

Board of Education

March 17, 2022 6:00 PM

Central Services Board Room

1. Call to Order - Mr. Jim Inman
2. Moment of Silence/Pledge of Allegiance - Mr. Jim Inman
James Armstrong-Martin Elementary
3. Welcome to Visitors - Mr. Jim Inman Student Representatives
CCHS-Sophie Turner
SMHS-Ellie Minneci
4. Special Recognition - Mr. Jim Inman
Marsha Polson-Coordinated School Health
2022 Regional Coordinator of the Year
[Reading 360 District Recognition](#)
5. Roll Call
6. Declaration of Conflict - Mr. Earl Patton
7. *Approval of February Minutes
*Approval of March Special Called Minutes
8. *Approval of Agenda
9. Community Comments
10. Acknowledgement of Elected Officials
11. School Board Reports
- 11.A. TLN Report - Mr. Robert Safdie
12. Board Member(s) Report from Training(s)
13. *Early Literacy Network Agreement
14. Legal Report - Mr. Earl Patton
15. Director's Report - Dr. Ina Maxwell
- 15.A. Literacy Month
- 15.B. *2023-2024 Calendar Recommendation
- 15.C. *CCSNP Bid Packet Martin Elementary Cafeteria Furniture Replacement
- 15.D. *Turn Around Action Grant Participation Request
- 15.E. *Math Implementation and Support Grant
- 15.F. Annual Planning Calendar
- 15.G. FYI
- 15.G.1. ESSER March Report
- 15.G.2. Resolution Documents from Jefferson County
- 15.G.3. Administrative Meeting Agenda
- 15.G.4. Attendance Report
- 15.G.5. Personnel Report
- 15.G.6. Substitute List
- 15.G.7. Professional Development Report
- 15.G.8. School News Articles
- 15.G.9. School Calendar of Events
16. School Board Committees
- 16.A. Policy Committee-Mr. Tony Brock
- 16.A.1. *Approval of First Reading of Policies
- 16.A.2. *Approval of Second Reading of Policies
- 16.B. Athletic Committee - Mr. Tony Brock
- 16.C. Budget Committee Meeting - Mr. Chris King
- 16.D. Building and Grounds Committee-Mr. Robert Safdie

- 16.D.1. *Ben Lomand Easement
- 16.D.2. *Blue Angel Jet Walkway
- 16.E. Safety Committee-Mrs. Rebecca Hamby
- 16.F. Contract Committee-Mrs. Teresa Boston
- 17. Chief Financial Officer's Report-Mrs. Kacee Harris
- 17.A. Monthly Financial Report
- 17.B. Monthly Sales Tax Report
- 17.C. *141 Budget Amendments
- 17.D. *142 Budget Amendments
- 17.E. *Property Bids
- 18. *Consent Agenda
- 18.A. *Approval of Volunteers
- 18.B. *Approval of Overnight and Out of State Field Trips
- 18.B.1. SMHS FFA Leadership Conference June 7-12, 2022 Washington, D.C.
- 18.B.2. PHS 8th Grade Trip, Pigeon Forge, TN. May 8-11, 2022
- 18.C. *Approval of Contracts
- 18.D. *Approval of Grants
- 18.E. *School Wide Fundraisers
- 18.F. *Approval of Disposal of Surplus Property
- 18.G. *Executive Approval
- 19. Old Business
- 20. Questions from Media
- 21. Adjournment
- 22. (*) Indicates Board Approval Required

**State of Tennessee Coordinated School Health
2022 Regional Coordinator of the Year
Upper Cumberland Region
Marsha Polson**



**State of Tennessee Coordinated School Health
2022 Regional Coordinator of the Year
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Board of Education
February 24, 2022 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday, February 24, 2022, in the Central Services Board Room, where the meeting was called to order by Chairman Inman at the approximate hour of 6:01pm. Inman advised, I would like to thank everyone for being here. We appreciate you coming out on a rainy night. I would like to especially thank our Student Representatives, CCHS is Sophie Turner and SMHS is Ellie Minneci. Thank you for being here.

PRESENT:

Safdie, Brock, King,
Inman, Parris, Hamby,
Hale, Karge, Boston

Earl Patton (Attorney)
Stephen Prudhomme (Media)
Kim Wattenbarger (CCEA Representative)

ABSENT:

N/A

STUDENT REPRESENTATIVES:

SMHS - Elizabeth "Ellie" Minneci
CCHS - Sophie Turner

1. Call to Order - Mr. Jim Inman (See above)
2. Moment of Silence/Pledge of Allegiance - Mr. Jim Inman - Inman led the board members in a Moment of Silence.

After a moment of silence, Aurora and Brielle Gollither from Pine View Elementary led the audience in the Pledge of Allegiance. Aurora and Brielle Gollither were awarded a certificate of appreciation for their participation in tonight's meeting.

3. Welcome to Visitors - Mr. Jim Inman (See above)
4. Special Recognition - Mr. Jim Inman - Inman advised, the next item on the agenda is Special Recognition. Did we have anything on that? Maxwell replied, no.
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?" Brock, Boston, and Inman certified by saying individually, "I do."
7. *Approval of January Minutes (See Exhibit #1 and #2) Inman advised, the next item on the agenda is the Approval of January Minutes. King replied, move to approve both the January minutes and the

Special Called minutes. Karge replied, second. Boston advised, could we make a correction to the January Minutes. Inman replied, yes. Boston continued, his name is Greg Wood and not Gray Wood. I think he would appreciate that. Webb replied, yes ma'am. Inman asked, would you all amend your motions? King replied, so amended. Inman asked, Mrs. Karge? Karge replied, second. Inman advised, we have a motion and a second. A Voice Vote was taken.

VOICE VOTE: King (mover-yes)
Karge (seconder-yes)
All Ayes

MOTION: Motion Carried

8. *Approval of Agenda (See Exhibit #3) - Inman advised, the next item on the agenda is the Approval of Agenda. Karge replied, move to approve. King replied, second. Inman advised, Mrs. Karge made the motion and who seconded? Karge replied, Mr. King. A Voice Vote was taken.

VOICE VOTE: Karge (mover-yes)
King (seconder-yes)
All Ayes

MOTION: Motion Carried

9. Community Comments - Inman advised, the next item on the agenda is the Community Comments and there was no one signed up. So we will move on.

10. Acknowledgement of Elected Officials - Inman advised, next is the Acknowledgement of Elected Officials. I think we have Ms. Sue York, County Commissioner and Ms. Nancy Hyder, County Commissioner. Thank you for being here. Did I miss anybody? No one responded. Thank you again for being here.

11. School Board Reports - Inman advised, the next item is the School Board Reports. The TLN Report, Mr. Safdie.

11.A. TLN Report - Mr. Robert Safdie (See Exhibit #4) - Safdie advised, thank you Mr. Chairman. You all have been so kind to tolerate my interpretation and my focus on different legislative actions. On your desk in one of the packets. Diane has given you an eight or nine page document that shows the two TSBA positions and supports current legislation and TSBA's current standing with legislation that they can not support. I will let you peruse this. I thought that instead of each of us printing this up ourselves we could have a copy of this so you could look at it. I do want to talk about one piece of legislation that I felt was kind of not only interesting but significant. It is House Bill 2116 and it is not included in this, in this packet. It was in the Instruction Committee, Instruction Curriculum Committee for the house. They reviewed it three days ago and then yesterday. House Bill 2116 is about teacher evaluations. So currently our teacher evaluations provides 50% of that evaluation value is for observation. 35% is for growth. We know the growth value means and then 15% is proficiency. So Representative for Maury County, Scott Cepicky introduced Bill 2116 to change the percentages in the evaluations. So his idea was that we need to as a school system throughout Tennessee focus more on proficiency. Now I think Cepicky has done a great job. In the past two years I have watched his

legislation concerning major pieces of legislation. Even some I disagreed with, but his logic is always there. He is a great representative for Maury County. What he would like to do is he says in his report that there is a disconnect between teachers evaluations and proficiency of students. He says that 95, 90 to 95% of all teachers' observations fall in the 4 and 5 value area, which means excellent. However when we look at teacher value, when we look at the students performance on proficiency tests there is a different story. He says that 31% in the 3rd grade are only proficient. That means 69% are not proficient. He says 28% in the 8th grade are proficient. Meaning 72% are not proficient and then in high school it even declines a little bit more. His question is how come there is this disconnect between the strategies in curriculum in the classroom that the teachers are evaluated through their evaluations and the disconnect between those evaluations and the scores over proficiency tests that the students take. So his solution was to reduce the value percentage for observations from 50% to 40%, remove that 10% to proficiency so that instead of counting 15% of the value of the evaluations in the evaluation he is proposing that proficiency account for 25%. So observation will be 40% in his legislation proposal and then proficiency 25%, and then growth would remain at 35%. Now the caveat to that is that the Department of Education, not the Department of Education. The Teachers' Association has figured out that this bill also has another issue involved with it. It is to eliminate the growth score, right now teachers who score a 4 or 5 in their growth get to eliminate the observation and the proficiency. So they can take 4 and 5 and use that as their entire evaluation and his point is you know students don't get a break so why should teachers get a break. Well he asked the question, he asked the question who has the greatest impact on a students ability to answer questions? And naturally we all say oh teachers have the greatest impact, but it is my contention that is the wrong question. Who has the greatest impact on learning? That is the question that should be asked, because answering questions can be rope memory. Now the other point that I would like to make is that why does he want to change that? Why he stated that he wanted to change, because proficiency is important. At first I think as this proficiency was taking place we began using standardized test and national test scores, and ACT test as a requirement. We looked at Memphis and some of the larger cities and said well this is a knee jerk reaction and to the poverty that is there. We want to change things, however Cepicky says that our rural counties are the ones that have the lowest scores as well. So it's just not in the large cities that we see this low performance. It is throughout the state. So, why; what is going on in our county and there's some things we all know about. 57% of our students are on free and reduced lunch, which means they are within 130% of the poverty rate. 40% of students who go to Cumberland County and have parents that have families 40% are single parents. The average capital income for Cumberland County with a household of three is \$25,000.00. So we look at the question, who is best qualified to have students answer questions. That question is as I said is not right: who is best qualified to help the child learn? And from grades K through 3, K through 4, K through 5 it is our parents and the new budget the Governor is proposing. How, we have to ask is that helping our parents who are single mothers or single fathers. How is that helping provide incentives for them to sit down with their children and read? And I have no answer for that. I just know it's not being done. Thank you. Inman replied, thank you Mr. Safdie. I know that's a very emotional item for you and I appreciate all of your work and your diligence on that. Safdie advised, reading is so important. If we can get those kids to read proficiency and be proficient that 3rd and 4th grade they can do math. I've watched them at Roane State students coming out of high school and not being proficient in math and in one semester and two semesters they are caught up. But we can't help them

catch up unless we help them read and they can't read unless their parents sit down with them and with the poverty rate we have we have to give special attention to those parents to provide an incentive for them to sit down and read. Thank you. Boston replied, Mr. Safdie if I may. The legislator that you had spoken of. How do you pronounce his last name? Safdie replied, Cepisky. Boston replied, he is the legislator that proposed to revamp the BEP Funds. We've got the opportunity to meet with him and he touched a little bit on this and it was one of the you might say focuses that he used to suggest that the BEP Funding be revisited. Safdie advised, he is really good. He is very good. Boston replied, he is very good. Safdie replied, thank you. Inman advised, thank you Mrs. Boston.

12. Board Member(s) Report from Training(s) - Inman advised, the next item is the Board Member(s) Report from Training(s). Did anybody go to any training they want to report on? No one responded.

13. Legal Report - Mr. Earl Patton - Inman advised, the next item is the legal report, Mr. Patton. Patton advised, yes Sir I don't have much of a Legal Report tonight. I have spent a lot of time this month going over Director of Schools candidates and some policy issues. There is no new litigation I am happy to report. Inman replied, hallelujah. Patton replied, yes Sir. Inman advised, I would like to publicly thank Mr. Patton for taking care of our resumes. He's got those done for us and Mrs. Diane has ran off copies for everybody, so everybody should have copies of all of the resumes. We can look at them over tonight and tomorrow and then we may want to talk or give something; background anyway talk Saturday at our retreat.

14. *Cumberland County Health and Safety Standard Board - Nancy Hyder and Joe Koester (See Exhibit #5) - Inman advised, the next item is our Cumberland County Health and Safety Standard Board. Mrs. Nancy Hyder gave a brief background on the Cumberland County Health and Safety Standard Board and their request for the board to be the 3rd signature. Mr. Joe Koester presented a powerpoint, Exhibit #5 to the board. After the presentation Karge advised, I have a question for Mr. Patton. Patton replied, sure. Karge asked, is there any problem with us signing our name to that complaint that you can see? Patton replied, I don't think there would be any problem with the board authorizing the Director of Schools to sign the necessary documents to proceed. Karge asked, and nothing that could come back on our Director as well? Patton replied, I really don't think so. I've spoken with the county attorney about the situation and I am familiar with the board and it's capabilities and what it needs in this situation. So I don't really see having a liability situation. I think this board sees fit to move forward with it. Karge replied, Mr. Chair I move to authorize our Director to go ahead and sign the complaint. Boston replied, second and third. Inman advised, Mrs. Karge got the motion and I believe Mrs. Boston beat everybody else on the second. Inman asked, does everybody understand the motion? Safdie asked, discussion? Inman replied, discussion; yes. Safdie asked, Joe what does the residence of the house say? Koester replied, we haven't spoken to the residents of the house. Before we do anything we have to send them a letter to say there has been a complaint and that is the first step. We have several steps we have to go through. So there has been no contact with them and generally speaking when you are looking at a situation like that and you go up to talk to somebody it normally doesn't turn out very well. Safdie replied, I understand. Patton advised, it is important to know this is kind of a first step and that several results could come of, just the fact that there are three people that are making the complaint. That is what is required to get the ball off of the ground. Karge advised, Mr. Chair I just think this is important and the thing that struck me is Mr. Koester when you were talking about pests and rodents and being that

close to our school. It's more of a health issue and being that close to our school. I definitely think that is a health and safety factor for our children. We need to do what we have to do to address it. Boston advised, it appears that the owner does not reside there. I am assuming she uses that as a rental property. For whatever reason. Koester and Hyder replied, I don't know. Hyder advised, the notice will be sent to the owner. Boston replied, the owner does not reside at that home. So I am assuming she; in looking it up it doesn't appear that she lives there. Koester advised Teresa we had a similar situation on Dublin Drive where the owner lived in Arkansa and we had to have a Deputy Sheriff in Arkansa to serve her with the paperwork. She ended up coming here and that is when we took her through all of the steps. Judge Warner fined her \$2,000.00 and we are going to be seeing her again, unfortunately. Hyder advised, first we send a letter just saying we've been notified that there is a problem and our committee is going to meet March 21st at 2pm and you are welcome to come and explain. Then if things have not been cleaned up by that time we will send a letter that they have violated it. They have so many days to clean it up or they can be fined \$50.00 a day. Then a lot of times this is what happened on Dublin Drive yesterday, they asked for more time. So we gave them an additional 30 days. They asked for 2 weeks and we gave 30 days. We don't care about the money. We don't care about anything except that it gets cleaned up. That is what the people that filed complaints. They just want it cleaned up. Inman asked, is there any further discussion? No one responded. A Voice Vote was taken.

VOICE VOTE:

Karge (mover-yes)
Boston (seconder-yes)
All Ayes

MOTION:

Motion Carried

Hyder advised, I would like to thank the board for something. I am so happy CCHS is finally getting an auditorium. The theater class can have a theater instead of a classroom and the art room will have a window and I am so happy. I know how you did it and it is good for the kids to have fresh air and not sitting on top of each other. They so deserve that. Hyder continued to thank the board and give detailed history regarding Mr. Gibson and the original plans.

