Program. These funds will allow SFAs to purchase needed equipment to serve healthier school meals, improve food safety, and to help support the establishment, maintenance, or expansion of the School Breakfast Program.

We are pleased to inform you that **North Cumberland Elementary** has been awarded **\$ 85,000.00** to purchase a **Walk in Cooler/Freezer** for use in that school. If for some reason you no longer want these funds for this school and this piece of equipment, please notify us as soon as possible, so that this money may be reallocated to another school.

Payments will be made on a reimbursement basis, up to the award amount, when we receive a copy of your invoice with the equipment serial number, a copy of your cancelled check and any bid documents used to procure the equipment. All reimbursement documentation will be sent to [Lynsey.Paul@tn.gov](mailto:Lynsey.Paul@tn.gov) with [School.Nutrition@tn.gov](mailto:School.Nutrition@tn.gov) copied to the email. Please remember that you must follow all federal, state, and local procurement laws when purchasing equipment with these grant awards. As with all federal grant funds, equipment procured using NSLP Equipment Assistance Grant funds must be practical, allowable, and allocable, in order to be reasonable and permissible costs. The performance period for these grants expands over a two-year period. You must have the ability to complete the procurement and expenditure activities by September

30, 2025. **Independent solicitation and awards must be made for each bid. School systems cannot use a bid from another school system.**

As always, we look forward to working with you as we better serve the students of Tennessee. If you have any other questions, please contact Lynsey Paul at 615-202-5116.

Sincerely,

A handwritten signature in cursive script that reads "William Byford".

Bill Byford, TN State Director of School Nutrition

Cc:

Lynsey Paul, Farm to School and Grant Specialist  
Sharon Jordan, School Nutrition Budget Coordinator  
Kathy Hamby, School Nutrition Supervisor  
Marlene Delong, Regional Nutrition Consultant

<b>Issued:</b>	<b>Procedure:</b>	
	<b>Policy Reference:</b>	
July 2004	<b>Field Trip and Excursions</b>	4.302 Exhibit B

**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 CCHS      Subject/Grade Level Band  
 Trip Requested By Bruce Johnson      Date of Trip 4/10 - 4/13/24  
 Destination Gaylord Opryland Hotel      City Nashville State TN  
 Departure Time 9:00 AM      Return 6:00 PM      Admission per student \$ \_\_\_\_\_  
 Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan     Bus with Lift

Please Check Type of Activity

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

Teachers Going:	# of Students
<u>Bruce Johnson</u>	<u>1</u>
_____	_____
_____	_____
_____	_____
_____	_____

TOTAL # of TEACHERS: 1      TOTAL # of STUDENTS 1

Additional Chaperones (If Needed) \_\_\_\_\_

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

Sponsoring Teacher's Signature Bruce Johnson      Cell Phone # 865-936-7758      Principal's Signature Chad Vahrt      Date 2-15-24

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

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



# 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

February 15, 2024

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

Dear Mr. Stepp and School Board Members:

The Pleasant Hill Elementary School 8th Grade class is seeking your approval to travel to Sevierville, Tennessee for our annual 8th grade trip.

Our plans are to leave the school as a group, via bus, on Sunday, May 5th and return, via bus, Wednesday, May 8th. We will be staying at the Wilderness of the Smokies Resort and have a full itinerary on file in the Pleasant Hill Elementary School office. We will have approximately 29 students, at least 2 teachers/admin.

This is a great opportunity to create lasting memories for our students before they move on to the next chapter of their lives.

Respectfully,

Brandy Lowe  
8th Grade Teacher / Trip Coordinator

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	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 Elementary Subject/Grade Level 8th Grade  
 Trip Requested By Brandy Lowe Date of Trip May 5, 6, 7 (return 8th)  
 Destination Sevierville, TN Wilderness City Sevierville State TN  
 Departure time 1:30 pm Return May 8th 12:00-1:00 pm Admission per student: \$ 375.00  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

- |                                                          |                                                                     |
|----------------------------------------------------------|---------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Academic Field Trip  | <input type="checkbox"/> Competition                                |
| <input checked="" 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: Brandy Lowe # of Students 30  
Tracie Buckner  
Julie Mahaney  
 Total: 3 Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

Brandy Lowe 931 264-2053  
 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: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
----------------------	------------------------------------------------	--------------------------------------

## 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: Stone Memorial High School Subject/Grade Level: SMHS Cheer (9-12)  
 Trip Requested By: Coach Jordan Houston Date of Trip: Friday, May 3rd Through Sunday, May 5th  
 Destination: Chick Pigeon Forge, TN/Dollywood City: Pigeon Forge State: TN  
 Departure time: 4:00p Return: 10:00a Admission per student: \$140.85 (Cabin based on Participants/Coaches)  
 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 checked="" type="checkbox"/> Sports <u>Cheer End of Year Trip</u> |
| <input type="checkbox"/> School Clubs         | <input type="checkbox"/> Special Classroom Trip (description)            |
| <input type="checkbox"/> Band/Chorus          | <input type="checkbox"/> Other                                           |

- Diamond Alvarado
- Aubrey Durant
- Chloe Chapman
- Abbie Woody
- Lexy McDonald
- Savannah Pelfrey

Teachers: Jordan Houston (Coach)  
Lee Anne Kellum (Coach)

- # of Students: 19
- Ryleigh Street
  - Summer Crabtree
  - Chloe Foster
  - Dalia Alvarado
  - Emma Delk
  - Aidan Turner
  - Molly Burgess
  - Rylee Griffin
  - Audrey Kellum
  - Chelsea Noble
  - Rachel Miller
  - Jlyn Norrod
  - Kaiden Luttrell

Total: 2

Total: 19 total

Additional Chaperones (if needed): Amanda Noble, Amanda Street, Vickie Houston, Haley Kellum, Lisa Meadows, Heather Henry, + Sonja Delk

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

Sponsoring Teacher's Signature: Jordan Houston Cell Phone #: 931-335-6998 Principal's Signature: K. Smith Date: 3/11/24

Will be collected Monday, March 11th

\* Costs covered by SMHS Cheer

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

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



**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

Mr. Stepp and CCBOE school board members:

Please find attached Crab Orchard Elementary's 2024-2025 SimplePix Portrait and Yearbook Agreement.