15. Update for CCHS Jet Colonel Trey Meadows and Jon Hall, CCHS Principal - Inman advised, the next item on the agenda is the update for CCHS the Jet. We've got a few people here to talk to us. We've got Colonel Trey Meadows, Jon Hall, Principal at CCHS, and we also have Mrs. Nancy Mcinerney, she's the Collision Repair Instructor at TCAT and Mr. Cliff Wightman also. He is the Director at TCAT. Thank you all for being here. Colonel Meadows replied, thank you Mr. Inman. I do have an outside voice. I wanted to take the opportunity to come to you, because I listened to Mrs. Boston say, my Lord Colonel Trey Meadows. I am retired, so I wanted to come and do a couple of things. I wanted to thank you all for what you do, because I am a product of Cumberland County Schools. So is Earl Patton, so are those people back there, so are a couple of you, so is Dr. Maxwell. So what you all do and what your predecessors did for the treasures of Cumberland County, our kids. Helps us get where we are. I wanted to tell you a couple of things about the history of Cumberland County Military. If I try to tell everybody or talk about everybody that has been a product of Cumberland County Schools that would be hard. I don't want to leave anybody out so I am just going to talk about the military. So Cumberland County Schools has produced a Combatant Commander, a Four Star Admiral who commanded a Pacific Command who is also a retired Ambassador of South Korea. He only made it to the 7th grade at Woody,

but he started here, Admiral Harry Harris. Then you have Curt Watson. He is on the jet and that is part of it and you have Trish Watson. His sister who was one of the very early A4 Combat Pilots in the Navy. Then there is some kid who used to fly the President. Inman replied, that would be Mr. Trey Meadows and the President of the United States. Colonel Meadows continued, with all of that being said, Cumberland County has produced a lot. Sergeant York came back to Crossville. He wasn't a product here, but he was also big into education. So education is important and the things that you do are very important. So I appreciate that. I am going to put Mrs. Boston on the spot just a little bit, because she put it out there and it's gone across the country and outside the country. That this school board is going to give us a little money for the project. So I hope you do. Boston replied, let me put it this way. We brought it up or I brought it up. It passed that and went to the budget. It has been approved by budget. We are waiting to do; we are doing a contract or an agreement with the city that we will be responsible for the maintenance of that jet or those airplanes, aircraft, whatever you want to call it. But we are going to reimburse, I think what Mr. Wood and I agreed upon the \$8,000.00 that it's going to cost to buy the paint. Colonel Meadows replied, thank you ma'am. I appreciate that. So the project; I am going to give you a little bit now if you will let me. I will come back late Spring early Summer as the project progresses and kind of give you the updates, because we want this to be a community project. So I grew up here. I was a sophomore when they put it up or when they painted it. When I was here last time I saw that it needed some TLC. I notified the Navy. So we started this project. Myself, Mr. Hall, Cliff Wightman, President of TCAT. We are eagle scouts. So is Mr. Magnusson's son, he's using part of this as his eagle scout project as well. So it is part of a community effort. Any of the kids from CCHS; he goes to Stone, good Lord. Mr. Hall is using his kids, his yearbook staff to help us distribute flyers. Graphic Arts in the flyers that we are putting out. So it is a community effort. TCAT is going to provide the manpower, the labor to do the sheet metal work, to strip it down, to paint it, to do those kinds of things. But it's global, because members of the alumni are going to come and do this. We want to bring Lieutenant Commander Curt Watson back for the Homecoming Ceremony. So it's a big plan and you all are a part of it. The community is a part of it and that is what I wanted to do. So that is where we are at. Multiple board members thanked Colonel Meadows. Meadows continued, we have just over, because I just gave them a check by somebody else, just over \$11,000.00 in private small business owner donations plus yours. So we've got enough to do the project. We need it to grow some more, so 50 years from now when none of us are here somebody else is not standing here. There will be enough to take care of both jets. Inman advised, I appreciate you not embarrassing me with some old stories. Meadows replied, I was going to say that a lot of my discipline came from a couple of individuals right over there.

16. Director's Report - Dr. Ina Maxwell- Inman advised, the next item in the agenda is the Director's Report. I will turn it over to Dr. Maxwell.

16.A. *Youth Wellness Survey-Coordinated School Health (See Exhibit #6) - Maxwell advised, thank you. It is good to see classmates from a few years ago at CCHS. Okay, so the first item on my report will be short tonight. The first item is from Marsha Polson, our Coordinated School Health Coordinator. This is the Youth Wellness Survey that she administers each year and she sent a letter as well as a copy of the survey and the information that goes out to parents. She is here if you have any questions, but it does require board approval. Karge replied, move to approve. Hamby replied, second. Inman advised, I have a motion from Mrs. Karge and a second from Mrs. Hamby. Is there any discussion? Patton advised, Mrs. Boston raised an issue with me and I thought about this survey.

There are some questions that are pretty sensitive for a juvenile to answer. Marijuana use, vaping type questions. That type of thing. My understanding is this is an anonymous survey and so at that standpoint I can certainly understand the concern but at the same time it is an anonymous survey. Boston replied, that is your call. Patton replied, it is; it is. Karge asked, it's also voluntary, isn't it? Patton replied, I'm sorry. Karge replied, it's also voluntary, isn't it? Patton replied, it is. It is a voluntary survey. From a legal standpoint I don't see that there is a big concern here. Boston advised, now the parents do not see this survey before they consent to it. So the parents have no idea what questions their consenting their children to answer. Patton replied, they do, yes ma'am. Boston advised, I think according to; Marsha that is correct, right? Polson replied, yes. Boston advised, if it is anonymous I don't have a problem with it. I really don't. I just think from a legal standpoint we are asking sensitive questions. Patton replied, without a doubt. Boston advised, I want to make sure we are covered. Patton advised, I don't see any liability concerns for the board in this situation, but certainly from a juvenile law standpoint I might have some questions as a parent or someone advocating for a juvenile. From a board perspective it is important information. Safdie asked, what do you do to inform a student that if they are uncomfortable with a question they don't have to answer it. Polson replied, I personally go to the classroom during the time they take this test and I say just that. Any questions you are uncomfortable answering you do not have to answer. Safdie asked, is there a way to put that in writing? Polson advised, it is on the first page. Safie replied, thank you. Karge advised, my youngest is 18 and as a parent I would absolutely no problem with them answering this survey. Even if he was 16, 15. Number 2 I just think that the data is so incredibly important, because if we get honest answers and they are skewing a certain way then we are better able as staff and teachers and health department and parents and nurses to be able to address those particular issues. So I think the fact that it's; and I think we talked about this last year too. But this is exactly what happened. I've got no problem with this and I think if you are going to lean on the side of conservatism your benefits are going to outweigh the risk. Inman asked, Mrs. Polson this is not the first time. Polson advised, this is the third time. Inman replied, that is what I had in my mind. Boston asked, we've done it two years before? Polson replied, yes. Boston advised, I just really went back and started reading those questions and realized that they were juvenile. Patton replied, I get your concern. Boston advised, I think the concern needs to be there. Patton replied, definitely. Boston continued, the results of the test or survey comes out and it's positive. I think we have to look at the other side as well. Patton replied, I agree. Boston continued, I don't have a problem with it as long as Earl says. Inman asked, is there any other discussion? No one responded. A Voice Vote was taken.

VOICE VOTE:

Karge (mover-yes)
Hamby (seconder-yes)
All Ayes

MOTION:

Motion Carried

16.B. *Coordinated School Health-Life Choices Maze (See Exhibit #7) - Maxwell advised, the next item that we have is also from Mrs. Polson and this is the Life Choices Maze. That she and her partners with the school nurses and other entities did prior to Covid. But at that time they did seek board approval and she is requesting that again to do that this Spring. Safdie replied, move to approve. Hamby replied, second. Karge advised, I have a question. Inman replied, hold on just a second. We

have Mr. Safdie with a motion and Mrs. Hamby with a second. Now discussion. Karge asked, is this where they go through the different stations? Polson replied, yes. Karge replied, this is awesome. Polson advised, it will be contingent on my partners at the Health Department being able to get out to help us with that. But I wanted to have it in the plan. Inman asked, is there any other discussion? No one responded. A Voice Vote was taken.

VOICE VOTE: Safdie (mover-yes)
Hamby (seconder-yes)
All Ayes

MOTION: **Motion Carried**

16.C. Annual Planning Calendar (See Exhibit #8) - Maxwell advised, then we have the Annual Planning Calendar and like I've said time flies when you are having fun. There are tasks that have been completed and there are tasks that have been initiated. So we are moving right along. Budget season is here. The rest is FYI for your information. If you have any questions or comments. Hamby asked, there was a Safety Meeting on the Planning Calendar for February 2nd. Was I supposed to have had a meeting? Inman replied, I think that was just a holdover from years past. Hamby advised, I just wanted to make sure. Maxwell replied, no Mrs. Hamby, you are good. Safdie advised, and the Board Retreat is not on here. Karge advised, Dr. Maxwell I would just like to thank you and your staff for the ESSER approval for the county. I just want to thank you all for diligence in that. Inman asked, does anyone else have any other questions for Dr. Maxwell? No one responded.

16.D. FYI (See Exhibit #9)

- 16.D.1. ESSER Report February 2022
- 16.D.2. Administrative Meeting Agenda
- 16.D.3. 21st Century Community Learning Centers Desktop Monitoring
- 16.D.4. Attendance Report
- 16.D.5. Personnel Report
- 16.D.6. Substitute List
- 16.D.7. Professional Development Report
- 16.D.8. School News Articles
- 16.D.9. School Calendar of Events

17. School Board Committees - Inman advised, next item is School Board Committees. Mr. Tony Brock with the Policy Committee.

17.A. Policy Committee - Mr. Tony Brock - Brock advised, thank you. We could consider approving all three of these. If you've had the opportunity to look at them. Though I would like to point out in particular Policy 5.301. We are making every effort to take our support staff and give them as many benefits and thank yous for being an intricate part of our whole system and all this does is open up and give our support staff people the same benefits with Bereavement Leave, Jury Duty Leave and others. I just feel like it's the least we can do and it is a very low cost. Good thing to recognize their importance. Boston asked, Mr. Brock may I ask you a question? Brock replied, yes ma'am. Boston asked, we have inside the county; we had a situation and I think you took care of it in one of these policies, but I want to make sure. We had an employee that had both parents pass away in a short

time. There was some question as to did they receive bereavement twice? Did we cover that? Brock replied, we did even though honestly it did require just a little bit assurance that, that was the intent of the policy. These were two separate incidents and why or how anybody could face such tragedies. That would be two separate incidents. So two separate issues. So it would be two separate opportunities, forgive the term of having access to bereavement. Boston advised, when I read the policy it looked like that was, but if it ever happens to another employee I want to make sure that they have the opportunity to take that time and use that time with their compliments or sentiments or whatever, but I think that was the question. I just want to make sure that was clarified. Brock replied, I absolutely appreciate you mentioning that and I hope that everyone who is around here for future boards and if this ever comes up that we have settled that was the intent of the policy and I hope it will forever be that. Boston replied, you would have my support on that. I just wanted to make sure. Brock replied, great point and I appreciate that. The second policy I'll point out is on Personal and Professional Leave. There was an issue there from years ago and I think that cleans this policy up a little bit. Also I want to make sure our principals have some clear guidelines on granting that and just to give them some help there. The other thing is Substitute Teachers we just got rid of an outdated, no longer needed portion of that. The committee recommends they pass on First Reading for each of these. Inman asked, does anybody else have any questions for Mr. Brock? No one responded. A Voice Vote was taken.

- 17.A.1. *Approval of First Reading of Policies - (See Exhibit #10)
 - 17.A.1.a. Policy 5.301 Emergency, Bereavement and Legal Leave
 - 17.A.1.b. Policy 5.303 Personal and Professional Leave
 - 17.A.1.c. Policy 5.701 Substitute Teachers

VOICE VOTE: Brock (mover-yes)
(no second necessary)
All Ayes

MOTION: Motion Carried

17.A.2. *Approval of Second Reading of Policies - Inman advised, the next item on the agenda is there is no Second Reading.

17.B. Athletic Committee - Mr. Tony Brock - Inman continued, so the next item is the Athletic Committee. Mr. Brock, do you have anything for that? Brock replied, nothing except some of our recommendations have been passed on for consideration by the Budget Committee and everybody knows a lot of times good intentions comes down to, do we have the money. So we are studying that.

17.C. Budget Committee Meeting - Mr. Chris King - Inman advised, next is Budget Committee. Mr. King, do you have anything to report? King replied, I do. King advised, the Budget Committee made a motion on the Blue Angel Jet, which we talked about here tonight. The motion in essence was the board would seek to subcontract with the City of Crossville to keep and maintain both the Airforce jet also known as Ms. Netty and the Navy jet also known as the Blue Angel Jet through an acceptable contract to be developed through the board attorney. With a one time this year donation funding of up to \$8,000.00 for restoration of the Blue Angel jet. Come from the general fund, the best fund line to be determined. That is the recommendation for the board. Inman asked, do we vote on this or do we

just need to give direction? Because I mean we have to wait on the contract. King replied, I think we have to wait on the contract. Inman advised, we will vote on the contract. Then we will proceed. Inman asked Patton, have you all been working on that? Patton replied, yes sir. Inman replied, good deal; thank you.

17.D. Building and Grounds Committee - Mr. Robert Safdie - Inman advised, next item is Building and Grounds. Mr. Safdie, do you have anything to report? I know that you don't have anything to report because you've been gone forever. Safdie replied, we are looking forward to bringing the auditorium at CCHS to the Building and Grounds Committee at the appropriate time.

17.E. Contract Committee - Mrs. Teresa Boston - Inman advised, Contract Committee, Mrs. Boston. Boston replied, we have not had a meeting. Earl and I have talked and Dr. Maxwell has requested a Contract Committee. We are trying to set that up. We are giving Earl just a little bit of time to finalize the fine tuning of the contract. So we will have one within the next week or so.

17.F. Safety Committee - Mrs. Rebecca Hamby - Inman advised, the next is the Safety Committee. Mrs. Hamby, do you have anything to report? Hamby replied, I do not.

18. Chief Financial Officer's Report - Mrs. Kacee Harris - Inman advised, next item is the Chief Financial Officer's Report. Mrs. Harris, I will turn it over to you.

18.A. Monthly Financial Report (See Exhibit #11) Harris advised, we have January's financial statement here. On our revenues page I wanted to point out a couple of lines on the top corner there. Line 40120 and line 40210. If you notice, they might look a little funny. There was a coding error and our Sales Tax was reported in the Trustee's Collections from the prior year. That has since been fixed and it will reflect that on the February report I give next month. We did in fact receive Sales Tax money in January. It just doesn't look like it. Then jumping down to the bottom. In January we received about \$5.6 million in revenues. For a year to date total of \$33.6 against our budget of \$56.6. Any questions there? No one responded, Harris continued, looking at our expenditures. In January we spent about \$4.2 million. For a year to date that was \$29.2 million against our budget of \$61 million. So we are in good shape there. We are really running into a lot of the same problems that the average consumer is running into with supply chain issues, wait times, product unavailability. That type of thing. So we are pushing as hard as we can, but sometimes it's harder to get what we need. We will continue to do that. Any questions? No one responded.

Harris advised, I do not have the Sales Tax Report yet. As soon as I receive that I will email that out to the board.

18.B. Monthly Sales Tax Report (See Exhibit #12, #13 and #14) - Harris advised, that brings us to; do you just want me to go on? Inman replied, yes. Harris continued, we have one General Purpose Fund Budget Amendment. We've got a couple Federal and then we've got a few 143. I am happy to go over each one if you would like. Boston asked, can we just make a motion to approve all three? Inman replied, yes we can. Boston replied, I make a motion that we approve all three resolutions presented. Hamby replied, second. Inman advised, we have a motion by Mrs. Boston and a second by Mrs. Hamby. Any discussion? Does anybody have any questions on any of them? No one responded? We will approve all three of them. I am looking at 141, 142, and 143. That is what I am saying, all three

of them. It encompasses all of them. Boston advised, it encompasses all of the resolutions. Inman replied, yes, all of the resolutions. Does anybody have any questions? No one responded. A Roll Call Vote was taken.

18.C. *141 Budget Amendments

18.D. *142 Budget Amendments

18.E. *143 Budget Amendments

ROLL CALL VOTE:

Boston (mover-yes)

Hamby (seconder-yes)

Safdie - Y, Parris - Y, Hale - Y

Brock - Y, King - Y, Hamby - Y

Boston - Y, Karge - Y, Inman - Y

All Ayes

MOTION:

Motion Carried

19. *Consent Agenda (See Exhibit #15) - Inman advised, the next item on the agenda is the Consent Agenda. Karge replied, move to approve. King replied, second. Inman advised, we have a motion by Mrs. Karge and a second by Mr. King. Any questions? Boston replied, I just want to ask one particular question. I noticed that we had everybody or several schools turn in for volunteers. It's level 1, level 2, and level 3. What are those levels and who created them? Inman advised, I am going to turn that over to Dr. Maxwell. All I know is that they are allowed to do different things at different levels and that is all I know. Boston asked, is this a new thing? Maxwell replied, I will let Human Resources explain. Bray replied, it has been here as long as I have been here. Boston replied, okay, maybe we just never put it on the request as a level 2 or level 3. Cause I've noticed and it may have been on there before and I didn't notice. What is a level 1? Bray replied, level 1 is somebody that is on a fieldtrip with their child. They are never out of sight of the school people. Level 2 and 3. Level 3 are your coaches. They are going to be left alone with our students or parents that come in and help with those left alone. Like overnight field trips. Those types of things. They have a background check. Level 2 people are people that go on fieldtrips. Say you go to the Partridge. You get off the bus and the teacher says you've got these 8 little boys. We will see you in two hours. So that parent is left alone without supervision from a teacher or anyone school affiliated with those kids. They are going to have a background check. State law says anybody who is within close proximity to a child has to have a background check. Hamby replied, and fingerprints. Bray replied, that is the fingerprints. Boston replied, okay but if I am a level 1 I don't. Bray replied, no. You're basically going with your child and you've only got your child with you. You are not responsible for any other children. If you work in one of our schools or a volunteer and you are pulling a child into the hallway to work with them alone you are going to be a 2 and you are going to be fingerprinted and background checked. Boston advised, when they go into the schools and say look, I want to volunteer. I want to go on class trips. I want to accompany my child's classroom and I would be glad to help in any way that I can. Bray replied, they are going to be a 2. Boston replied, that is what they are going to tell me? This is what you've got to do. Bray replied, at this point I would give you the papers. Go get your background check. It's going to be \$30.00 and it's good for 5 years. Boston replied, I am happy with that. I just didn't know. Inman advised, I didn't know what each level was either. I just knew they were allowed to do certain things in certain levels. I just never asked. Hamby replied, I learned that, because I was a level 2 volunteer. Inman replied, thank you Mrs. Bray. Is there any other discussion? Any other questions? No one responded. A Voice Call was taken.

19.A. *Approval of Volunteers

- 19.A.1. CCHS Volunteer List
- 19.A.2. Crab Orchard Volunteer List
- 19.A.3. North Cumberland Elementary Volunteer List
- 19.A.4. Pine View Elementary Volunteer List
- 19.A.5. South Cumberland Elementary Volunteer List
- 19.A.6. Stone Elementary Volunteer List
- 19.B. *Approval of Overnight and Out of State Field Trips
 - 19.B.1. SMHS Chorus Overnight Field Trip Request
Nashville, TN. April 27-30, 2022
- 19.C. *Approval of Contracts
 - 19.C.1. XXXX
- 19.D. *Approval of Grants
- 19.E. *School Wide Fundraisers
- 19.F. *Approval of Disposal of Surplus Property
 - 19.F.1. CCHS Retirement List
 - 19.F.2. Crab Orchard Retirement List
 - 19.F.3. Federal Programs Retirement List
 - 19.F.4. HES Retirement List
 - 19.F.5. Martin Elementary Retirement List
 - 19.F.6. Phoenix Retirement List
 - 19.F.7. Pine View Retirement List
 - 19.F.8. South Retirement List
 - 19.F.9. Transportation Department Retirement List
- 19.G. *Executive Approval

VOICE VOTE: Karge (mover-yes)
 King (seconder-yes)
 All Ayes

MOTION: **Motion Carried**

20. Old Business - Inman advised, next item on the agenda is Old Business. Anybody got any old business they need to bring up? Inman advised, I have one thing I need to clear up. When I was welcoming visitors I missed Mrs. Kim Wattenbarger, CCEA Representative. I didn't see you there. Thank you for being here. I appreciate it.

21. Questions from Media - none

22. Adjournment - Karge moved and King seconded a motion to adjourn at 6:59pm.

VOICE VOTE: Karge (mover-yes)
 King (seconder-yes)
 All Ayes

MOTION: **Motion Carried**

23. (*) Indicates Board Approval Required

Dr. Ina Maxwell
Director of Schools

Mr. Jim Inman
Chairman of the Board

I, Tabitha Webb, do hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on March 8, 2022.

Tabitha Webb
Board of Education Recorder

Special Called Meeting
March 3, 2022 4:45 PM
Central Services Board Room

The Cumberland County Board of Education met in a special session on Thursday, March 3, 2022, in the Central Services Board Room, where the meeting was called to order by Chairman Inman at the approximate hour of 4:45 pm.

PRESENT: Safdie, Brock, King,
Inman, Parris, Hamby,
Hale, Karge, Boston

Earl Patton (Attorney)
Stephen Prudhomme (Media)
Kim Wattenbarger (CCEA Representative)

ABSENT: N/A

1. Call to Order - Mr. Jim Inman (See above)
2. Moment of Silence/Pledge of Allegiance - Mr. Jim Inman - Inman led the board members in a Moment of Silence.
3. Roll Call (See above)
4. *Approval of Agenda - Inman advised, the next item on the agenda is the Approval of the Agenda. Karge moved and King seconded a motion to approve as presented.

VOICE VOTE: Karge (mover-yes)
King (seconder-yes)
All Ayes

MOTION: **Motion Carried**

5. *141 Budget Amendments (see #6 for details)
6. *142 Budget Amendments - - Inman advised, next item on the agenda is the Budget Amendments. I will turn it over to Mrs. Harris. Harris advised, so we as with everything at home and in work lately we are running into inflation times ten. So the budget amendment, the first one tonight for #141 deals with our bus budget. We have scheduled to purchase four regular size buses. They came in 18% higher than last year. That was more than what projected increase to be. We would just be moving some money from other transportation lines where we were going to have a surplus down to that equipment line to purchase those four buses. Karge replied, move to approve the amendment as presented. King replied, second. Inman advised, Mrs. Karge made the motion. Is that Mr. King? Boston asked, can we do all three at once? Karge replied, yes. Inman replied, we can. Do you want? Karge replied, that is what I said as presented. Inman replied, okay you want to do all three? Karge replied, yes. Inman asked, is that alright? Harris replied, sure. If there are any questions on the two Federal ones I would be happy to go over those. Inman advised, we will do it on all three of them then. So I had Mr. King. You had the

second? King replied, yes. Inman continued, we're voting on budget amendments for 141 and 142 budget amendments. Is there any questions? Boston replied, I just have one question and it has nothing to do with this. It does, but it doesn't. What do we do with surplus buses that we retire? Harris replied, so typically we use them down to any usable parts. If there's seats that we can replace. If there's steering wheels that we can reuse. Windows, all of those pieces and parts we salvage and then we scrap them. Boston asked, so we don't try to sell old buses? Harris replied, we've not in recent history just because once we use them we've maxed out the mileage, we've maxed out the parts. Boston asked, they are done for? I mean pretty well. Harris replied, yes. Boston replied, okay. I was just curious. Safdie asked, do we take the scrap and take it to the scrap place and get money for the pieces? Harris replied, yes we recycle. Safdie replied, we recycle. Inman asked, it's not very much is it? Scrap metal has gone down in the last little bit. Hasn't it? Ya, it used to be up pretty good. Is there any other questions or other discussion? No one responded. Once again we are voting on budget amendments 141 budget line and 142 budget line. A Roll Call Vote was taken.

ROLL CALL VOTE: Karge (mover-yes)
King (seconder-yes)
Safdie - Y, Parris - Y, Hale - Y
Brock - Y, King - Y, Hamby - Y
Boston - Y, Karge - Y, Inman - Y
All Ayes

MOTION: Motion Carried

Inman advised, I know with inflation and everything going on it's hard to keep up with everything. Thank you again. Harris replied, you're welcome.

7. *Director of Schools Search Process - Inman advised, okay next item on the agenda is for the Director of Schools Search Process. I hope everybody got your emails today that we have had two candidates that have withdrawn. So we're down to 7 that have Tennessee licenses and so we talked about at the retreat we talked about breaking it up and so this making it a little bit easier. We could do three on one day or on another day and now I'm just going to throw out an idea and then I want everybody else to throw out ideas as well. I thought maybe if we could do like on a Friday evening or kind of late in the afternoon. We could do our ones that are from here. We've got two that are from Crossville and then we've got two others that are pretty close. One in Cookeville and one in Lenoir City. We could do one of those. So we would do three on Friday and then four on Saturday. Karge advised, Mr. Chair, I like that idea. The one thing I was thinking about though, because there are so many. Is maybe putting names into a hat and then drawing. That way there is no preference since they all; I don't care either way. Inman replied, I think we could do that each time. That way; but the only thing I was looking at is Friday afternoon is getting somebody that is close here. We could do the two ladies that are here, that's in the building. Do those for sure and one other. You know the one from Cookeville or the one from Lenoir City and that way they don't have so far to drive. Then that way Saturday we could look at where they are coming from and try to schedule them accordingly. So they won't have to. Karge replied, I like that. King advised, in looking at our Policy 5.801 we may be in violation. We may need to take a vote to amend it. In looking at that in particularly in item or line 13. Selection procedures which shall include, but not

limited to. It lists the things we are supposed to do. But also in line 9 it says we are supposed to do this before we take applications, resumes. Establish a timeline. We've already got a job description and then a process for accepting and reviewing applications. So I think it may be in order to amend the policy one time. To say we can skip the resume process. Karge asked, do you want to make that motion? King replied, well I am thinking about how we need to say it. We've kind of got the cart before the horse here. Karge advised, we did the same thing last time. Hamby advised, we did it like this the last time. Inman asked, what is the policy number again? King replied, 5.801. Brock advised, so we filled the policy already. Parris asked, what was that policy number? Inman advised, 5.801. Hamby asked, you wouldn't have an extra copy of that would you? King replied, I happen to have one. McCartney displayed the policy on the whiteboard. King advised, looking at line 9 through 13 in particular. Hamby advised, now we did the job description. We did the timeline, because we allowed them until February 23rd to put in their applications. King advised, it is the timeline for the whole process. Karge advised, well we did come up with a process of accepting and reviewing the applications. That they would go to Earl and the selection procedures shall include. Boston advised the timeline, Jimmy did that. The board did not vote on the date to. Inman advised, they just asked me for an idea and I just gave them an idea. Boston replied, I'm just saying that, we didn't do that either. While we are looking at this policy it says the board may invite the community, including board employees, to participate in the process. We only have one employee plus Earl. Two employees to participate in the process of selection of the Director of Schools. In looking at this and kind of reaching out to other districts; just putting this out there. I'm not completely certain how it will work, but if we got down to let's say two or three finalists. Could we develop a panel of administrators, principals to meet with them as well? Score them and then get those score sheets to us. Inman replied, if that's what this board wants to do. King advised, that is what #2 says. Hamby advised, I think that would be a great idea. Boston advised, I think that is a good idea and then that way, because we may employ the Director of Schools, but that person works with our administrator, our principals and I would value their input. Karge advised, here is my question. In #2 it says, the interview process shall include meetings with various staff and an interview with the entire board. But then the next one says, the candidate shall be interviewed by the board and only board members will be allowed to ask questions. Doesn't that just contradict each other? Hamby advised, they wouldn't be asking questions. They would be. Karge replied, but the one above it says they can. Ya, and interview with the entire board if possible. So you've got a contradictory #2 and #3. Patton replied, I think #3 refers to the interview process by the board. I think the idea is during the board interview only the board members will be allowed to ask questions. I don't think that it is saying if the board chooses to have meetings with various staff and community groups they couldn't allow questions. I think it just means that during the interviewing process with the board that, that's the board interview and board members should ask questions during the board interview and it shouldn't be open to audience members potentially. Because you've got an open meeting. So that's what I think that means. Karge advised, the way that I read it, is it's almost like there's two different sessions. You've got the community and the everybody else in one interview and then you've got a second interview being the final interview. But if you're talking about the final do you have two interviews? Hamby replied, pretty much. Boston and Hamby advised, essentially yes. Patton replied, I think you are right. Brock advised, traditionally the interview process is really more of an opportunity for a community or our community to get to know applicants that they might not know if they came from other districts, other parts of the state. Also just for the applicant to take a look at everything to see if truly this is a job the person would like to continue

to seek. I think the intent of the policy and that is tough when you are trying to tell the intent of any law, but I think that it is talking about two different things. Part of the research is getting to know candidates. The candidates to get to know the system. The actual interview process is the more rigid I think Mr. Inman that you are referring to. Sitting down before the board and of course the community is a part of that if they want to sit and listen. Inman advised, well I'll be honest with you I did not look at this before we started this process. I was just basing everything on how we did it last time and I was not sitting in this seat last time and so I was just going based on what we did in the past. Brock advised, personally I don't see anything wrong with everything that we've got planned and everything pretty much that we've done. Now you can leave it up to a judge on trying to decide if the intent of the rules followed or what was the intent of the original rules, but I think our intent has been opened. Because we have not decided anything officially. So at this point in time this board can do anything they want to do about the entire interview process. Safdie advised, unless there is a state legislative rule that specifies each one of those being followed. This is a policy and we have the right to modify the policy and even waive a particular line of that policy. As just a formality. Am I correct? Patton replied, I will point to the board the fact line 14 there is some contradictory language here. Because line 9 says, prior to conducting a search to fill the position, the board shall initially develop the following and we've got a job description, a timeline, a process for accepting and reviewing, selection procedures, but then when you go to 14, the board may invite the community, including board employees, to participate in the process of selecting a Director of Schools. You don't have a shall. Karge advised, in line 2, if possible. Patton replied, correct. Boston advised, and then #2, it says, the interview process for each finalist shall include meetings with various staff and community groups. Hamby and Boston advised, and it has the word shall. Boston asked, do we have to do that? Karge replied, it says, if possible. Inman replied, yes. It says if possible right there at the very end. Safdie advised, well I think the intent is kind of clear. I think we want community inclusion and it's just the question. I was involved in a job search at one point in which we are counterparts with the Governor and the Chancellor of Education. We are the Chancellors who ultimately decide what person will be selected in the Directors of Schools position, but prior to that time I was a member of a team of people that included administrators and school personnel. Who participated in asking questions. The questions were limited. We had a script that we were allowed to ask any of those questions, because they were, had legal. I mean the questions we asked we do not want to violate the law asking questions that are inappropriate. So we had a script, then all of those members who participated in that committee were around the round table interviewing, asking specific questions. Then once those questions were answered the committee voted on who their preferences were and then that committee passed on its decision to the Chancellor. Who passed the decision onto us where we would then continue the interview process to make a discussion. No it sounds kind of convoluted and kind of lengthy, but it guaranteed community support and it guaranteed support by inclusion all of the stakeholders. Karge asked, could we not have a listening session. So something that would be on zoom. That community, everybody could kind of participate in. Where we could invite the candidates that we chose to invite. All of the Tennessee licensed candidates. Where it can kind of be like a round table to satisfy that and so people could ask a question. They could get to know these people. Then at that point I think you are saying is that it would be up to the board to select based on the feedback, the finals. Safdie replied, ya that would be; the only thing that I would want to assure is that instead of having 1,000 people in a room we select representatives. We select various people who would represent the school system and perhaps members of the community. It doesn't have to be tons and tons of people. It's just that we could add