Thank you,

Debbie Beaty, Principal



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
2024 - 2025

School: Crab Orchard Elementary County: Cumberland District: Cumberland County Schools  
 Address: 240 School Road City: Crab Orchard State: TN Zip: 37723  
 Phone: 931-484-7400 Grades (Low-High): K - 8 Enrollment: 450  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Debbie Beaty</u>	<u>beatyd@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u>Todd Kuffel</u>	<u>tkuffel@ccschools.k12tn.net</u>	<u></u>
Bookkeeper:	<u>Pam Graves</u>	<u>pgraves@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Glenda Sherrill</u>	<u>gsherrill@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Jacque Pugh</u>	<u>jpugh1@ccschools.k12tn.net</u>	<u></u>
PD Coordinator:	<u>Glenda Sherrill</u>	<u>gsherrill@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u></u>	<u></u>	<u></u>

**FALL** Commission: 50%

**SPRING** Commission: 50 % (Buyers Only)

**CLASS GROUPS** Commission: \$3.00

**CAP & GOWN** Notes:

**OTHER:** Sports Notes:

**OTHER:**  Notes:

**OTHER:**  Notes:

**YEARBOOK** Pages: 52 Copies: 150- 199 Cover Type: Hard BASE PER COPY: \$25.83

\*Arrival Date: 4/15/25 Submission Date: 4/1/25 Tax Rate: 9.25% TAX PER COPY: \$2.39

\*Yearbooks Arrive 10 Business Days After Cover & All Pages are Finalized and Submitted SHIPPING: Included

Options:  TOTAL PER COPY: \$28.22

Notes:

Nathan Hardman 2/24/24 Nathan Hardman  
 SimplePix Representative Signature Date SimplePix Representative Name  
Debbie Beaty 2-24-24 Debbie Beaty  
 School Representative Signature Date School Representative Name

# 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

2/26/24

Cumberland County Board of Education,

Please approve the attached Portrait and Yearbook Agreement for the School Year 2024/2025 from SimplePix.

Thank you,

A handwritten signature in blue ink that reads "Tracie Buckner". The signature is written in a cursive style.

Tracie Buckner  
Pleasant Hill Elementary School  
931-277-3677



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)
2024 - 2025

School: Pleasant Hill Elementary County: Cumberland District: Cumberland County Schools  
 Address: 486 E Main St City: Pleasant Hill State: TN Zip: 38571  
 Phone: 931-277-3677 Grades (Low-High): K - 8 Enrollment: 620  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Traci Buckner</u>	<u>bucknert1@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u>Cristyn Diana</u>	<u>cdiana@ccschools.k12tn.net</u>	<u></u>
Bookkeeper:	<u>Laura Piper</u>	<u>lpiper@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Christine Edwards</u>	<u>cedwards@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Susie Stewart</u>	<u>stewarts6@ccschools.k12tn.net</u>	<u>931 265-7126</u>
PD Coordinator:	<u>Laura Piper</u>	<u>lpiper@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u></u>	<u></u>	<u></u>

- FALL** Commission: 50%
- SPRING** Commission: 50% (Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes: K & 8th - Folios
- OTHER:** Sports Notes:
- OTHER:**  Notes:
- OTHER:**  Notes:

**YEARBOOK** Pages: 88 Copies: 250-299 Cover Type: Hard BASE PER COPY: \$29.17  
 \*Arrival Date: 4/15/25 Submission Date: 4/1/25 Tax Rate: 9.25% TAX PER COPY: \$2.70

\*Yearbooks Arrive 10 Business Days After Cover & All Pages are Finalized and Submitted SHIPPING: Included  
 Options: Name on Cover = \$5.00 TOTAL PER COPY: \$31.87

Notes:

<u>Nathan Hardman</u> SimplePix Representative Signature	<u>2/24/24</u> Date	<u>Nathan Hardman</u> SimplePix Representative Name
<u>Traci Buckner</u> School Representative Signature	<u>2-26-24</u> Date	<u>Traci Buckner</u> School Representative Name



**South Cumberland Elementary School**

3536 Lantana Rd.

Crossville, TN 38572

Telephone: 931-788-671 Fax: 931-788-1116

Principal: Dawn Hall

**Date: March 1, 2024**

**To: William Stepp  
Cumberland County Board of Education**

**From: Dawn Hall**

**Re: Picture Contract 2024-2025**

**Please approve the attached photography agreement with Simple Pix for the 2024-2025 school year. Thank you for your consideration in this matter.**

**Sincerely,**

A handwritten signature in cursive script that reads "Dawn Hall".

**Dawn Hall**



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
2024 - 2025

School: South Cumberland Elementary County: Cumberland District: Cumberland County Schools  
 Address: 3536 Lantana Road City: Crossville State: TN Zip: 38572  
 Phone: 931-788-6713 Grades (Low-High): PK - 8 Enrollment: 535  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Dawn Hall</u>	<u>halld5@ccschools.k12tn.net</u>	
Asst. Principal:	<u>Blake Allen</u>	<u>allenb@ccschools.k12tn.net</u>	
Bookkeeper:	<u>Ricky Smith</u>	<u>rsmith5@ccschools.k12tn.net</u>	
Secretary:			
YB Adviser:	<u>Darla Frazier, Christina Ward</u>	<u>frazierd5@ccschools.k12tn.net, cward@ccschools.k12tn.net</u>	
PD Coordinator:	<u>Darla Frazier, Ricky Smith, Vicki Elmore</u>	<u>frazierd5@ccschools.k12tn.net, rsmith5@ccschools.k12tn.net, elmorev@ccschools.k12tn.net</u>	
Student Data:			

**FALL** Commission: 50%

**SPRING** Commission: 50% (Buyers Only)

**CLASS GROUPS** Commission: \$3.00

**CAP & GOWN** Notes: K & 8th - Folios

**OTHER:** Sports Notes: \_\_\_\_\_

**OTHER:** \_\_\_\_\_ Notes: \_\_\_\_\_

**OTHER:** \_\_\_\_\_ Notes: \_\_\_\_\_

**YEARBOOK** Pages: 64 Copies: 200- 249 Cover Type: Hard BASE PER COPY: \$26.80  
 \*Arrival Date: 4/15/25 Submission Date: 4/1/25 Tax Rate: 9.25% TAX PER COPY: \$2.48  
 \*Yearbooks Arrive 10 Business Days After Cover & All Pages are Finalized and Submitted SHIPPING: Included  
 Options: \_\_\_\_\_ TOTAL PER COPY: \$29.28

Notes:

Nathan Hardman  
SimplePix Representative Signature

2/24/24  
Date

Nathan Hardman  
SimplePix Representative Name

Dawn Hall  
School Representative Signature

2-28-24  
Date

Dawn Hall  
School Representative Name



### PROPOSED FUNDRAISING ACTIVITIES

School: Homestead Elementary

Fund/account name: Beta Club.

Proposed fundraising activities: Shoe drive- gently used or new shoes.

Proposed uses of funds raised: state Convention

Planned purchase date: September 15, 2024

Contingency for funds not utilized: all funds will be used for Convention

Expected student involvement (school-wide or specific school organization) Beta members and any student school-wide that wants to donate shoes.

Method by which school will receive profit: Funds 20% will pay directly to club w/ check. Pay by lbs of shoes donated.

Requested by: Patty Cooper Beta Sponsor Date: 3/11/24

Approved by: Mary Edmonds Name/Title: \_\_\_\_\_ Date: 3/11/24  
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.

Updated 8/19/2021



## PROPOSED FUNDRAISING ACTIVITIES

School: Martin Elementary

Fund/account name: PTA

Proposed fundraising activities: Mile of Pennies

Proposed uses of funds raised: End of year awards for the school

Planned purchase date: n/a

Contingency for funds not utilized: future purchases

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

Method by which school will receive profit: coin

Requested by: Matosha Tuttle Date: 3/4/24

Approved by: Christie VanDunkle Date: \_\_\_\_\_  
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.

Updated 8/19/2021



### PROPOSED FUNDRAISING ACTIVITIES

School: North Cumberland

Fund/account name: BETA

Proposed fundraising activities: Beta Spring Dance Prek-2, 3-5, and 6-8

Proposed uses of funds raised: BETA trip to Dollywood and service projects

Planned purchase date: April 11, 2024

Contingency for funds not utilized: BETA funds for next school year

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

Method by which school will receive profit: 100% profit

Requested by: Julia Juma / BETA Sponsor Date: 2/14/24

Approved by: [Signature] Date: 2/14/24  
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: North Cumberland Elm PTO

Fund/account name: PTO

Proposed fundraising activities: Buddy - A-Thon

Proposed uses of funds raised: EPIC Rewards

Planned purchase date: Apr 1-12, 2021

Contingency for funds not utilized: Large project

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

Method by which school will receive profit: 50%

Requested by: Christina Page Treasurer Date: 20 Feb 2024

Approved by: Maryjane M. Allen Date: 2-20-24  
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.



PROPOSED FUNDRAISING ACTIVITIES

School: Pine View School

Fund/account name: Book Fair

Proposed fundraising activities: Scholastic Book Fair helps earn Scholastic Dollars, which goes back into the library

Proposed uses of funds raised: Scholastic Dollars that are earned through sales, can be used to purchase books, educational resources, even library furniture

Planned purchase date: March 11, 2024 - March 15, 2024

Contingency for funds not utilized: Scholastic Dollars on every in-person and online purchase will be used during the book fair.

Expected student involvement (school-wide or specific school organization) Schoolwide and a Family Night

Method by which school will receive profit: 0-1499.99 30% of Sales  
1500-3499.99 40% Sales 3500-up 50% of Sales  
Below 0-1499.99 is 25% of Sales

Requested by: Chassadey Staele / Librarian Date: 3/5/2024

Approved by: [Signature] Name/Title: Principal Date: 3/5/2024

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.

Updated 8/19/2021



PROPOSED FUNDRAISING ACTIVITIES

School: Stone Memorial High School

Fund/account name: FCCLA

Proposed fundraising activities: hat and jean day

Proposed uses of funds raised: Funds will be collected and sent to St. Jude hospital as a service project for FCCLA.  
from

Planned purchase date: March 21, 2024

Contingency for funds not utilized: FCCLA account deposit \$1.00 for students, minimum of \$3.00 from teachers.

Expected student involvement (school-wide or specific school organization) Schoolwide - Student body as well as faculty and staff.

Method by which school will receive profit: Take up cash at entry doors from students. Teachers will donate cash to bookkeeper.

Requested by: Sharmain Wyatt / FCCLA Date: 3/8/24  
Advisor

Approved by: [Signature] Date: 3/8/24  
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: South Cumberland Elementary

Fund/account name: General Fund

Proposed fundraising activities: Smart Card Savings Card

Proposed uses of funds raised: technology, student rewards and teacher supplies

Planned purchase date: 8/9/24 - 8/27/24

Contingency for funds not utilized: Funds will rollover to the general fund for the 2025/2026 school year.

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

Method by which school will receive profit: School will receive 50-60% of card sales

Requested by: Ricky Sue Smith Date: 3-5-24

Approved by: Dawn Hall Date: 3-5-24  
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.



**PROPOSED FUNDRAISING ACTIVITIES**

School: South Cumberland Elementary

Fund/account name: PTO

Proposed fundraising activities: World's Finest Chocolate

Proposed uses of funds raised: playground upgrades/  
outdoor learning area

Planned purchase date: ongoing funds being raised

Contingency for funds not utilized: carry over

Expected student involvement (school-wide or specific school organization) school-wide

Method by which school will receive profit: 50% or more

Requested by: Julie Wyatt / PTO President Date: 3-13-24  
Name/Title

Approved by: Dawn Hall Date: 3-13-24  
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.

Updated 8/19/2021

# *Frank P. Brown Elementary School*

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

Dr. Stephanie L. Speich  
Principal

March 11, 2024

Mr. Stepp and Cumberland County Board of Education:

Please allow for the attached list of items to be retired from Brown Elementary inventory.

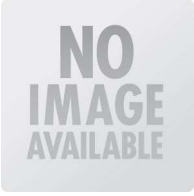

Thank you,

Stephanie L. Speich

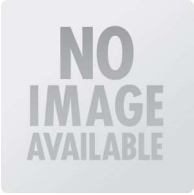

Room Number: 08-TO RETIRE  
 Room Name: INVENTORY~BOE-RETIRE Holding  
 Room Type: VIRTUAL

**Room Inventory Report**  
 Frank P. Brown Elementary~Brown  
 Date Printed: 2/29/2024



Staff Verification

AMF 2 step wedge		Product No.:	H96
  H96	Manufacturer:	AMF	SKU:
	Model:	unknown	Projected Life: 0
	Product Type:	THERAPY EQUIPMENT	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
	Other 1:		
Other 2:			
Other 3:			

Tags	Count:	1	Accessories	Price	Units
1788			No Accessories Issued With This Item		

Apple 13 inch MacBook Pro Laptop		Product No.:	H135
  H135	Manufacturer:	Apple	SKU:
	Model:	unknown	Projected Life: 0
	Product Type:	LAPTOP	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
	Other 1:		
Other 2:			
Other 3:			

Tags	Count:	6	Accessories	Price	Units
45817	45823		No Accessories Issued With This Item		
45824	45825				
45815	45829				

Apple 20 inch iMac Computer		Product No.:	H143
  H143	Manufacturer:	Apple	SKU:
	Model:	unknown	Projected Life: 0
	Product Type:	COMPUTER	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
	Other 1:		
Other 2:			
Other 3:			