them to this committee. Karge advised, my problem with that is that if we select people that could be deemed as discriminatory. If we open it up and you would like to participate, then we could put you on a list and they could go ahead and submit the question. We could vet the question out to make sure it's not inappropriate. The whole thing is to get to know the candidates right. Just like when we are running for office we have a get to know you session and people are talking and they are asking us questions. Let's face facts. You don't have a 1,000 people come out to one of those. You've got maybe 15-20. Safdie advised, ya also even in our community the process of where we allow community members speak 15 or 20 people that are going to say the same thing. What we do is we select a representative. Karge replied, right, right. Safdie continued, so in this case what we could do is decide which groups we would like to select to be a part of the team. For instance two administrators from the Central Office. We could have a faculty president, faculty member representing TEA in the process and then whatever else we decide as a group should be committed to in terms to representation. That way it narrows the field down and it gives us all the same; it keeps it from getting so far out of hand that we can't conduct our business. Hamby advised, I just feel that our principals don't need a representative. They need to all be able to interview whatever, get to know. Because our principals might, you might have a two man committee or whatever, but they may not carry the thoughts of all of our principals and our principals have to work directly. So does administration and so I see where you are coming from and not having a lot of chaos. I just feel like it needs to be a little more personal, because they are the ones that have to work with them so closely. Inman advised, I think what we need to make a decision on right now is are we going to do it like we did last time and the board take care of everything, the interviews or are we going to come up with a committee? Earl? Brock advised, look at number 3 on this guys. You are getting ahead of yourselves. Patton advised, not so much of a question, but a comment. I understand the board getting bogged down with some language here, but just an observation. I think the board could fulfill this policy by inviting the community however you want to define that. If you want to send an invitation to principals. If you want to send an invitation to staff members to say in the hour before this interview you know we are going to have a meet and greet session with this potential candidate for Director of Schools and they would have the opportunity to speak to all of you before you actually voted. As to the Director of Schools I think that fills the spirit of this policy. It could be that simple. Obviously you could do it more formally than that, but that is just an idea. Boston asked, could we invite the general public? We are open meetings anyway. So whenever we get together you know the public is invited. The administrators are invited. So during the interviews if we had the general public here like we did the last time or they were invited and then wait for a day or so to vote. We don't have to vote right then. Patton replied, absolutely. Boston continued, that is what we did the last time. We waited and voted afterwards. That would give the general public, the administrators, or whatever plenty of time to connect their board members or whatever board members and give any feedback. Patton replied, right. Boston continued, that they wanted to. Safdie asked, does that preclude the board from this meet and greet and open meeting? Does that preclude us from actually interviewing the candidate? Boston replied, no. Patton replied, I think the policy anticipates this board is going to formally interview everyone. Inman advised, ya number 3 states that candidates shall be interviewed by the board in an open session. Only board members will be allowed to ask questions. Patton replied, correct. Safdie asked, so the meet and greet would be an open forum for everyone there to ask questions. We might have this area or the gym or some larger office area, right? Boston advised, put them in the back. Safdie continued, where the person sits down and the community members representing there have questions to ask they can do that. I like

that idea. Boston advised, I'm okay. Parris advised, we've done that at Martin. Hamby advised, okay moving from that since we've got that discussion out there and I know that a decision has not been made. Okay, on the interview process. They are going to be interviewed one at a time, not in the same room. Inman replied, yes. Hamby asked, can we turn the mics off from the hallway to where they don't hear? I mean that is nerve racking. Karge advised, you can't do that though. It's an open meeting. We can't do it. Hamby advised, as far as the other candidates. Inman advised, I think that we could probably get a specific area where they could be. Hamby advised, I feel like that is a privacy issue. Karge advised, I don't. Bray advised, they came in my office last year. I closed the doors and you can't hear. Hamby replied, okay. Bray continued, I walked them in. The person that was waiting. I closed the door. You can't hear once the door is closed. Karge advised, my question is for Mr. Patton. Wouldn't that be a violation of Sunshine Law? If they want to hear it, they can hear it. Hamby advised, not the candidates. Karge advised, that doesn't make sense. They are still citizens. Boston advised, they don't fall under the Sunshine Law. Patton replied, Stace I understand where you are coming from. I still don't think that would be a violation of the SunShine Law, because the idea there is fairness. You don't want a potential candidate. Karge advised, I get that, but could it be? Patton continued, I really don't think that would be, I get it. It is a legitimate question and it is a fair question, but no I don't believe that is a violation. Hamby advised, most candidates would agree to it anyway, because they probably wouldn't want their interview heard by the other candidates. King advised, that is one of the reasons we have to ask the same questions of each candidate. Inman replied, right. What we did last time, if I remember correctly. Mrs. Boston, you correct me if I am wrong. I think we all submitted questions to Mr. Patton and I don't remember exactly how we whittled it down, but we whittled it down to 12 or 14 questions. I've got the questions at home somewhere. Boston advised, they would be in the email somewhere. Patton replied, ya. I can find it. Inman continued, but we can do that again. Hamby advised, some questions I think needs to be. Inman advised some of the questions, because we only had hometown people last time. This time we are opening it up to other people so there are other questions we need to ask and some of the questions we asked the hometown people may not be pertinent to somebody from Murfessboro or somewhere else. Karge advised, and I like that each submitting questions we want answered. Inman replied, now that's what we did last time. I remember that. We all submitted questions. Boston advised, we kind of rotated. I think each person had 3 or 4 questions that they wanted to ask and we didn't get repetitive. Inman advised, and it seems to me like we were allowed to ask one question that kind of was not on the list. Hamby advised, we had a choice question. Like a personal question. Inman advised, but we need to clear that with Mr. Patton first. To make sure it's, we're still sitting on legal ground. Boston advised, the agreement was if something came up and it sparked a question for an individual board member. I mean you certainly can do anything you want to do. You can ask that question and I think that is what we did. Inman advised, I think I remember asking everybody a budget question that was not on the list. It was just a general question and I asked that to everybody. Yes Mrs. Timson. Timson advised, the last time the public could not be here, because we were in the middle of a pandemic. Because I remember I was at Toni LaRue-Garrett's house watching it on her TV. So that was the time before that they just assigned times, interview times. That person came in and sat right there at the table. Then you asked those questions and as far as the other community goes is Mr. Andrews when he got hired he called each of those community groups in and spoke to the groups. Now that was after he was already hired. So that wouldn't help you probably. Boston advised, if he is already hired, he is already hired. Timson continued, that wouldn't help you in the interview, but. Boston advised, I think that 30-45

minutes meet and greet prior to interview or prior to meeting the candidates I think that would fulfill that. Timson advised at Martin, didn't we have that? Safdie replied, yes. Boston replied, that was before. Hamby advised, I have a question and maybe it's a question for you. Do our principals, administrators and everybody, do they have access to look at the resumes? Patton replied, absolutely. Yes, they are in the office of Human Resources. Hamby replied, I was asked that question so I just wanted to make sure that was a possibility. Boston asked, how do they have access? Bray advised, I have a book where there are copies of all of them. Patton advised, they are in Mrs. Bray's office. Bray continued, the policy says the public can come in and review the resumes here and that is a book that I have kept in my office where I have kept that information. Anybody can have access to it. Hamby advised, I am saying that publicly. Everybody can hear you. If you want to see the resumes for the Director of Schools come to Mrs. Kim Bray's office. Patton replied, please. Boston advised, I did not know that, that we had a book. Hamby advised, I think that would help the public also and our principals and administration. I mean all of our staff especially to be able to have a thought of what is going on. I think that, yes they're our employee, but they're the ones that have the most contact, direct and they need to be a part of this process. Safdie advised, I agree with you. King advised, line 15 & 16. Inman advised, okay so what I am hearing is that we're looking at wanting to have them here about 45 minutes before their interview with us. Mrs. Hamby, you are wanting them to come in about 45 minutes ahead of their interview and have them in a different room with the principals. Is that what you are saying and the community? Hamby replied, whoever wants to come. The community, the staff, everybody can come and do a meet and greet with them on the day we do the interview. About 45 minutes to an hour before the interview. Inman advised, then come in here and we do the interviews and then. Hamby advised, and then we give the public the opportunity to reach out to us. Inman continued, we will take a couple of days before we vote. Safdie advised, we can spread it out over how many weeks, two or one week period. Where we are interviewing seven people. Inman advised, like I said my suggestion was to do three on Friday and four on Saturday. We can spread it out and do it longer. It doesn't matter to me. It was just a suggestion. Boston advised, my opinion be that as it may. Those that work, those of you that do not work this does not apply, because you'll don't care. But if you work by Friday night you're brain dead. You're much fresher on Saturday morning. I don't mind giving up a couple of Saturdays, but by Friday night I just want to go home and not talk to anybody. Karge advised, I'd rather do a Friday and a Saturday and get it over with. Then give up my Saturdays. Boston replied, I hadn't. I come up fresher on Saturdays. Hamby advised, I'd rather do a couple of Saturdays myself. Safdie advised, ya a couple of Saturdays sound good to me. Hamby advised that would also be easier for the meet and greets too. King advised, I just had a couple of questions. When you look at line 9 it's referenced with #3, which is Tennessee Code 49-2-203. Does that mean by law we're required to follow this process? We can't change it at all? Patton replied, I think that is correct Mr. King. I think what is proposed at least currently would be in compliance with it. I should take that back, because I guess it hasn't formally been proposed, but I think what I am hearing informally proposed maybe would seem to be. King replied, so in that thought and all of the other comments we've had here. Would it be prudent for us to back up and form a committee to get the timeline and the other things in order we want and propose it to the full board? I have had the unfortunate position of having interviewed for this before. So I call it unfortunate, because I really know what we really need for Director of Schools. I know what goes on and what needs to go on and needs to happen in a Central Office. Boston asked, can you kind of define that? King replied, when we start using questions we need to make sure they are pertinent to what the job is actually. I don't know what the

questions are. Do we have them formed? Have they been approved? Inman replied, no. King continued, do we follow this process? Boston advised, I don't know that the questions have to be to be approved. As a board member I think we each have the right to ask any question we so desire. King replied, as long as they are consistent with all of the candidates. Safdie advised, right and as long as they don't violate any discrimination laws. Inman advised, that is the way it was done last time. It was all consistent and it was all approved by Mr. Patton or what Mrs. Boston said if we had a question that came up during a minute during the questioning we could ask it. Boston replied, absolutely. Safdie asked, aren't we in the process now of developing the process? The first one was the job description, which we did. The timeline, that's #2 there, but we are developing the timeline now, but we have already accepted applications, which is fine. Because we don't have to have a specific timeline as long as we are doing it now. So the process is being followed. Safdie asked Chris are you saying that we should back up, ask for more resumes? King replied, no. I think we've got the job description. We just need to develop the timeline. What is going to happen when. Safdie advised, I understand. Hamby advised that is what we are working on is the timeline. Safdie advised, thank you for bringing that up. King replied, we've already got the resumes. We haven't got the applications yet, but we've got the resumes. Boston asked, do the resumes not serve as the applications? Because they have that formal letter applying attached to the front. Inman and Hamby advised, I believe they did last time. Hamby advised, the applications that is with the resumes. Inman advised, and Mrs. Bray correct me if I am wrong. I am assuming once we select one that they will fill out a standard application? We always do. Bray replied, yes. Safdie advised, this is breaking away from, from the current stream of conversation here. But at what point do we check, do the background check and how many candidates do we do background checks on? King replied, that would come from the application. Inman advised, I think last time we actually didn't do a background check. King replied, because they were internal. Inman continued, they were all employees of Cumberland County Schools System at that time. Bray replied, anybody in Tennessee that is working in a school system would have a current background check. It's the law. Safdie advised, what I am talking about is calling up references and do we only say that the person that we've selected, as the first primary candidate we do a check on references then or do we have the top three and then do references then? Inman advised, that was opened up for discussion as well. I told you guys that it is all open for discussion for all of us and we can do that. If you want to interview all seven and then whittle it down to three and then reinterview those three and then do the background; the references check on those three. I mean that's up to you guys. I've left it open for discussion. Patton replied, I want to interject here and make sure, because I understand when you say all seven. You are referring to all seven that have Tennessee qualifications currently? Inman replied, yes, correct. Patton continued, so another thing the board needs to vote on is the fact that's the direction that you are going. You're not going to interview anyone that doesn't currently have Tennessee qualifications. King advised, thank you Mr. Patton. Patton continued, the cart before the horse. Some friendly advice here. King advised, that was my question. When did we decide on seven? Inman advised, we didn't. That is what this. Brock advised, I make a motion that we limit initial searches for the position for Director of Schools to only the seven applicants who hold current valid Tennessee licenses. Karge replied, second.

Motion #1

VOICE VOTE:

Brock (mover-yes)
Karge (seconder-yes)

King - No

MOTION:

Motion Carried (8 - Yes, 1 - No)

Inman continued, now back to the process. Karge asked, when do you want to do this? My thought is sooner the better. If I am looking for a Director of Schools position. I am probably out there right now with all of my resumes trying to get everything lined up and as we saw several people have already backed out. I don't know why, but my thinking is that time is a ticking and the longer that we go the smaller that pool may become. King advised that becomes a process of natural selection. Hamby advised, I say the first interviews be set up a week from Saturday. That gives them time to prepare themselves. Inman advised, that would be the 12th. Do you want to do it that soon or? Hale replied, yes. Hamby advised, I can not be here this Saturday or the 14th. Other than that I am good. Karge advised, I am good the 12th. Inman advised, we need to decide whether we are going to do it on two Saturdays or we are going to do it on a Friday and Saturday. Safdie advised, I think we should have it three Saturdays. Parris advised, three Saturdays, that's not fair. Karge advised, I appreciate where you all are coming from but I just have to throw this out there. I can not do three Saturdays. I am a doctoral student; I can't. I have too many papers to write. I can give you one Saturday. I can't give you two. I'm sorry I can't. Hamby asked, can we do the 11th which is a Friday and the 12th? Boston replied, that is too soon. Hamby asked, too soon? Boston replied, too soon. Karge advised, unless somebody wants to help me write a paper. Inman advised, well we can either look at like the 18th or 19th or we do it after Spring Break. Hamby advised, I can't do the 18th and the 19th. King advised, I can't do the 18th. Inman advised, the 18th and the 19th is out. Karge advised, I am gone the 1st and the 2nd. I can do the 8th and the 9th. Hamby advised, we could do the 25th and 26th. Boston advised, I am probably not going to be available on good Friday. Karge asked, that gives us the 11th and 12th? Brock advised, then let's do a marathon on Saturday and get it in. Karge replied, amen. Brock advised, if everybody can pick a Saturday, because if we start looking at all of our commitments and everything we are going to run into some problems. I do not want to do a marathon. I don't want to do it, but sometimes you've got to. Karge advised, I am good with the 12th, a marathon. Inman asked, does anyone want to make a motion that we do it on March 12th? Karge advised, I move that we have all of the interviews on March 12th. Hale advised, that is awfully soon. Safdie advised, that will never work? Karge asked, why. If you want the job you're going to be here. Patton advised, you have to get the questions prepared. Safdie advised, seven people interviewed and we have seven one hour, to one hour in a half sessions with the public for each person. It's not going to fit in. Karge asked, why does it have to be each. Why can't they just be together. Safdie advised, no. You have one person and you let the community talk to that individual and then another person. Brock advised, the board doesn't have anything to do with this meet and greet portion. Whether it is done before or after the interview process going on. Let that happen. Personally if I was being interviewed for this position I would hate to do a meet and greet and then go in for an interview. If I was going to do it I would rather do it after, but that should be totally optional anyway to the candidates. If they want to go in and be a part of this meet and greet, great. If they don't, then so be it. Hamby asked, would it be possible to do three interviews on the 12th and then do the other interviews two weeks later? Everybody is like we can't do the 18th and the 19th. That gives us some time to. Boston advised, by the time you submit questions we are not going to get it done. We are also not going to be able to get back together to approve those questions once they've been vetted and Earl says these are the questions you all submitted. We can't do that by the 12th. Karge advised we just emailed them to you last time. Patton advised, we could start with the approved questions from last time we did this. I mean I don't know. I know it's a different time. Boston advised, it is a different time and we have different questions. Inman advised, I started to say we could use that as a baseline and let everybody still submit questions to you and then we could decide on which ones we want to use and which ones we don't want to use. Or we could, oh God I hate to say this. We could develop a committee to do that.