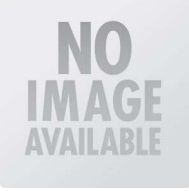

Tags	Count:	7	Accessories	Price	Units
10001473	10001472		No Accessories Issued With This Item		
10001469	10001474				

10001475

10001471

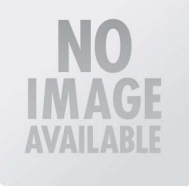

10001470

<b>Apple iMac Core 2 Duo 1_83 GHz 17 inch A1195 Computer</b>	<b>Product No.:</b> H193
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  H193	Manufacturer: Apple Model: A1195 EMC 2124 Product Type: COMPUTER Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0  Notes: Hayes Conversion - 2020-09-02
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Tags	Count:	3	Accessories	Price	Units
23645	23659		<b>No Accessories Issued With This Item</b>		
32229					

<b>Apple A1124 iMac Core 2 Duo 2.26 GHz 20" 16GB</b>	<b>Product No.:</b> H195
------------------------------------------------------	--------------------------

  H195	Manufacturer: Apple Model: A1124 EMC 2316 Product Type: COMPUTER Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0  Notes: Hayes Conversion - 2020-09-02
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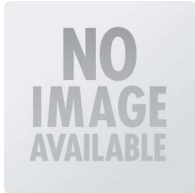
Tags	Count:	2	Accessories	Price	Units
42111	39032		<b>No Accessories Issued With This Item</b>		

<b>Apple iMac Core i3 3_1 GHz 21 1/2 inch A1311 Computer</b>	<b>Product No.:</b> H200
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  H200	Manufacturer: Apple Model: A1311 EMC 2496 Product Type: COMPUTER Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0  Notes: Hayes Conversion - 2020-09-02
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Tags	Count:	1	Accessories	Price	Units
42749			<b>No Accessories Issued With This Item</b>		

<b>Apple MacBook Pro</b>	<b>Product No.:</b>	<b>H281</b>
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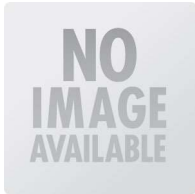
H281

Manufacturer: Apple  
 Model: MacBook Pro  
 Product Type: LAPTOP  
 Area: None  
 Price: \$964.05  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0  
 Notes:  
 Hayes Conversion - 2020-09-02

Tags	Count:	1	Accessories	Price	Units
46127			Power Cord	\$0.00	0

<b>Asus Chromebook</b>	<b>Product No.:</b>	<b>H358</b>
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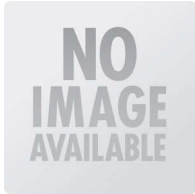
H358

Manufacturer: Asus  
 Model: unknown  
 Product Type: CHROMEBOOK  
 Area: None  
 Price: \$0.00  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0  
 Notes:  
 Hayes Conversion - 2020-09-02

Tags	Count:	3	Accessories	Price	Units
10006291					
10006288					
			<b>No Accessories Issued With This Item</b>		

<b>Asus QC 1_8 Laptop</b>	<b>Product No.:</b>	<b>H365</b>
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H365

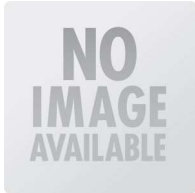
Manufacturer: Asus  
 Model: QC 1\_8  
 Product Type: LAPTOP  
 Area: None  
 Price: \$0.00  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0  
 Notes:  
 Hayes Conversion - 2020-09-02

Tags	Count:	13	Accessories	Price	Units
10006159					
10006142					
10006163					
10006161					
10006164					
10006174					
10006184					
			<b>No Accessories Issued With This Item</b>		

**Aver Document Camera CP155**

**Product No.: H391**



Manufacturer: AVer  
 Model: CP155  
 Product Type: CAMERAS & EQUIPMENT  
 Area: None  
 Price: \$0.00  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0  
 Notes:  
 Hayes Conversion - 2020-09-02

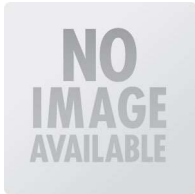
Tags	Count: 1	Accessories	Price	Units
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32559

**No Accessories Issued With This Item**

**Da-Lite Poster Maker/Enlarger**

**Product No.: H901**



Manufacturer: Da-Lite  
 Model: unknown  
 Product Type: PRINTER  
 Area: None  
 Price: \$0.00  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0  
 Notes:  
 Hayes Conversion - 2020-09-02

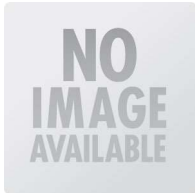
Tags	Count: 1	Accessories	Price	Units
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180201532

**No Accessories Issued With This Item**

**Dell 3100 Chromebook Laptop w/Google Mgt**

**Product No.: H929**



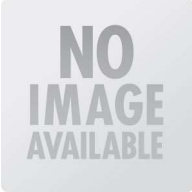

Manufacturer: Dell  
 Model: 3100  
 Product Type: CHROMEBOOK  
 Area: None  
 Price: \$0.00  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0  
 Notes:  
 Hayes Conversion - 2020-09-02

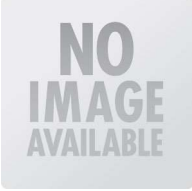

Tags	Count: 19	Accessories	Price	Units
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- 10008625      10008564
- 10008578      10008613
- 10008550      S00044
- S00049          S00276
- S00397          S00432
- S00630          S00664
- S00744          S00851
- S03427          S03431
- S03541          S03542
- S00446

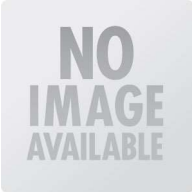

**No Accessories Issued With This Item**

Hamilton Record Player		Product No.:	H1549
  H1549	Manufacturer: Hamilton	SKU:	
	Model: unknown	Projected Life: 0	
	Product Type: ELECTRONIC	Notes:	
	Area: None	Hayes Conversion - 2020-09-02	
	Price: \$0.00		
	Other 1:		
	Other 2:		
	Other 3:		



Tags	Count: 1	Accessories	Price	Units
1800001914		No Accessories Issued With This Item		

HON File Cabinet		Product No.:	H1618
  H1618	Manufacturer: HON	SKU:	
	Model: Vertical	Projected Life: 0	
	Product Type: FILE CABINET	Notes:	
	Area: None	Hayes Conversion - 2020-09-02	
	Price: \$209.56		
	Other 1:		
	Other 2:		
	Other 3:		

Tags	Count: 1	Accessories	Price	Units
32498		No Accessories Issued With This Item		

Hover Cam T3 Document Camera		Product No.:	H1650
  H1650	Manufacturer: Hover Cam	SKU:	
	Model: T3	Projected Life: 0	
	Product Type: CAMERAS & EQUIPMENT	Notes:	
	Area: None	Hayes Conversion - 2020-09-02	
	Price: \$0.00		
	Other 1:		
	Other 2:		
	Other 3:		

Tags	Count: 1	Accessories	Price	Units
10005895		No Accessories Issued With This Item		

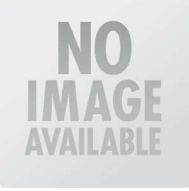

Lenovo 80SF N22 Chromebook		Product No.:	H2126
  H2126	Manufacturer: Lenovo	SKU:	
	Model: 80SF N22	Projected Life: 0	
	Product Type: CHROMEBOOK	Notes:	
	Area: None	Hayes Conversion - 2020-09-02	
	Price: \$0.00		
	Other 1:		
	Other 2:		
	Other 3:		

Tags	Count: 14	Accessories	Price	Units
------	-----------	-------------	-------	-------

10006592	10006601
10006595	10006594
10006609	10006615
10006598	10006590
10006616	10006589
10006602	10006573
10006569	10006566



**No Accessories Issued With This Item**

<b>Lenovo 80YS N23 Chromebook w/ChromeOS MGT</b>	<b>Product No.:</b>	<b>H2128</b>
--------------------------------------------------	---------------------	--------------

  H2128	Manufacturer: Lenovo Model: 80YS N23 Product Type: CHROMEBOOK Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02
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Tags	Count:	6	Accessories	Price	Units
S01145	S01190		<b>No Accessories Issued With This Item</b>		
S01405	S01202				
S01184	S01173				

<b>RCA VCR</b>	<b>Product No.:</b>	<b>H2844</b>
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  H2844	Manufacturer: RCA Model: unknown Product Type: ELECTRONIC Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02
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Tags	Count:	1	Accessories	Price	Units
31208			<b>No Accessories Issued With This Item</b>		



<b>Renaissance Receiver</b>	<b>Product No.:</b>	<b>H2892</b>
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  H2892	Manufacturer: Renaissance Model: unknown Product Type: ELECTRONIC Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02
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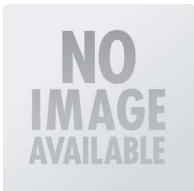

Tags	Count:	1	Accessories	Price	Units
10001935			<b>No Accessories Issued With This Item</b>		

<b>Epson 685WI Projector</b>		<b>Product No.:</b>	<b>H2000128</b>
  H2000128	Manufacturer:	Epson	SKU:
	Model:	685WI	Projected Life: 0
	Product Type:	PROJECTOR	Notes:
	Area:	None	Hayes Conversion - 2020-12-16
	Price:	\$0.00	
	Other 1:		
	Other 2:		
	Other 3:		

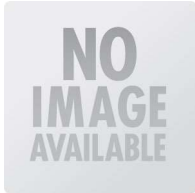
Tags	Count:	1	Accessories	Price	Units
10007539			<b>No Accessories Issued With This Item</b>		

<b>Lenovo 100e 2nd Generation w/Google Chrome Mgmt.</b>		<b>Product No.:</b>	<b>2000098</b>
  2000098	Manufacturer:	Lenovo	SKU:
	Model:	100e 2nd Generation	Projected Life: 0
	Product Type:	CHROMEBOOK	Notes:
	Area:	None	Each laptop includes Google Chrome Management per Elbert Farley 2.23.21MN
	Price:	\$0.00	
	Other 1:		
	Other 2:		
	Other 3:		

Tags	Count:	6	Accessories	Price	Units
S04130	S04959		<b>No Accessories Issued With This Item</b>		
S04536	S04894				
10009531	10009544				

<b>Lenovo 100e Chromebook</b>		<b>Product No.:</b>	<b>2000223</b>
  2000223	Manufacturer:	Lenovo	SKU:
	Model:	100e	Projected Life: 0
	Product Type:	CHROMEBOOK	Notes:
	Area:	None	
	Price:	\$0.00	
	Other 1:		
	Other 2:		
	Other 3:		

Tags	Count:	15	Accessories	Price	Units
S03305	S03316		<b>No Accessories Issued With This Item</b>		
S03283	S03294				
S03299	S03293				
S03288	S03287				
S03310	S03320				
S03284	10007933				
10007938	10007939				
10007948					



Manufacturer: HP  
 Model: MT8183C 4GB/32GB  
 Product Type: CHROMEBOOK  
 Area: None  
 Price: \$357.00  
 Other 1:  
 Other 2:  
 Other 3:

SKU:  
 Projected Life: 0

Notes:  
 1200 1-1 HP Chromebooks w/Google Management

Tags

Count: 1

Accessories

Price Units

S06188

No Accessories Issued With This Item



William G. Stepp Director of Schools

Teresa Boston Board Chair

March 12, 2024

Mr. William G. Stepp

Cumberland County Board of Education


368 Fourth Street

Crossville, TN 38555


Dear Mr. Stepp and Board of Education,

I am submitting to you the CTE, General, Food Service and Special Education Department's list(s) of items to be retired by the BOE at March's regular scheduled board meeting. Please include this list on the consent agenda. If you have any further questions or concerns, please contact Marilyn Noel.

Sincerely,

Marilyn Noel 

Dr. Leslie Eldridge 

Kathy Hamby 

Marlene Holton 

- Cumberland County Board of Education 368 Fourth Street Crossville, TN. 38555

Phone: 931-484-6135 Fax: 931-484-6491

Central Services  
Room Inventory Worksheet

*CTE/FOOD SERVICE/GENERAL*

3/11/2024

18-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
<i>CTE</i> 1000440	Brother NS40e Project Runway Sewing Machine	NS40e Project Runway	SEWING MACHINE		u63557-g4p185802	\$0.00
<i>//</i> 1000446	Brother NS40e Project Runway Sewing Machine	NS40e Project Runway	SEWING MACHINE		u63557-g4p185815	\$0.00
<i>//</i> 1000809	Brother HLL2340DW Printer	HLL2340DW	PRINTER		U63879F6N728206	\$0.00
<i>//</i> 1001147	HP 6000 OfficeJet Printer	6000	PRINTER		MY9A02J08Z	\$0.00
<i>FOOD SERVICE</i> 1001520	Focus Foodservice FMADR4824 Dunnage Rack	FMADR4824	STORAGE RACK			\$0.00
<i>//</i> 101796	Roper RED4440VQ1 Clothes Dryer	RED4440VQ1	DRYER		M01686137	\$0.00
<i>//</i> 101816	Black and Decker FP 2500 B Food Processor	FP 2500 B	APPLIANCE			\$0.00
<i>//</i> 101881	Childs Round Table	unknown	FURNITURE			\$0.00
<i>//</i> 102414	Whirlpool WTW5000DW Clothes Washer	WTW5000DW	WASHER		C60944837	\$0.00
<i>//</i> 2832	Edland Electric Can Opener	unknown	APPLIANCE			\$0.00
<i>//</i> 2833	Edland Electric Can Opener	unknown	APPLIANCE			\$0.00
<i>GENERAL</i> 44235	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK4CQF FYV	\$0.00
<i>//</i> 44238	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK3PRF FYV	\$0.00
<i>//</i> 44241	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK5U5F FYV	\$0.00