Solve a lot of it. Karge advised, we tried to do that with the Friday and the Saturday. Inman asked, are you saying you just. King advised, I have to ask, what message do we send our people when we don't consider them above other people? Inman advised, well they're being considered. The only reason we did it with local candidates last time was because we had four. But this time there is only two and that limits. It's a pretty small limitation and I just felt like we could open it up to the Tennessee candidates and we could at least get a good idea who we want to get in here. Hamby advised, and that had already been passed. Inman continued, and the two I was mainly concerned about. I will be honest. Was the two that were actually from Cumberland County that actually just live in another city at this particular point in time. I'll be honest with you. That was a concern of mine. Hamby advised, if we open it up to them we have to open it up to all of the Tennessee applicants. Inman advised, we have to open it to all of the Tennessee applicants and we have already voted to open it up to all Tennessee candidates. So we would have to have another motion to defeat that one. King advised, I can't make it because I voted nay. Inman replied, yep. I'll be honest with you. I am like Mr. Safdie I'm not real thrilled about doing seven in one day. Hamby advised, I am not either, but everyone was having I can't do it, I can't do it. So it's like, King asked, could we further limit it to people who only have Central Office experience? Karge advised, no I wouldn't want that. Hamby advised, you're getting into discrimination. Inman advised, we've already got a motion. King advised, actually that is not discrimination. That is selection. Inman advised, but we've already voted to include all seven candidates with Tennessee licenses. We've already done that. Karge advised, I move that we interview the two local candidates on Friday, April 1st and the remaining Tennessee candidates on Saturday, April 2nd. Brock advised, I will second that. Inman advised, we have a motion by Mrs. Karge and a second by Mr. Brock. Any discussion? Karge advised, I will not be here on the 2nd, but I will watch it. Brock asked, Julia, is that the week after? Inman advised, yes that is the week after Spring Break. Inman continued, April 1st we will do the two local candidates on Friday and then do five. Well my suggestion was to do three on Friday and then four on Saturday. King advised, there is no clean way. Karge advised, this was a compromise. Brock advised, unless you open it up to all five to volunteer. Inman advised, the motion on the floor is for two on Friday the 1st and five on Saturday. Is there any further discussion? Karge advised, by doing it that way that was a compromise for those who feel that Friday is a little bit tedious. I'm kind of splitting the difference. I also wanted to make a comment as Mrs. Tabitha explained that this will not be live, but I can still go ahead and watch the proceedings, because the questions are the same. I am okay with that part of the vote. Hale advised, I have something to say. You are saying that you want the two applicants from Central Office on Friday. Well they work all day on Friday and then come to an interview. Is that fair to them? Inman advised, if they want the job they will be here. Brock advised, somebody else might be traveling for Saturday and takes three hours to get here. Hale advised, just asking. Inman asked, any further discussion? Boston advised, read the motion again. Inman replied, the motion is that we do the local candidates, the two local candidates on Friday, April 1st. Boston asked, starting when? Inman replied, we haven't talked about that. Boston asked, can we talk about that? Inman replied, yes we can talk about it. Brock asked, do you have a suggestion on time, because I would be willing to amend my motion. Boston advised, I am just curious on what time we are looking at. Karge advised, that is not part of the motion; point of order. Brock advised, it's part of the discussion. Brock asked, what would be a good time Mrs. Boston to start the interviews on that Friday should we approve this motion? Boston replied, 4:30pm. She called point of order. Hamby advised, she called point of order so we can decide a time after. Safdie advised, I am a firm believer in public input in an organized way. I do not see how

having two interviews on Friday with a meet and greet sometime on Friday. When people are either working or inaccessible and then having a meet and greet. Do you envision three or four of the candidates sitting in front of 15 or 20 people and answering questions. How invasive is that. How threatening is that to an individual applying for the job and being in the same room with 2 or 3 candidates and then having them openly be interviewed by people in the room? There is just no sense of privacy in it or personal respect. Karge advised, that goes back to my idea of an internet round table. Safdie advised, we need to take these job interviews and we need to plan how the community can be present in an organized way and ask a few questions where the person being interviewed isn't feeling uncomfortable to be in the same room with other people. Maybe you are right. I think that is an important point. Hamby advised, that is the point I was trying to make earlier. The public and the principals, the administration, whatever being here during the interview. Let them have a few minutes to talk to that person before we start our interview process. I said that earlier. Then it's individual. Parris advised, I give up. Karge advised, I'm with ya. Patton advised, if I can. Mrs. Boston you and I previously discussed what the deadline date would be to hire a Director of Schools? Do you remember what that date was? Boston replied, I do. We can't do anything after June 15th to September. Inman advised, 45 days before the election. Boston replied, right. Then 30 days after that. Patton advised, so this board needs to act before June 15th. Boston advised, this is March 3rd. We've got plenty of time. It does not have to be done tomorrow. Patton advised, right. I guess that is all I want to point out to the board. It seems like we're, you're trying to get things crammed in and I get it. The board needs to act without a doubt. Hamby advised, I don't feel like we need to cram that many in one day myself. Patton advised, well this is an unbelievably, important and complex job and I know that you all know that. I would just encourage the board to take your time as you can and make a calm and rational decision. Inman advised, thank you Mr. Patton. I am hearing, but we still have questions and contraries about the process. Once again I was just trying to do it like we did last time, but if this board wants to do it in a different way and if we want to hold off and wait. That is fine. I am not in any rush. Like I said I was just opening it up to everybody's discussion. Boston advised, last time we couldn't have more than ten people in a room. We were in the middle of a pandemic. That is a little bit different; guidelines, restrictions, then what we are dealing with now. So the options are a little bit more open than they were the last time we went through this. Karge advised, since we are still in discussion, would it please the board to have, to invite all of the seven Tennessee qualified candidates to a community meet and greet on a Saturday prior to the 1st and the 2nd. That way it satisfies everything. Hamby replied, yes. Karge continued, anybody who wants to come can come there. They come, they get up, they say their spill, here I am. You get 10-15 minutes, hi, how are you, bom bom, it's done. Parris advised, and we don't have to be there. Hamby advised, and I agree with that and if they want to talk with the candidates individually they can take them to the side where they're not having to answer. Inman advised, I don't have a problem with that, but the only ones that I am concerned about would be the ones that live a long ways away, but with that being said once again. If they want the job they will be here. Karge advised, it is an invitation. So I am going to amend my motion to now state that my motion is that we interview the two local candidates on Friday, April 1st at a time to be determined by another vote. The remaining five on Saturday the 2nd with all Tennessee candidates invited to a meet and greet to be held on Saturday, the 19th. Inman advised, wait a minute. That's two weeks. Karge replied, that is fine. It doesn't matter. A meet and greet where they can come out and talk to people. Inman asked, you don't want to do it, the 26th? Karge replied, no, because that is Spring Break and I am trying to be fair to everyone. Inman

advised, okay the 19th. Alright, Mr. Brock? Brock replied, no it's too confusing. Inman asked, you're not going to amend your second? Brock replied, no. Inman continued, now we are back to. Brock replied, but that is not going to keep from the intent is still the same. We're still going to do 2 and 5. So let's get something settled before we start talking about having crumpets and tea. I'm sorry, let's get to the business side. Inman advised, we have a motion on the floor to interview the local candidates on April the 1st and then the other five candidates on April the 2nd. I think we have discussed it to death. Hale asked, why just the local? Inman replied, they are quick and easy. They are local. Brock replied, they're already here. Inman advised, they are already here. We don't have to worry about them traveling. Hamby advised, that way we are not here at midnight on Friday night. I guess. Inman advised, okay. Does everybody understand the motion? Karge asked, are we going back to my original motion? I amend it to go back to my original motion. Inman replied, he wouldn't amend his second so it didn't matter. So, once again local candidates only April the 1st, the two local candidates and then the other five on Saturday the 2nd. A Roll Call Vote was taken. Inman advised Mrs. Shirley, I need to come back to you. Do you want to vote? Parris replied, I even forgot how everybody voted. Inman advised, you can change it now or you can leave it as a pass. Parris replied, I think I will just leave it. Everybody is so confused.

Motion #3

ROLL CALL VOTE: Karge (mover-yes)
Brock (seconder-yes)
Safdie - N, Parris - Pass, Hale - N
Brock - Y, King - N, Hamby - N
Boston - N, Karge - Y, Inman - Y

MOTION: **Motion Failed (3 - Y, 5 - No, 1 - Pass)**

Inman advised, I am going to make a motion that we establish a committee to come up with the parameters of the search and come up with the dates and then bring it back to the board. King advised, second. Inman advised, I have a motion and a second. Any discussion? A Roll Call Vote was taken.

Motion #4

ROLL CALL VOTE: Inman (mover-yes)
King (seconder-yes)
Safdie - Y, Parris - N, Hale - N
Brock - N, King - Y, Hamby - N
Boston - N, Karge - N, Inman - Y

MOTION: **Motion Failed (3 - Y, 6 - No)**

Hamby advised, I think we need to take a bathroom break and breathe and get all of this junk out of our head, because it has been a jumbled mess. Inman advised, Mrs. Hale I apologize, because I thought this was going to be a quick meeting and you were going to get to your bowling. I am sorry. Hale replied, you're fine. We will adjourn. We will come back at 6:00pm or just a couple minutes after 6.

Inman advised, I believe we have everybody back so I will go ahead and call us back into session. Brock asked, is it absolutely necessary that the current Director is retiring? Is there something? Inman advised,

now we are back to square one with how we're going to proceed with our interview process. Safdie advised, we have discussed having meetings on interviewing everyone on one day, everyone on two days. What I would like to just do is to make a motion without regard to time. That we interview a three day period of time or we use a three day period of time for our interviews. That's my motion. Inman advised, I have a motion by Mr. Safdie. Boston advised, I will second. Inman advised, a second by Mrs. Boston. Discussion? Brock advised, I would have to know the three days before I feel comfortable. I would need specifics. Safdie advised, that is the reason why that would be a separate motion. We could discuss the three day period. Inman advised, he is leaving it open so we can come back and make a motion for the three days. So you would be able to make a motion on which three days you would like. Hale advised, I personally don't see Mr. Chair the reasoning for three days. Two days I can see. Inman advised, I know Mr. Safdie is trying to spread it out for a little bit longer period of time so we don't have to rush. King advised, we are discussing without a second. Hamby advised, no she seconded it. Inman advised, we have a second. Mrs. Boston seconded, I am sorry. Brock advised, my problem to though with that is if you are the first to interview then every other candidate who is going to be interviewed in succeeding weeks has a lot of time to prep and I mean I know they know the questions beforehand, but especially not knowing how long the three days are going to be separated. I just have a real issue with that. Parris advised, do three in a row. Brock replied, if I knew the three rows. Inman advised, alright we have a motion on the floor to interview in three just three days. He did not say consecutive days. He just said three days and we have a second with Mrs. Boston. Is there any further discussion? Boston asked, Robbie, would you be willing to amend your motion to two days and do three and four if they are Saturdays? Inman advised, now Mr. Safdie if you want. Safdie replied, I am thinking about that. Inman continued, I started to say if you still want to go with your original motion we could. Boston advised, sure, that's his choice. Inman continued, we could vote on that and then we can come back to it if it fails we can come back. Either way it doesn't matter. It's whatever you want to do. Safdie replied, I would like to stick with three days. Boston advised, I will stick with my second. Safdie advised, they could be Saturdays, they could be Fridays. One day and then a week later. I don't believe that giving a person a week or two weeks in between will serve an advantage for these people. I do not believe that. I have not seen that happen before. That is the reason why I'm. Inman advised, the motion is to use three days to interview. Not specific. We have a motion and a second. A Roll Call Vote was taken.

Motion #5

ROLL CALL VOTE:

Safdie (mover-yes)
Boston (seconder-yes)
Safdie - Y, Parris - N, Hale - N
Brock - N, King - N, Hamby - Y
Boston - Y, Karge - N, Inman - Y

MOTION:

Motion Failed (4 - Y, 5 - No)

Inman advised, now we are back to square one again. I'm open for motions. Karge advised, Mr. Chair I move that we invite all seven candidates to an open discussion forum on March 19th. Where the community can get to know them, before we start anything else. Inman asked, is that the end of your motion? Karge replied, yes. Inman replied, okay just the 19th. Do I hear a second? No one responded. Inman advised, motion dies for a lack of a second.

Motion #6

VOICE VOTE: Karge (mover-yes)
No second (seconder-yes)

MOTION: **Motion Failed**

Karge advised, I am trying. Inman advised, I know. We are going to try everything until we get something. Do I hear any other? Karge advised, here is the problem that I am having right now. I am hearing two different things. I am hearing we want to have time for the community to get to know the candidate and I am hearing we want to be able to interview all of the candidates. I don't think a good plan is to have a meet and greet prior to an interview. I don't think that is very conducive. I'd like to invite whomever chooses to be there at one particular time as a round table discussion. Each of them can go up, say who they are. They can ask questions. Just like candidates who are running for office get to do. I think that is important and I think that satisfies the statute. Correct me if I am wrong Mr. Patton. Then you can go ahead to have that. You can set another time to be determined to interview, but that way you've got some community feedback and you've satisfied it. So the question becomes when do you do that? Do you do it on a day that's conducive if these people are working in the schools. We know that they are. Weekdays are going to be tight if they are coming from all over the state. Time is going to be crunchy to do it during a weekday. Which puts us to a Saturday, because I really don't think a Sunday is a valid day. Something like that. So look at your yalls calendar and come up with a day. Inman advised, okay. I'll make a motion that we set the interviews for the, we will do it on three days. The 29th, 30th and 31st of March and we can divide it up two on each night or each day and then three on the third day, the 31st. Karge asked, those are weekdays are they not? Inman replied, yes they are. The 29th, 30th and 31st. Karge asked, didn't we just vote down three days? Inman replied, we voted down three days that were not specific. Brock advised, these are specific. Inman advised, ya these are specific and like I said if a candidate wants the job they will be here. Karge advised, I will second your motion. Inman advised, I have a motion and a second. The 29th, 30th and 31st and we would do two on two nights and three on one night. We can divide that up, figure that out anyway you want to. Brock asked, was part of the motion Mr. Inman nights? Inman replied, we could do it whenever the board wants to. We can set the times, because I know Mrs. Boston and Mrs. Karge can't get here until at least 4:30pm, 4:35pm, 4:45pm something like that. Karge advised, Mr. Chair don't make that, it's not a consideration for me. I can always watch the interview process. Inman advised, okay. The motion is to hold the interviews on the 29th, 30th and 31st. I made the motion. Mrs. Karge made the second. A Roll Call Vote was taken. Inman asked, Mrs. Hamby do you want to change your pass? Hamby replied, no.