Central Services  
Room Inventory Worksheet

3/11/2024

GENERAL (CONTINUED)

18-TO RETIRE INVENTORY-BOE-  
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
GENERAL 44242	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK3F9F FYV	\$0.00
// 44244	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK54XF FYV	\$0.00
// 44245	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK61BF FYV	\$0.00
// 44246	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK60SF FYV	\$0.00
// 44249	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK41LFF YV	\$0.00
// 44250	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK577FF YV	\$0.00
// 44251	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK3Q3F FYV	\$0.00
// 44256	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK5LNF FYV	\$0.00
// 44257	Apple A1418 iMac Core i3 3.3 GHz 21.5"	A1418	COMPUTER		C02KK5RJF FYV	\$0.00
// 44293	Canon Image Formula DR- C225W Scanner	Image Formula DR- C225W	OFFICE EQUIPMENT		GV303282	\$0.00

Central Services  
**Room Inventory Worksheet**

3/7/2024

SPED

18-306ARETIRE FOOD SERV/SPED HALL - Virtual SPED Retire				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
180732995	Speech Mirror	unknown	THERAPY EQUIPMENT			\$0.00
2704	Table	unknown	FURNITURE			\$0.00
2878	File Cabinet	unknown	FILE CABINET			\$0.00
5126	Apple A1342 13.3" MacBook Laptop	A1342	LAPTOP		450220KJFY T	\$0.00
5205	Boardmaker Plus	MAC VERSION V6	OFFICE EQUIPMENT		M261412BDJ AVAEV	\$0.00
5243	Best Priced Products Skillbuilders Back and Head- 2-Go	unknown	VEHICLE			\$0.00
5255	Hatch Toddler Computer	iStartSmart	COMPUTER		0203082-4	\$2,737.50



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

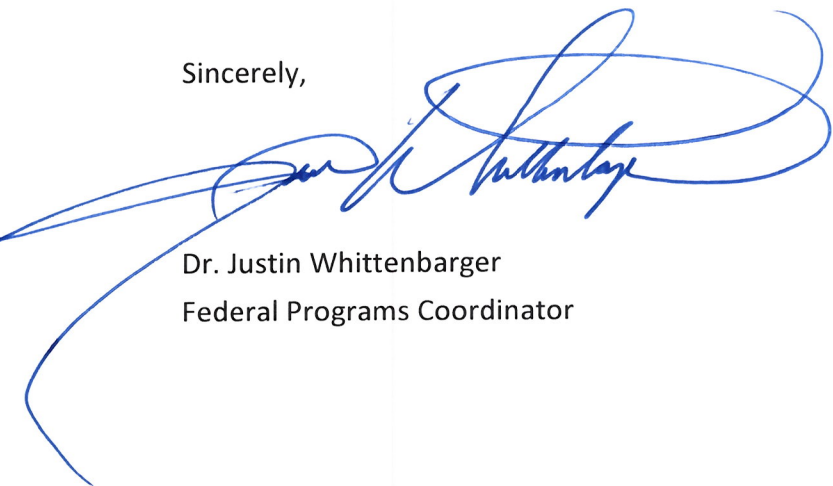
March 12, 2024

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

Dear Mr. William Stepp and Board of Education,

Federal Programs is submitting a list of equipment to be retired by the BOE in this month's regularly scheduled board meeting. Please include the attached Equipment Retirement Requests on the consent agenda.