Motion #7

ROLL CALL VOTE: Inman (mover-yes)
Karge (seconder-yes)
Safdie - N, Parris - Y, Hale - N
Brock - N, King - N, Hamby - PASS
Boston - N, Karge - Y, Inman - Y

MOTION: **Motion Failed (3 - Y, 5 - No, 1 - Pass)**

Brock advised, Mr. Inman there is a community Upper Cumberland Federal Credit Union that is holding its annual meeting on the 29th. That would be a clash with something that has been in existence for decades. Inman advised, I did not know that. I did not have that in my calendar. Brock advised, I was checking my reminders. Safdie advised, I don't oppose at all the three days for the interviews. But what I don't understand is what is the matter with taking three consecutive Saturdays. That would allow public, we could divide the days up into the first four hours of the day. The public could have their interviews and then at 1:00pm we could interview one candidate for an hour, a second candidate for another hour, and a third candidate. The next week we would do two and then the next week after that two. On the Saturdays, for Saturdays that are somehow agreeable. I don't understand what is wrong with that idea. Karge advised, like I said I can not commit to three Saturdays. I just can't, but I don't have to be here. Safdie advised, and I hate to have to do that to you. Karge replied, it is okay. Safdie advised, you have been kind to me making exceptions for me during the retreat. You done that. You made exceptions for me. I realized that and I don't want you to miss it, but the idea of cramming everybody into one interview and cramping everybody into a room to interview candidates and I agree with you like a political process, but on the other part, other the hand it is very different from a political process. I mean these people are applying for a job that pays \$100,000.00 or more a year. We have constituents that need input and we have people from our faculty and our administration that need to be in these rooms feel like they are not being rushed to interview people. I just feel strong that we are being unfair to the candidates by either cramming three or four in one day and then asking them to participate in a public meeting on that day. You know how I feel. Karge advised, I think we are maybe getting the cart before the horse. If we want to have community input let's decide that first. Let's do it as a meet and greet. They can come together whoever wants to. We can invite them it's a specific time from then to then. It is an open house. It's a forum. It doesn't have to be that bogged down, but that way we have time to get feedback and then we can come back afterwards and we can set a date for the interview process. You see what I am saying. We can have that time to have the input. Safdie advised, I don't disagree. I mean, but do you want them to come on two, three, two separate occasions? Karge replied, invite them on two separate occasions, yes. I think you have to. Safdie asked, would you agree that anybody who travels greater than thirty miles or forty-five miles that we reimburse them for travel expenses? Karge replied, no. I think if you want the job you go to it. If I am interviewing for a job out of town, I go out of town. Safdie asked, but would you object if we said that they could be reimbursed at whatever the rate? Karge replied, yes I would object. Parris advised, I would to. Multiple board members advised, they would object. Boston advised, this meet and greet. Instead of making it a meet and greet. When I brought this up I kind of envisioned that each board member would submit a name. We would have a couple of principals, a couple of administrators, someone from the TEA and then possibly a few members from the general public. Safdie advised a county commissioner. Boston continued, it could be a county commissioner. To meet with the candidates or the applicants. Let's say thirty minutes prior to when we get them. They would score them. They would ask them questions. They would score them on presentation, content, knowledge, whatever they wanted to score them on. Those score sheets would be anonymous. Those score sheets would come back to the board to board members. We could put that with the application before we voted. We don't necessarily have to have those before we interview them, but before we make a vote we would have these sheets to consider the input of individuals who have a vested interest in who we chose. I didn't envision you've got to bake cookies and you've gotta make a

cheese tray. I don't want any applicant being put on the spot being asked a pointed question on what are you going to do about so and so. You know that would be just this would be a smaller version interview of what the board would do. The only difference is the board decision is final. They don't get to vote. This is what I envisioned. I didn't envision this hoopla. Karge advised, here is my problem with that. Is it sounds good in theory but what makes who we chose to be in this committee or preview or whatever you want to call it. So we chose three people from the community while I am in the community and I didn't get picked. My kids are in the school so why is my opinion not as valid as someone else's. Why does someone else get to score her and I don't. I don't think you can do that. I think if you are going to have a true form that involves the community. The community needs to be invited. I think that is important. Who's to say that this principal doesn't have a bias towards this candidate or this community member doesn't have; to me if you are talking about scoring then you are getting into a whole different level of bias and I don't think it is fair. I think if it is going to be a true representation of the community, you've got to make it where anybody who wishes to come, come. Have them sign up ahead of time. That is fine if you want, but I just think you can't do that. Hamby advised, I am just going to throw this out there. Boston replied, we've thrown everything else. Inman advised, nothing has stuck yet. Boston advised, nothing has stuck yet. Hamby continued, this is just my thoughts. Why not wait until we, the board get down to maybe the four finalists and then do the forum type of thing instead of all seven. But that is just a thought out there, because we do have the final say and yes I want community input. Of course all of the staff input. I do. I mean that's just a thought until we've got down to, I don't care, three, four finalists and then. That is just a thought. Safdie advised, well both Mrs. Hamby and Mrs. Boston has great ideas. As well as Mrs. Karge. How we implement that is where we are at right now. First I agree that the general public should be available at these meetings and second of all I believe that Mrs. Boston has a way of structuring specific people to be there or at least invited to be there. To be able to ask questions. We might even consider having a list of questions that are legally viable. So it is not just a free for all. Where they specifically say what are you going to do about so and so. Ya know and then how then do we get to those final four? Because we have seven candidates right now. What is the process that would allow us to eliminate three of those seven candidates? Inman advised, the only process that I can think of is that we would have to vote and the top three or top four then would move on. Hamby advised, from resumes. Safdie replied, from resumes. Inman advised, hang on. Now you are saying that we just look at resumes, no interviews? Hamby replied, no, no, no; sorry no. Looking over the resumes. Doing the interviews and they will have to come back for a second interview process and we would weed them down. I mean that happens with most places. Brock advised, I don't want to speak for Knox County, but they just recently selected a new Director and they did narrow it down to actually three and then one dropped out. Then they had two candidates and those two they walked around the community. They went into all if not select schools and introduced the finalists for that position to as wide of community as they could. So we could possibly incorporate everybody's wishes, someone with a narrowing of the candidates. Hamby advised, and Fentress County did just about the same thing. Brock continued, and then take a few days. Take a period of time to introduce them to the community. They could meet the county executive, other people they would be working with, see the schools. We may have a candidate who never seen North School and would like to walk around and meet the teachers, principals, the Central Office staff. We may have one of our top candidates who decides hey this is not for me. Karge advised, that's right and I am fine with that. The thing that was hanging me up was the scoring. I just think when you get into scoring by select people that's undemocratic. Brock

advised, you have a problem with throwing a wide open forum to the community. I mean who is going to host it? How are you going to conduct it? Is there a MC or are we going to throw these candidates out there to the lions? I'm sorry. Safdie advised, I agree. Brock continued, this would require, that idea is wonderful and I am all for it but guys that is going to require more planning than this board has been able to come up with then trying to decide a day to do some interviews. Karge advised, I like your idea Tony, I just don't like the scoring. Boston advised, okay let's clarify the scoring. You don't give them a 1, 2, 3, 4, 5. You write your opinion. You write your thoughts. Inman advised, they would just give feedback. Boston replied, feedback. Hamby advised, yes. Boston advised, if I used the word scoring and that is holding Mrs. Karge up; let me apologize, because we don't want to do that. We wouldn't score. You would give feedback. Safdie advised, our job is to be the deciders. The ultimate means is our responsibility to select the Director of Schools, but that doesn't preclude getting feedback from major constituents. Boston replied, that is correct. Safdie continued, narrowing down from seven to perhaps smaller. Are we suggesting that we go ahead and conduct seven interviews as the first level of interviews and then in a public, in a Special Called Meeting we vote which of the seven would be our top candidates? In the meantime those interviews that we have are open to the public, but they cannot provide feedback. Then we select the top four. Of course all candidates are great, all candidates are good, but we select the top four and then we arrange with four, two Saturdays and then on those Saturdays we do something like Mrs. Boston suggested. We invite public, but we also have; we make sure that representatives of the community are selected. We can choose who those people get special invitations, but it's going to be open and those special people can provide us with feedback as well as the open community, but we provide some structure. Okay, there's some structure there, because you just don't want, like Mr. Brock has said we just don't want it to be an open, crazy forum, a free for all. We don't want it a free for all. So then we only have to select two Saturdays. We have seven interviews over two day period of time. Call out what we consider the best candidates and then we decide at that point when the other two Saturdays will be available. Friday nights or whenever to hold the other interviews. Inman advised, okay I would like to say something. I like that idea Mr. Safdie but I would prefer to cut it down to three candidates and then we only have to do one Saturday. Safdie replied, okay. Hamby advised, I don't have a problem with that, making the top three. Hale advised, so by doing this, doing what Mr. Safdie suggests we are doing seven interviews all in a day. Inman replied, no, no, we've not got that far yet. We've not got that far yet. We will do all seven interviews. Then what we would do is vote and we would narrow it down to the top three and then select a Saturday to do like Mr. Safdie said, have the community come in and they can talk with them, ask questions. We can structure it however, however this board wants to and then we get feedback and then we get a little while and we would set another meeting and we would vote to come up with the top candidate. Is that summing up everything you said basically, Mr. Safdie? Except I just changed it to three candidates instead of four. Safdie replied, I am just trying to work through the mechanism. Mr. Brock, do you want to contribute? I can see from your expression. Hamby advised, it still sounds like the hoopla. Brock replied, this board was elected by the people to come up with absolutely the best school system that we can and I don't see a problem in coming up with a method to reduce the number of candidates that we are going to seriously support. Because it may come down to that; to three. At that point we could, I think the Central Office staff, I think certainly the Director, but others to introduce them to the community. There might be some organized meetings just to get around. But first we have to reduce it down to that. Okay, here is an idea. Inman advised, Mr. Brock before you go any further. That is where I was headed. I'm not talking about

when I say meet and greet. I'm just, generacially. Okay we can do it anyway the board wants to. I wasn't saying open it up like we were talking about before. I am just saying we can do whatever the board decides to do. Brock advised, whatever form that takes it needs to be manageable. Inman replied, I agree. Brock continued, there must be some organization to it. Here is an idea I would like for you to just think about. We would have to do this in a meeting and we come in here prepared to have a ranking of our top three candidates. The top three people we absolutely would like to get to know better and we compile the numbers. We can do that publicly and we say these are my top three. We can score them and we come up with three candidates and that becomes manageable. Inman asked, now are you suggesting we do that after an interview? Brock replied, no, no. Inman advised, just using resumes. Brock replied, just using resumes. I think I would like a fuller look at what was turned in. I understand some people included letters of reference and whatever. I would like an absolute. If they turned it in I would like to see it, because hey they are the ones that turned in the application and turned in their interest in the position. We could rank, say my top candidate is this, my second choice is this, my third choice is this. Which my top 1, 2, 3 might be different than yours. Your ranking might be different. We score them. If you get a first place vote you get three points, I don't know. Second place vote is two, third place vote is one. At least we narrow it down that way, because this is getting out of hand guys. I mean, we can interview three people in one day. Once we know that these are our top three candidates and then everybody has had a voice in it and yes it is a bit of a popularity contest that's the nature of the beast. Inman advised, hang on before we do that. So we are talking about doing that without interviews. Brock advised, without interviews and we could have that ready by the next board meeting. Inman advised, well I personally it's a good idea okay. Forgive me, I just don't know that it would be fair to all of the applicants for all of them not to get an interview and then at least; and then make a decision on the three. Hamby advised, I was just going to point out I applied for jobs in the past where you don't always get called in for that interview whenever you apply. They do go by your resume and your application. So I don't see it being a disgrace or a problem. They just don't fit what we are looking for. So therefore I feel that would be a great idea and get the top three, whatever or top four and I am for the top four. I don't know why, but top four. It just keeps coming to mind, but anyway and get it to that point and then go from there and do our physical interviews. Like you said and then if we have to take it to the top two after that. Weed it on down, it don't matter to me and take them out in the community and go into the schools. What we were talking about. Brock asked, would that be public if an individual school board member in this system ranked their preferences, my top preference in order to narrow the list down? Patton replied, all of your meetings have to be public. Brock asked, if I rank it, let's say sent it to you. A well known repliabel, honest man. Inman advised, he's a lawyer, remember that. Sorry Earl I couldn't resist. Brock continued, and you compiled the top scores and you said these are the top four scoring candidates. Or whatever number we agree on. Boston asked, what are we scoring them on? Brock replied, the resume and the research you are willing to do yourself. Boston advised, looking at the resumes themselves we've got some pretty impressive resumes. But we extend I think far beyond maybe three. You really don't know somebody. I mean I can write it on paper and make anything sound really, really good. Inman advised, I agree. Boston continued, talking with them makes a difference. You all do it however you want to. I am fine, but I would just like to see the warm body. See what their responses are and you know if it takes an extra day, it takes an extra day. Karge advised, this is to our Parliamentarian. We've already got a motion saying we're going to interview the top seven. Would we not have to somebody that was on the positive motion go ahead and do a new motion to change that?

Inman replied, yes somebody would have to that is on the winning side would have to bring it back up for discussion. Karge advised, I will go ahead and do that. I move that we change the amount of candidates to interview in person. Inman advised, correct me if I am wrong Mr. Parliamentarian. I think that all that we can do right now is she could make a motion to rescind that motion. King replied, that would be the cleanest way. Inman advised, and then we would have to come back and do another motion. Karge advised, I move to rescind my previous motion regarding the seven candidates to be interviewed. King asked, can I second that. Inman advised, I don't know. But I tell you what just for discussion I will second it just to be sure that it is clean and then we can discuss it. So the motion is to rescind the motion that we made earlier in the night to interview all seven candidates with Tennessee license. Okay, motion has been made and seconded. Any discussion? Hale asked, we are saying we would not entertain the idea of? Inman advised, all we are doing with this motion is we are rescinding that motion and will start over. Hamby advised, we may come back and decide to do the seven anyway. Inman continued, and then we have to get another motion on who all, how we are going to interview. Everybody understand? King asked, will we have discussion? Inman advised, I opened it up for discussion. We are still open for discussion. King advised, I just want to echo what our attorney said. This is probably the signal most important task this board undertakes and we don't need to rush. I think Mr. Brock spoke to that too. Inman asked, does everyone understand the motion? No one responded. A Roll Call Vote was taken.

Motion #8

ROLL CALL VOTE:

Karge (mover-yes)
~~King~~ Inman (seconder-yes)
Safdie - Y, Parris - Y, Hale - N
Brock - Y, King - Y, Hamby - Y
Boston - N, Karge - Y, Inman - N

MOTION:

Motion Carried (6 - Y, 3 - No)

Inman advised, now we will open it for a motion for whatever else you want to do. All eyes are on you Mr. Brock. Brock replied, I have a question for our attorney. Can it take place that school board members could turn in a ranked preferential list of DOS candidates to you and then you report to the board which number of candidates received the most interest? Patton replied, I don't think that you could anonymously turn in a ranked list of names outside of an open meeting and me just reveal to the board here's what. To me there is just not enough transparency there Mr. Brock. I think the board would need to have an open meeting. You can then submit in writing who your top three candidates are. Turn those into the chair just like you would a vote for a committee or an officer and I could then announce you know who the top three are. But as far as doing it; I am understanding what you are proposing to involve some level of anonymity and I don't think that would be appropriate. Inman asked, were you wanting it to be anonymous Mr. Brock. Brock replied, I did not. I just thought it might eliminate some of the personal pressures that some people might be under. No, I don't like the idea at all, but I was looking for a way through it. Patton replied, I understand. Inman asked, could we submit them all to you with our names on them and not be anonymous? Or would you prefer to have, to do it the way you talked about. Have a meeting and have everyone rank them? Hamby advised, and you don't really rank them. You just vote who your top four would be, turn them in and then you. Boston asked, based upon the

application alone? Inman advised, yes that is what they are talking about. King advised, could we include our two internal candidates and then come back at our next meeting and pick two more please? Make four total. Hamby advised, but there maybe some on the board that are not wanting the two internal candidates. King replied, then that will become known, won't it. Hamby advised, whenever I was talking about weeding it down, I don't mean that. I don't know. I feel we need to look closely at everybody. So I don't know that was a right decision. We probably should talk to them all in person. Inman advised, I am not comfortable without interviewing somebody. Looking at a resume, like Mrs. Boston. You can put lipstick on just about anything and make it look good. Boston advised, there is a quote. Inman advised, you can put lipstick on a pig, but it's still a pig. Inman continued, I would be more comfortable with talking to everybody, but I got voted down. **(Motion #9)** Hamby advised, I am going to make a motion to go back to what we had originally decided with interviewing the seven that are licensed in the state of Tennessee. I think that we need to hear from them. Hale advised, second. Brock replied, I'm sorry, could you repeat that? Hamby advised, I make a motion that we go back to the original plan of interviewing the seven who are licensed in the state of Tennessee. I think for one that takes a lot of the guesswork out and I think that it also gives everybody the opportunity to meet them face to face and know what they want. King advised, we already voted that down once. Hamby advised, I am making a new motion. King replied, on the same night. Hamby asked, can I not make a new motion on the same night? King replied, I think we've already voted on that. We voted it down. Karge advised, we passed it and then I rescinded it. Hamby advised, it passed and I rescinded the motion. King replied, that is why we voted it down on the second go around. Inman advised, okay I am kind of lost here. Multiple board members replied, I am to. Inman advised, we voted to do the seven candidates. Okay, that passed. Then we voted to rescind that okay and it passed. King asked, how many times can the same motion come up in one meeting? Inman replied, I don't know. Boston advised, unless it failed I think you can. Hamby advised, and it passed, so. Inman advised, my question is can somebody on the prevailing side bring it up again? Boston advised, which is Mrs. Hamby. Inman advised, I don't know Mr. King, I really don't. **(Motion #10)** Safdie advised, part of the motion would be to waive the Parliamentary Procedures here. To waive those procedures, which by Robert's Rules of Order prohibit us from recasting a vote once it's been repealed. Inman asked, did you say that was a motion? Safdie replied, yes. Hamby advised, I will second that. Inman advised, we have a motion and a second. A Voice Vote was taken. Safdie advised, what we just done was we opened the door to take Mrs. Hamby's motion again. Inman advised, for the record I believed the motion passed 6 - 3. I think we had three no's if I heard right. Webb advised, I had two no's, King and Karge. Inman advised, I thought Mrs. Hale. Did you vote no? Hale replied, which one. Inman advised, the one we just did. Safdie advised, we waived the Parliamentary. Hamby advised, we waived the Parliamentary so I could make a motion. Hale replied, I said yes. Inman advised, I am sorry I misheard then. So it is 7 - 2 then. Safdie advised, I just want to make this comment. I know that we are in discussion. This is the most productive meeting in five times that I've been on a place and position to vote for a Director of Schools. This is a productive meeting. We are hashing things out and I am very proud of us all. So it may appear confusing, but we are working solutions. We are trying to find a solution and I am proud of you all. Inman advised, I appreciate that Mr. Safdie and I want to reiterate what he said, but I also want to thank everyone, because we can disagree without being disagreeable. This board has proved that times over and I appreciate that. **(Motion #9)** Hamby advised, okay now I am making a motion that we interview all seven of the Tennessee licensed applicants for the Director of Schools. Inman advised, I have a motion.

Do I hear a second? Hale and Boston seconded. Karge advised, I understand the concern regarding anyone can make something look good. I think the difference that we are dealing with is when you are looking at an education by resume it's a little bit different in that the credentials are indeed the credentials. Somebody's education is already been vetted and if they are already in there if they've got a doctorate, they've got a doctorate. If they've got an EDS, they've got an EDS. If they've got a masters that is a non debatable. There is #1. #2 Their experience is their experience. If they've been a principal, an administrator. You can't fake that. So that is why I believe being able to whittle down based on resume in this experience is a little bit different then putting in my application like I did to the Housing Authority. You can gloss things up a little bit, not that I did Mrs. Cathy, but it is a little bit different when you are talking about credentials. Credentials are credentials and you can't fake or gloss that. Hamby advised, but credentials don't make you do a good job. Karge replied, credentials are still credentials and you can get them whittled down based on the credentials. That is my thought. Inman advised, I understand where you are coming from, but I am sorry I'd still like to be able to see and talk to them and get a feel for the person. Brock advised, my issue is we are turning the clock back to thirty minutes after this meeting started. Because we're exactly where we were. Safdie advised, that is true. Inman advised, I agree. Brock continued, the big question is can we interview seven candidates? Can we find days that we will agree on? And we haven't been able to do it in the last two hours. However this vote goes, people need to be thinking about that. Hamby asked, no motion is on the floor right? Inman advised, you've got a motion on the floor. Hamby advised, okay. We are still discussing? Inman advised, we are discussing your motion. Hamby replied, I thought we done approved it. My mind is doing this. It's like this, this, this. I will wait until after. Inman advised, I am going to do a Roll Call Vote, because I know it's going to be close.

Motion #9

ROLL CALL VOTE:

Hamby (mover-yes)
Hale & Boston (seconder-yes)
Safdie - Y, Parris - Y, Hale - Y
Brock - N, King - N, Hamby - Y
Boston - Y, Karge - N, Inman - Y

MOTION:

Motion Carried (6 - Y, 3 - No)

Motion #10

VOICE VOTE:

Safdie (mover-yes)
Hamby (seconder-yes)
King - No, Karge - No

MOTION:

Motion Carried (7 - Yes, 2 - No)

Hamby advised, I make a motion that we interview three on April 2nd, four on April 9th. Weed them down from those interviews and do the final interviews on the 16th of April. Inman advised, so that would be three Saturdays. Hamby advised, what we were contemplating anyway. Inman advised, I am just making sure everybody understands the motion. The motion is we do interviews on the 2nd and the 9th. Do all seven on those two days? Hamby replied, yes, three on one day, four on the other. Inman continued, then come back on the 16th. Hamby advised, and we could have a meeting in between to

come down to the final or whatever. Inman advised, or whittle it down on that Saturday. Hamby replied, yes. Safdie asked, how many, three or four? To whittle it down to how many? Hamby replied, I think four. Inman advised, that's fine. Are you putting that into your motion? Hamby replied, yes. Inman asked, to whittle it down to four? Hamby replied, yes. Safdie advised, don't put that in your motion. Hale advised, let's just get the dates. Inman advised, okay that is not part of the motion. The motion is to interview on the 2nd and the 9th all seven candidates. Hamby replied, yes. Inman continued, then come back on the 16th to whittle it down to the top three or four. Whatever we decide. Hamby replied, yes. Inman asked, is there a second. Hale replied, second. Inman advised, we have a motion and a second. Karge asked, discussion? As I have stated numerous times I am unavailable the 2nd and the 9th. Hamby advised, but you also said you didn't have to be here. Karge replied, I don't have to be here, but I would like to be. I am still a member of the board. Those were the specific dates and you are talking, three Saturdays. I'm sorry I am out. You all figure it out. Karge left the meeting. Inman asked, is there any further discussion? Boston advised, I just want to maybe point out that April the 16th. I know that we have a Saturday of interviews the last time and then we came back the following Monday, Tuesday, whatever. April the 16th is the Saturday before Easter. I will be having to do Easter eggs on that day. Could we make that specific night on the following Monday or Tuesday and that doesn't interfere? Hamby advised, I don't have a problem with that. Boston advised, people are off on Good Friday and you do the whole Easter hoopla if you have small children. Hamby advised, so instead of the 16th we come back on the 19th. Boston advised, it's your motion. Inman advised, now this is your motion, but you said the 2nd and the 9th and we could come back sometime during the week. We don't have to do it on a Saturday. Safdie asked about a vetting process. Brock advised, that third Saturday loses its appeal for me. Hamby advised, we are in discussion. We are doing three interviews on the second, four interviews on the 9th. We could come back on the 12th and decide. Inman replied, and whittle it down. Hamby continued, and whittle it down. So come back on the 12th and do that and then we can set up from that point our final interviews will be. Safdie advised, and how we integrate public discourse. Hamby replied, yes. Inman asked, so you want to change your motion to the 12th instead of the 16th? Hamby replied, yes. Inman advised, Mrs. Hale I think you made the second. Are you willing to amend your second? Hale replied, yes. Inman advised, the motion on the floor is to interview on the 2nd and the 9th of April and then come back on the 12th to whittle it down to the top whatever we decide. Brock advised, that is awfully open ended guys. Until we decide what we are going to settle on. Hamby advised, I am going to say the top four. I will put that in my motion. We will come back on the 12th and whittle it down to the top four. Inman advised, the top four. Mrs. Hale would you amend your second to the four, the top four? Hale replied, yes. Inman advised, now the motion is to interview on the 2nd and the 9th and then come back the 12th and narrow it down to the top four candidates. Brock asked, are we still in discussion? Inman replied, yes we are in discussion right now. Brock asked, so the intent of the 12th is to narrow it down to four. Hamby replied, yes. Brock asked, with the intent of doing what with the four. Hamby replied, we will have a final interview. Brock asked, so we are going to interview four of then twice? Hamby replied, yes. Brock asked, we are going to interview seven. The four that we end up choosing as part of the seven and then interview the top four again. Hamby replied, yes. The top four will get a second interview. King asked, which three go first? Inman replied, I don't know. Hamby advised, throw them in a hat and draw names. Inman advised, we can do that. Hamby advised, that way it makes it better for everybody. Nobody is picking and choosing who goes first and who goes last. Safdie advised, that is not unusual. Inman asked, any further discussion? Safdie advised, I like the idea of whittling, of selecting the candidates and having a vote on it and that is the reason why I would support this motion. I would prefer three, but let's move on. Inman asked, any further discussion? Hale advised, I agree with Mr. Safdie. Inman asked, does everybody understand the motion? No one responded. A Roll Call Vote was taken. Inman advised, right now the motion fails unless Mrs. Parris changes her vote. Parris replied, I am not changing my vote. No one ever says anything about having a meeting on Sunday and everything is Saturday, Saturday, Saturday and that is my day for church. So

what is fair for one is fair for another. Hale asked, why did it fail. Inman advised, there has to be a majority. There has to be five votes on anything. So that motion fails.

Motion #11

ROLL CALL VOTE: Hamby (mover-yes)
Hale (seconder-yes)
Safdie - Y, Parris - PASS, Hale - Y
Brock - N, King - N, Hamby - Y
Boston - Y, Karge - N/A, Inman - N

MOTION: **Motion Failed (4 - Y, 3 - No, 1 Pass)**

8. Other discussion

9. Adjournment - Inman advised, I am going to make a motion that we adjourn and that we think about this and we come back and we will set another Special Called Meeting and try to get this worked out. Safdie advised, I think that at what point will the Director of Schools take her leave of absence? How many vacation days does she have built up? What point will you want to take advantage of the accrued vacation days that you have? Maxwell replied, so I plan to be on the job until June 30th, but I had planned to take the vacation that I have in June to give the new person ample time to move in, acclimate, make decisions that would be best for the district. I want to do whatever. I mean I will give up my vacation, because I gave up vacation days when I transitioned into this job. I will do whatever I can do to help the board transition a new person in. If that new person wishes to have my help. Inman advised, I have a motion to adjourn. Do I have a second? Multiple board members seconded the motion to adjourn at 7:10 p.m.

VOICE VOTE: Inman (mover-yes)
Multiple (seconder-yes)
All Ayes

MOTION: **Motion Carried**

10. (*) Indicates Board Approval Required

Dr. Ina Maxwell
Director of Schools

Mr. Jim Inman
Chairman of the Board

I, Tabitha Webb, do hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on March 10, 2022.

Tabitha Webb
Board of Education Recorder

THIS SERVICES AGREEMENT (this "**Agreement**") is made by and between TNTP, Inc., a not-for-profit corporation organized under the laws of the State of Delaware, with its principal office at 500 7th Avenue, 8th Floor, New York, New York 10018 ("**TNTP**"), and Cumberland County School District, with its principal office at 368 4th Street, Crossville, TN 38555 (the "**Client**"). This Agreement shall be effective as of the later of the dates beneath the parties' signatures below (the "**Effective Date**").

STATEMENT OF PURPOSE: TNTP entered into Contract No. 72444 with the State of Tennessee, Department of Education (the "State"), dated September 28, 2021, pursuant to which TNTP would provide support services for school districts participating in the State's early literacy network ("State Contract"). The State Contract requires each participating school district to enter into its own contract with TNTP for support services. The Client is a participant in the State's Early Literacy Network. Accordingly, the Client wants to engage TNTP to provide school support as detailed in this Agreement. Any terms not defined here shall have the meaning assigned to them in the State Contract.

Section 1. Term and Services.

For the period commencing on the Effective Date until **June 30, 2023** (the "**Term**"), TNTP agrees to provide services for the Client as specified in Schedule A ("**TNTP's Services**"), attached to and incorporated by reference in this Agreement. TNTP's Client proposal will be considered accepted upon execution or upon commencement of the services at Client's direction following Client's instructions to commence services under the Proposal.

Section 2. Client Responsibilities.

Cooperate with TNTP, to facilitate the performance of TNTP's Services, and provide TNTP with access (which may be in-person or via virtual means such as teleconference and videoconference, as agreed upon by the parties) to Client personnel, classrooms, meeting spaces, and buildings as needed for TNTP's Services. The Services may require student and/or teacher surveys, focus groups, student work samples and video recordings of classroom activities, students or groups.

TNTP and Client may mutually agree to permit in-person essential work-site visits under certain, very limited circumstances. In making a determination to permit in-person, essential work-site visits, TNTP and Client will take into account CDC guidance, state and local regulations and guidance, the school and district's health and safety COVID-19 response plan and the internal policies of both Client and TNTP. The parties must mutually agree that in-person work-site visits are essential, cannot be done virtually. If the parties agree to work-site visits, school staff and TNTP will be instructed to follow all healthy and safety procedures, including the requisite Personal Protective Equipment prior to commencing on-site work. TNTP reserves the right to discontinue work-site visits at any time if TNTP determines that cessation of work-site visits is necessary to protect the health and safety of its personnel.

If required by the scope of services, provide to TNTP, at no cost to TNTP, and within thirty (30) days of a written request all requested student data ("**Student Data**"), teacher and staff related data ("**Staff Data**"), and demographic and school/district information ("**School Data**"). Student Data, Staff Data, and School Data is collectively referred to herein as "**Data**," as provided in Section 10 of this agreement. The Client's failure to provide TNTP with Data, or access to collect the Data, may cause a material delay in the delivery of services for which TNTP will not be held responsible.

Section 3. Acknowledgements.

- a. For the purposes of this agreement and pursuant to FERPA, CFR 99.31, a School Official is a contractor that: (1) Performs an institutional service or function for which the agency or institution would otherwise use employees; (2) Is under the direct control of the agency or institution with respect to the use and maintenance of education records; and (3) Is subject to CFR 99.33(a) governing the use and re-disclosure of personally identifiable information from student records. The Client designates TNTP to act in a School Official role for the purposes outlined in the Scope of Work.
- b. TNTP's relationship to the Client is that of an independent contractor. The Client and TNTP intend that an independent contractor relationship be created by this Agreement, and not an employer/employee relationship, partnership, joint

- venture or other business group or concerted action. TNTP may upon written notice to you, subcontract any portion of TNTP's Services in its sole discretion. The Client, and not TNTP, is responsible for all employment-related obligations, liabilities, and decisions that may relate to the implementation of TNTP's services.
- c. TNTP will use its reasonable efforts to achieve the deadlines for services, if any, set forth in any timetable and/or dates for delivery contained in the Scope of Services.
- d. TNTP may use video for any of TNTP's Services in its sole discretion and for its legitimate business purposes in perpetuity so long as it is made pursuant to all federal, state and local laws, rules and policies relating to confidentiality and protected information.

Section 4. Representations and Warranties. Each party agrees that it:

- a. Has the full right, power, legal capacity and authority to enter into this Agreement and to carry out its obligations hereunder.
- b. Maintains adequate and appropriate insurance, including comprehensive general liability, professional liability and workers' compensation insurance, to cover activities under this Agreement.
- c. Will comply in all material respects with all applicable federal, state, and local laws, ordinances, codes, and regulations in performing its services hereunder.
- d. Is not subject to and will not enter into any agreement or arrangements which preclude compliance with the provisions of this Agreement.

Section 5. Payment and Invoicing.

The Client shall pay a flat fee to TNTP in the amount of \$80,000 for TNTP Services (the "**Client Fee**"). TNTP shall invoice the Client for the total Client Fee according to the following schedule:

Invoice Date	Invoice Amount
June 20, 2022	\$40,000
May 20, 2023	\$40,000
Total	\$80,000

TNTP will submit an invoice reflecting the flat fee according to the above schedule. TNTP's failure to timely invoice will not constitute a waiver of any of TNTP's rights hereunder or constitute a breach by TNTP of this Agreement. The invoice is due and payable by ACH or wire transfer within 30 days of your receipt of the invoice, without regard to any delay for purchase order or invoice reference. The Client will validate any changes to ACH or wire payments by contacting TNTP at finance@tntp.org. After 30 days, interest may be charged at a rate of 1% per month. The Client agrees to provide, for inclusion in each Project Proposal, the specific information that must be included on an invoice (e.g., a Purchase Order Number or other reference). If there are disputed amounts on any invoice, the balance of such invoice, after deducting any disputed amounts, shall be paid in full when due and payable, and the disputed amounts shall be presented to TNTP for resolution as soon as such disputed amounts have been determined by the Client. The Client shall not be obligated to compensate TNTP for, and TNTP shall not be obligated to provide, services to be performed after termination of this Agreement.

Financial Contacts:

For TNTP: Tonya Horton
EVP, Central Operations
ar@tntp.org

For Client: _____ (Financial Contact Name)
 _____ (Title)
 _____ (Email Address)
(TNTP will direct invoices to this address)

Section 6. Termination.