Sincerely,



Dr. Justin Whittenbarger  
Federal Programs Coordinator

# Federal Equipment Inventory List RETIREMENT February 2024

INVENTORY TAG ID #	Title Holder	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	Percentage of Federal	PURCHASE DATE
38359	CCS-180	FY09	KM3F82E5	PROJECTOR	EPSON	EP310	PHOENIX	FEDERAL	85-104	UNKNOWN	FEDERAL	\$0.00	100%	8/24/2016
10000108	CCS-180	FY08	JXJF79F722L	PROJECTOR	EPSON	POWERLITE83C	MARTIN	FEDERAL	08-314	54268	TITLE I	\$614.00	100%	3/12/2008
10000110	CCS-180	FY08	JXJF79F732L	PROJECTOR	EPSON	POWERLITE83C	MARTIN	FEDERAL	08-314	54268	TITLE I	\$614.00	100%	3/12/2008
10000111	CCS-180	FY09	KM3F890465L	PROJECTOR	EPSON	PL 83PLUS	MARTIN	FEDERAL	08-314	57884	TITLE I	\$614.00	100%	3/12/2008
10000115	CCS-180	FY09	KM3F890899L	PROJECTOR	EPSON	PL 83PLUS	MARTIN	FEDERAL	08-314	57884	TITLE I	\$614.00	100%	3/12/2008
10000422	CCS-180	FY07	JB0628026579	BATTERY BACKU	APC	RS 1200	SOUTH	FEDERAL	08-306Retire	48590	TITLE I	\$175.00	100%	2/22/2007
10001492	CCS-180	FY12	P94F151465L	PROJECTOR	EPSON	POWERLITE93	MARTIN	FEDERAL	33-114	72274	TITLE I	\$474.00	100%	3/10/2011
10001497	CCS-180	FY12	P94F151463L	PROJECTOR	EPSON	POWERLITE93	MARTIN	FEDERAL	33-114	72274	TITLE I	\$474.00	100%	3/10/2011
10001502	CCS-180	FY12	P94F151476L	PROJECTOR	EPSON	PowerLite 93	MARTIN	FEDERAL	33-114	72274	TITLE I	\$474.00	100%	3/10/2011
10001503	CCS-180	FY12	P94F151468L	PROJECTOR	EPSON	PowerLite 93	MARTIN	FEDERAL	33-114	72274	TITLE I	\$474.00	\$1.00	3/10/2011
10001507	CCS-180	FY12	P94F151470L	PROJECTOR	EPSON	PowerLite 93	MARTIN	FEDERAL	33-114	72274	TITLE I	\$474.00	100%	3/10/2011
10001509	CCS-180	FY12	P94F151491L	PROJECTOR	EPSON	PowerLite 93	MARTIN	FEDERAL	33-144	72274	TITLE I	\$474.00	100%	3/10/2011
10001583	CCS-180	FY12	BOGUSCART23	CART	BRETFORD	UNKNOWN	MARTIN	FEDERAL	33-114	72358	TITLE I	\$2,599.95	100%	4/10/2011
10002090	CCS-180	FY10	BOGUSCART54	CART	UNKNOWN	UNKNOWN	SOUTH	FEDERAL	73-114	41113077	TITLE IS	\$1,500.00	100%	7/13/2009
10002248	CCS-180	FY10	BOGUSCART55	CART	UNKNOWN	UNKNOWN	SOUTH	FEDERAL	73-120	41113077	TITLE IS	\$1,500.00	100%	7/13/2009
10002505	CCS-180	FY10	BOGUSNEOCART43	CART	RENAISSANCE	UNKNOWN	MARTIN	FEDERAL	33-132	41113077	TITLE IS	\$1,500.00	100%	7/13/2009
10004735	CCS-180	FY15	1516833	CAMERA	ELMO	MO1	SOUTH	FEDERAL	73-109	87180	TITLE I	\$312.00	100%	8/18/2014
10005246	CCS-180	FY13	P94F0Z006L	PROJECTOR	EPSON	POWERLITE 93	MARTIN	FEDERAL	33-102	78405	TITLE I	\$493.90	100%	11/29/2012
10005473	CCS-180	FY14	R4EF350986L	PROJECTOR	EPSON	PL 93plus XGA	MARTIN	FEDERAL	33-114	82535	TITLE I	\$489.00	100%	9/14/2013
10005475	CCS-180	FY14	R4EK3500324	PROJECTOR	EPSON	PL 93plus XGA	MARTIN	FEDERAL	33-129	82535	TITLE I	\$489.00	100%	9/14/2013
10005567	CCS-180	FY15	U43K4705724	PROJECTOR	EPSON	PL 97 XGA	MARTIN	FEDERAL	33-114	87603	TITLE I	\$489.00	100%	9/19/2014
10005571	CCS-180	FY15	U43K4705853	PROJECTOR	EPSON	PL 97 XGA	MARTIN	FEDERAL	33-114	87603	TITLE I	\$489.00	100%	9/19/2014
10005572	CCS-180	FY15	U43K4705858	PROJECTOR	EPSON	PL 97 XGA	MARTIN	FEDERAL	33-139	87603	TITLE I	\$489.00	100%	9/19/2014
10005855	CCS-180	FY16	DMQPJQUMFK10	IPAD	APPLE	UNKNOWN	SOUTH	FEDERAL	73-144	92366	TITLE I	\$374.00	100%	8/26/2015
10005880	CCS-180	FY16	DMPPJCSMFK10	IPAD	APPLE	UNKNOWN	SOUTH	FEDERAL	73-113	92366	TITLE I	\$374.00	100%	8/26/2015
10006244	CCS-180	FY16	DMQQ47VSFK10	IPAD	APPLE	ME894LL/B	SOUTH	FEDERAL	73-121	94229	TITLE I	\$379.00	100%	1/15/2016
10006245	CCS-180	FY16	DMQQ4A9BFK10	IPAD	APPLE	ME894LL/B	SOUTH	FEDERAL	73-121	94229	TITLE I	\$379.00	100%	1/15/2016
10008329	CCS-180	FY19	2VS07S2	CHROMEBOOK	DELL	N3060	SOUTH	FEDERAL	73-156	112350	TITLE V	\$254.51	100%	6/4/2019
10008330	CCS-180	FY19	BF207S2	CHROMEBOOK	DELL	N3060	SOUTH	FEDERAL	73-156	112350	TITLE V	\$254.51	100%	6/4/2019
10008331	CCS-180	FY19	49627S2	CHROMEBOOK	DELL	N3060	SOUTH	FEDERAL	73-156	112350	TITLE V	\$254.51	100%	6/4/2019
10008332	CCS-180	FY19	G3CZ6S2	CHROMEBOOK	DELL	N3060	SOUTH	FEDERAL	73-156	112350	TITLE V	\$254.51	100%	6/4/2019
10008333	CCS-180	FY19	FFYZ6S2	CHROMEBOOK	DELL	N3060	SOUTH	FEDERAL	73-156	112350	TITLE V	\$254.51	100%	6/4/2019
10008334	CCS-180	FY19	FSHY6S2	CHROMEBOOK	DELL	N3060	SOUTH	FEDERAL	73-156	112350	TITLE V	\$254.51	100%	6/4/2019

## Cumberland County Federal Programs Equipment Retirement Request

Cumberland County Schools  
368 4th Street  
Crossville, TN 38555

**Martin**

**3/4/2024**

School Name

Date

Tag Number	Serial or ID Number	Description	Reason Retired
10000110	JXJF79F732L	Epson LCD Projector	Broken
10000115	KM3F890899L	Epson LCD Projector	Broken
10005567	U43K4705724	Epson LCD Projector	Broken
10005571	U43K4705853	Epson LCD Projector	Broken
10001492	P94F151465L	Epson LCD Projector	Broken
10005246	P94F0Z006L	Epson LCD Projector	Broken
10001502	P94F151476L	Epson LCD Projector	Broken
10005473	R4EF350986L	Epson LCD Projector	Broken
10005572	U43K4705858	Epson LCD Projector	Broken
10001509	P94F151491L	Epson LCD Projector	Broken
10001497	P94F151463L	Epson LCD Projector	Broken
10000111	KM3F890465L	Epson LCD Projector	Broken
10000108	JXJF79F722L	Epson LCD Projector	Broken
10001509	P94F151491L	Epson LCD Projector	Broken
10005475	R4EK3500324	Epson LCD Projector	Broken
10001503	P94F151468L	Epson LCD Projector	Broken
10001507	P94F151470L	Epson LCD Projector	Broken
10001583		Bretford Charge/Sync Cart	OBSOLETE

  
Principal Signature

  
Federal Programs Director Signature

# Cumberland County Federal Programs Equipment Retirement Request

Cumberland County Schools  
368 4th Street  
Crossville, TN 38555

*Phoenix*

School Name

*2/28/24*

Date

Tag Number	Serial or ID Number	Description	Reason Retired
<i>38359</i>	<i>Km3f82e5</i>	<i>Epson LCD Projector</i>	<i>outdated</i>

*[Handwritten Signature]*

Principal Signature

*[Handwritten Signature]*

Federal Programs Director Signature

**Cumberland County Federal Programs  
Equipment Retirement Request**

**Cumberland County Schools  
368 4th Street  
Crossville, TN 38555**

South Cumberland

School Name

3/7/24

Date

Tag Number	Serial or ID Number	Description	Reason Retired
10000422	JB0628026579	APC RS 1200 Battery Backup	Obsolete
10004735	1516833	Elmo MO1 Document Camera	Obsolete
10002090	N/A	Charge/Sync Cart	Obsolete
10005855	DMQPJQUMFK10	Apple iPad 16GB Black	Obsolete
10006244	DMQQ47VSFK10	Apple iPad ME894LL/B	Obsolete
10002248	N/A	Charge/Sync Cart	Obsolete
10002505	N/A	Charge/Sync Cart	Obsolete
10005880	DMPPJCSMFK10	Apple iPad 16GB Black	Obsolete
10006245	DMQQ4A9BFK10	Apple iPad ME894LL/B	Obsolete

*Dawn Hall*

Principal Signature

*[Signature]*  
Federal Programs Director Signature

Board Chair Signature

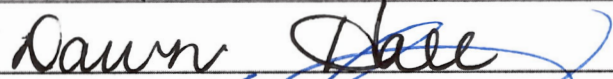
**Cumberland County Federal Programs  
Equipment Retirement Request**

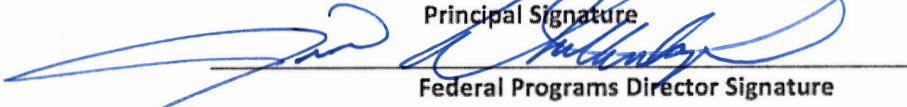
**Cumberland County Schools  
368 4th Street  
Crossville, TN 38555**

South Cumberland Elementary  
School Name

2/15/24  
Date

Tag Number	Serial or ID Number	Description	Reason Retired
10008332	G3CZ6S2	Chrome book	Obsolete
10008331	49627S2	Chrome book	Obsolete
10008333	FFYZ6S2	Chrome book	Obsolete
10008330	BF207S2	Chrome book	Obsolete
10008334	FSHY6S2	Chrome book	Obsolete
10008329	2VS07S2	Chrome book	Obsolete

  
Principal Signature

  
Federal Programs Director Signature

\_\_\_\_\_  
Board Chair Signature



**South Cumberland Elementary School**

3536 Lantana Rd.

Crossville, TN 38572

Telephone: 931-788-671 Fax: 931-788-1116

Principal: Dawn Hall \* V. Principal: Blake Allen

To: Cumberland County Board of Education

Mr. William Stepp Director of Schools

From: Dawn Hall

Date: March 8, 2024

Re. Retired

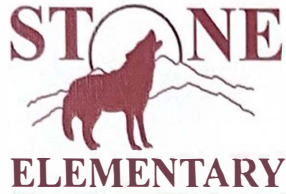
Please approve the retired items listed below. Thank you for your consideration in this matter.

Tag #	Description	Serial #	Reason for retiring
34761	Elmo MO1 Document camera	1419346	Obsolete
34831	Elmo MO1 Document camera	1563247	Obsolete
34842	Elmo MO1 Document camera	1418772	Obsolete
46156	Apple iMac Computer	SC02KJ0E4FFYV	Obsolete
S00040	Dell 3100 Chromebook	H66D7Y2	Damaged Can't be fixed

Dawn Hall

A handwritten signature in cursive script that reads "Dawn Hall".

Principal, South Cumberland Elementary



1219 Cook Road, Crossville, TN 38555

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

Stephanie R. Barnes, Principal

stoneel.ccschools.k12tn.net

March 6, 2024

Mr. Stepp and the Cumberland County Board of Education:

Stone Elementary respectfully requests the following generally funded items be retired from the school's inventory.

Refer to the attached document for a listing of the items we are requesting to BOE-RETIRE.

Sincerely,

Bridgette Cox

Assistant Principal

Stone Elementary School

GEN/GEN	74-007	38146	YM91373M6MH	Computer All In C	Apple	Imac
GEN/GEN	74-011	44110	C1MKND75DTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-019A	180550547	9Y0FS81	Laptop	Dell	Latitude D610
GEN/GEN	74-026	38090	YM91416A6MH	Computer All In C	Apple	Imac
GEN/GEN	74-026	38140	YM9137FD6MH	Computer All In C	Apple	Imac
GEN/GEN	74-031	42723	C17HTGHCDTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-103,103A	44117	C1MKND8KDTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-103,103A	44138	C1MKND35DTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-103,103A	44127	C1MKND4MDTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-103,103A	28137	C02KF892DTY3	Laptop	Apple	MacBook Pro
GEN/DONATION	74-103,103A	180550544	26626	Misc Electronics	Mitsubishi Electri	Projector
GEN/GEN	74-104	42490	DMPGCAUZDFH	Tablets	Apple	iPad A1395
GEN/GEN	74-111	38142	YM9137HF6MH	Computer All In C	Apple	Imac
GEN/GEN	74-112	38160	YM9135RQ6MH	Computer All In C	Apple	Imac
GEN/GEN	74-206	38166	YM9135FA6MH	Computer All In C	Apple	Imac
GEN/GEN	74-206	42484	DMQGCHUZDFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	42482	DMPGCQTADFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	42483	DMQHP8R6DJ8	Tablets	Apple	iPad A1416
GEN/GEN	74-206	42489	DMQGCER3DFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	41782	DMPGHPY3DFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	41784	DN6GJKF8DFHV	Tablets	Apple	iPad A1395
GEN/GEN	74-206	42485	DMQGCMTXDFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	42487	DMQGCBESEDFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	42481	DMQGCE0UDFH	Tablets	Apple	iPad A1395
GEN/GEN	74-206	42488	DMQHKJV5DJ8	Tablets	Apple	iPad A1416
GEN/GEN	74-206	42486	DMQGC9YEDFH	Tablets	Apple	iPad A1416
GEN/GEN	74-207	44132	C1MKND89DTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-211	38059	YM9138C26MH	Computer All In C	Apple	Imac
GEN/GEN	74-212	44589	C1MX20A5I1WL	Laptop	Apple	MacBook Air
PRE-K/OTHERG	74-213	24458	C1MKWV9UDTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-307	38080	YM91416D6MH	Computer All In C	Apple	Imac

GEN/GEN	74-308	38108	YM9138DN6MH	Computer All In C	Apple	Imac
GEN/GEN	74-309	38066	YM9141ZM6MH	Computer All In C	Apple	Imac
GEN/GEN	74-312	46317	C1ML8TVADTY3	Laptop	Apple	MacBook Pro
GEN/GEN	74-312	46312	C1ML8TSJDTY3	Laptop	Apple	MacBook Pro
GEN/GEN	74-312	46307	C1ML8TMMDTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-312	46308	C1MKND8KDTY	Laptop	Apple	MacBook Pro
GEN/GEN	74-314	38162	YM9133U86MH	Computer All In C	Apple	Ima