If at any time either of the parties believes that the other party has materially breached its obligations hereunder, written notice shall be given setting forth the asserted breach and providing an opportunity to cure the same within thirty (30) days after such written notice. If the asserted breach shall not have been cured to the reasonable satisfaction of the party providing the written notice, but reasonable attempts to cure are claimed in writing by the party to whom the written notice of asserted breach was given, said party will have an additional opportunity to cure for a period of thirty (30) days following the expiration of the initial thirty (30) day cure period. If the asserted breach shall not have been cured to the satisfaction of the party providing written notice of asserted breach, that party may elect to terminate this Agreement upon written notice to the breaching party. If this Agreement is terminated, the rights and obligations of each party hereunder will terminate, provided, however, that such termination will not terminate the rights and obligations of the parties that expressly survive the termination of this Agreement, including, without limitation, the obligation of the Client to pay TNTP for expenses incurred and for all services provided pursuant to this Agreement prior to the effective date of such termination.

Section 7. Indemnification, Limitation of Liability and Subpoenas.

The Parties agree to defend and indemnify the other Party, their subsidiaries and affiliates, and hold them harmless from any and all claims, losses, damages, penalties, costs, and expenses including without limitation, settlement costs and any legal, accounting and other expenses for investigation or defending any actions or threatened actions (collectively, "Losses") to the extent such Losses were caused by (a) the intentional misconduct of a Party, its personnel, or any of their employees or agents, (b) any untruth, inaccuracy, fraud or material omission in any representation or warranty made by a Party, or (c) any employment decisions made by a client related to the services provided by TNTP. Except for a party's indemnification obligations under this Agreement: (i) in no event shall either party be liable for any indirect, consequential, special, incidental or punitive damages arising from or relating to performance under this Agreement, and (ii) in no event shall either party's liability for any and all claims arising out of or relating to its performance under this Agreement exceed the amounts paid by or payable by the Client hereunder, or as allowed by law. Nothing herein is intended to limit or restrict the indemnification rights or obligations outlined in Section 7.

In no event will TNTP be liable for any loss profits, loss of use, loss of contracts or for any indirect or consequential loss or damage. TNTP will not be liable to the Client for any liability arising in connection with TNTP's services, except to the extent such liability results from TNTP's fraud or intentional misconduct.

If TNTP is requested by Client or required by subpoena or similar legal process to produce TNTP's materials or personnel with respect to an engagement for Client, provided that TNTP is not a party to the proceeding, the Client will reimburse TNTP for our professional time and reasonable out of pocket expense, including the reasonable fees and out of pocket expenses of our outside counsel which we incur in responding to such a request.

Section 8. Intellectual Property Rights.

Ownership by TNTP. Title to and ownership of all work product, data, reports, and materials created by or on behalf of TNTP prior to the Effective Date of this Agreement or in the course of implementing and executing the Services, whether partial or complete, and any work product derived therefrom (collectively referred to as the "**Work**"), shall be and remain solely in TNTP except for the Client Data. The Client agrees that all Work created by will not be transferred, shared, licensed or sold by the Client to any other entity under any circumstances without the prior written consent of TNTP. TNTP shall be considered the author of the Work for purposes of copyright and only TNTP shall have the right to copyright the same. Additionally, TNTP retains all rights, title and interest in and to all processes, methods, systems, layouts, and information including TNTP's Video Library, Learning Portal, Insight, Academic Scorecard and online platforms (collectively the "**TNTP Tools**") used in creating the Work. Nothing in this Agreement shall be deemed to grant to the Client any ownership rights in the Work or the TNTP Tools, and except as expressly granted to the Client hereunder, the Client shall have no right or license with respect thereto.

Ownership by the Client. As between the Client and TNTP, the Client owns all Client Data provided to TNTP by or on behalf of Client in connection with this Agreement. The Client agrees that TNTP may use de-identified Client Data to perform its obligations hereunder and may use de-identified Client Data for its legitimate business purposes, including, without limitation, for purposes

of publication, research, evaluation and presentation by TNTP.

Client Partners. The Client grants TNTP permission to share the Client Data with third party researchers, evaluators, partners and funders designated by the Client upon receiving written permission (including permission through electronic mail) from the Client.

Promotional Materials. The Client and TNTP agree that either party may use descriptions of the Services in future promotional materials and client lists, and that TNTP may explicitly identify the Client as a client of TNTP and the Services.

License to the Client. TNTP grants the Client the following limited, revocable non-exclusive, non-transferable, non-sublicensable license to use the deliverables for the Client's own internal business operations, trainings and analysis only and agree not to disclose the deliverables to any third party except as otherwise permitted under this Agreement. TNTP does not convey to Client any ownership or license rights in any TNTP IP used in performance of the Services, or in the frameworks, processes, methodologies, analytical tools and industry data and insights that may be used or developed by TNTP in the performance of the Services. The Client agrees to keep the TNTP IP confidential and nothing in this agreement shall grant any ownership rights in the TNTP IP to the Client.

License to TNTP. The Client grants TNTP a worldwide, perpetual, irrevocable, royalty-free license, with the right to grant sublicenses, to use, modify, reproduce, display, transmit, distribute, publicly perform, and create derivative works of the Client Data in de-identified and/or aggregated form. The Client agrees that TNTP may use any de-identified data and metrics regarding the Client's business which are provided to TNTP by the Client or which are otherwise collected by TNTP during the course of the engagement.

TNTP may identify the Client as the source from which the data originated if it complies with the other terms in this Agreement. The Client and TNTP agree that either party may use descriptions of TNTP's Services in future promotional materials, media and client lists, and that TNTP may explicitly identify the Client as a client of TNTP.

Survival. The terms of this Intellectual Property Rights Section shall survive the termination of this Agreement.

Section 9. Data

The Parties agree that confidential or proprietary Data may be shared between the Parties and may only be used by the other Party for the purposes identified in Appendix A. The Client agrees to provide the requested data in a timely manner to ensure that project timelines are followed. The Parties agree to comply with all relevant federal, state, and local laws and regulations governing the privacy and security of personally identifiable information (including transmission of data), to the extent applicable.

The Parties agree that any disclosure of Confidential Information shall be made available only to its employees, officers, directors, financial and legal advisors, agents or representatives (Representatives) who need to know in order to further the purpose of the services addressed in this agreement and as required by law. The Parties further agree to inform its Representatives of the confidential nature of the Confidential Information and direct them to treat the Confidential Information in accordance with the terms of this Agreement. The Parties acknowledge that irreparable injury and damage may result from disclosure of the Confidential Information to unauthorized third parties or from utilization of the Confidential Information for purposes other than those connected with TNTP's Services. The Parties acknowledge that irreparable injury and damage may result from disclosure of the Confidential Information to unauthorized third parties or from utilization of the Confidential Information for purposes other than those connected with TNTP's Services.

Client recognizes and agrees that for purposes of the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR Part 99 ("FERPA"), TNTP is considered a School Official with a legitimate educational interest, providing services that would otherwise be performed by the Client, and under the control and direction of the Client with respect to the education records. The Client shall define the criteria for determining who constitutes a "school official" and what constitutes a "legitimate educational interest" as permitted by FERPA, broadly enough to permit the provision of the Services hereunder, and reasonably inform students or their parents of the same in accordance with 34 C.F.R. § 99.31. TNTP shall comply with all applicable provisions of the United States Family Educational Rights and Privacy Act, 20 U.S.C. 1232g, 34 CFR Part 99 (FERPA) in receiving

and handling personally identifiable information from education records as a "school official" under FERPA.

Notwithstanding the above, Client shall not provide or make available to TNTP any student's personally identifiable information from education records (for purposes of FERPA) unless: (i) Client has obtained, with respect to each student's PII provided to TNTP, appropriate written consent to disclose such PII to TNTP, and authorization for TNTP to use such PII in connection with performing Services, and (ii) written notice identifying particular Data as PII. All personally identifiable information will be destroyed within 60 days of the termination of this agreement.

Separate from the parties' obligations with respect to student data, the Client agrees not to send TNTP any data that can identify an individual ("Personal Data") unless otherwise mutually agree that it is a requirement in order to effectuate TNTP's services under the Agreement. In such circumstances, the parties shall comply with the obligations imposed on us by applicable data privacy legislation and these paragraphs. In providing TNTP with Personal Data the Client will be acting as the data controller and will confirm that Client has complied with relevant laws and obtained all necessary consents for lawful processing, including in connection with any transfers of Client's Personal Data.

Section 10. Miscellaneous.

- TNTP's services are limited to those specifically described in the Agreement and applicable Scope of Services and do not under any circumstances constitute accounting, audit, or tax related assistance or advice, investment advice, legal advice or services (including as to the manner, if any, in which you the Client may lawfully implement any advice provided by TNTP), expert witness services.
- In any event any provision of this Agreement is held by a court to be unenforceable as written, that provision will be reformed so as to give effect to the intentions of the parties, and the other provisions of the Agreement.
- Neither the Client nor TNTP may assign their rights under this Agreement without the prior written consent of the other.
- TNTP will not be liable to the Client or to any third party, nor be deemed to have breached this Agreement, for any failure or delay in performing any of its obligations under this Agreement when such failure or delay is caused by or results from an event beyond TNTP's reasonable control, including without limitation (1) acts of God, (2) natural disasters, (3) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest, (4) governmental orders or restrictions, (5) international, national or regional emergency, (6) flood, fire, or explosion, (7) strikes, labor shortages, stoppages or slowdowns, (8) epidemics, pandemics, diseases, quarantines, or other extraordinary event which is determined to constitute a public health risk ("Force Majeure Event"). TNTP will use commercially reasonable efforts to give notice of the Force Majeure Event to the Client stating the period of time the occurrence is expected to continue, provided that (a) TNTP is able, given the nature and scope of the Force Majeure Event, to reasonably state such time period, and (b) any delay by TNTP to provide such notice or to state the time period when performance will be resumed will not negate the enforceability of this Section. Upon cessation of such Force Majeure Event, as reasonably determined by TNTP, TNTP will thereupon use commercially reasonable efforts to resume efforts to promptly perform or complete the performance of TNTP's Services hereunder as soon as reasonably practicable after the cessation or resolution of the Force Majeure Event. If TNTP's failure or delay to resume efforts to promptly perform or complete the performance remains uncured for a period of 60 days following notice given by it to Client under this Section, either party may thereafter suspend or terminate its performance under the applicable Scope of Work upon 30 days' written notice.
- All notices required by this Agreement will be in writing and either personally delivered or mailed, to such party at its address specified on the first page of this Agreement or to such other address as such party may designate by notice given in accordance herewith. If to TNTP, the notice will be to Florrie Chapin, General Counsel.
- This Agreement will be governed by Tennessee law without reference to conflicts of laws principles. The Parties agree and consent to the jurisdiction of and venue in the state or federal courts of the state of Tennessee in all disputes arising out of or relating to this Agreement.

- This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, representations and agreements, if any, with respect to the subject matter hereof. Neither this Agreement nor any provision hereof may be modified, amended, supplemented, waived, discharged, or terminated except in a writing signed by the parties. No failure or delay in exercising any right or remedy hereunder shall constitute a waiver of such, any other, right or remedy.
- The Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. The Agreement may also be executed by email, or other electronic means, and so executed shall have the full force and legal effect of an original.

[Signature Page to Follow]

Signatures.

The parties, by signing below, by their duly authorized representatives confirm their acceptance of the terms and agree to execute this Agreement, which shall be effective on the Effective Date.

Cumberland County School District

By: _____

Date: _____

Name (print): _____

Title: _____

TNTP, Inc.

By: _____

Date: _____

Tonya Horton
EVP, Central Operations

Schedule A
Statement of Work

(All work will be conducted virtually unless agreed to by both parties as described in Section 2.)

Early Literacy Network Scope of Work for Cumberland County School District

Overview: The Early Literacy Network is a crucial learning opportunity to support leaders and teachers across the state in continuing to build knowledge and skills around excellent reading foundational skills in PK-2 classrooms. The Tennessee Department of Education continues to invest in ongoing support and development for all educators to ensure strong delivery of a Sounds-First approach to early literacy and ability to effectively implement the district-specific high quality instructional materials.

As the district's Early Literacy Network vendor, TNTP will collaboratively partner with Cumberland County Schools to provide targeted early literacy support aligned to your district's needs. Our work will focus on developing teachers' and leaders' knowledge and skill in delivering effective reading foundational skills instruction.

Proposed Scope of Work for February 1, 2022 – November 30, 2022:

TNTP will meet with designated district leaders every other week to preview upcoming or debrief recent professional learning offerings and/or walkthroughs. In addition to these strategy meetings, TNTP will provide the following services from February 1, 2022 through November 30, 2022. Please note that the timing and delivery of these can be modified for district needs.

Early Reading Support	Purpose	Implementation Plan	Cost Reference
Principal-Driven Early Literacy Strategic Plan	Support school leaders in identifying key priorities for improving early literacy instruction. Set concrete goals and measures for tracking progress. Work collaboratively to identify key strategies and action steps for school leaders to improve early literacy outcomes.	By May 1st, facilitate a series of strategic planning meetings with school leaders to develop an early literacy strategic plan that is firmly grounded in the vision of school leaders for improving early literacy instruction.	\$10,500.00
Principal-Driven Early Literacy Strategic Plan: Follow-Up Implementation Coaching	Coach school leaders to develop and effectively rollout an implementation plan for the early literacy strategic plan at the building level.	By June 1 st , provide targeted leadership coaching to building leaders to ensure the effective rollout of the early literacy strategic plan.	\$2,500.00
Targeted, Sounds-First Training	Provide narrow, specific training on key components of a Sounds-First approach on topics like Phonological Awareness, Phonics, Decoding and Fluency, etc. These sessions can help continue to build teachers' knowledge on important topics and what these look like in practice in the Sounds-First classroom	On April 6, 2022, facilitate half-day (morning), in-person professional development for Pre-K teachers focused on a Sounds-First approach. The specific objectives for this training will be identified in consultation with district leaders. This professional development offering will be shaped to fit the district's scheduling needs.	\$5,000.00
Targeted, Sounds-First Training	Provide narrow, specific training on key components of a Sounds-First approach on topics like Phonological Awareness, Phonics, Decoding and Fluency, etc. These sessions can help continue to build teachers' knowledge on important topics and what these look like in practice in the Sounds-First classroom	On April 6, 2022, facilitate half-day (afternoon), in-person professional development for Pre-K teachers focused on a Sounds-First approach. The specific objectives for this training will be identified in consultation with district leaders. This professional development offering will be shaped to fit the district's scheduling needs.	\$5,000.00

Unit /Lesson Preparation Training	Support teachers using unit and lesson preparation protocols. Facilitate collaboration among teachers to prepare for effective delivery of their instructional materials. Teachers will leave sessions with completed unit and lesson preparation materials.	On May 17, 2022, facilitate this professional learning opportunity for K-2 teachers. We can adjust the timing and delivery of this training based on your needs.	\$5,000.00
Student Work Analysis Protocol Training	Train teachers, leaders, and/or coaches on the principles behind effective student work analysis for reading foundational skills. Provide exemplars and provide opportunity for educators to engage with a model student work analysis protocol.	On May 19, 2022, facilitate this professional learning opportunity for K-2 teachers. We can adjust the timing and delivery of this training based on your needs.	\$5,000.00
Assessment and Differentiation Training	Provide teachers with the background knowledge they need to understand what effective assessment and differentiation in Foundational Skills classroom. Provide teachers with models using assessments to monitor mastery of specific skills.	On June 9, 2022, facilitate this professional development opportunity for K-2 teachers. We can adjust the timing and delivery of this training based on your needs.	\$5,000.00
Strategic District Early Literacy Planning	Support district leaders to review and reflect on key early literacy data points collected through this grant (e.g., instructional walkthroughs) or in proximity to this grant (e.g., formative assessment data) to continuously improve the district's early literacy strategy.	On approximately a monthly basis, TNTP will conduct strategic advisement calls with district leaders to reflect on recently collected data and/or to thought partner on upcoming professional learning offerings that TNTP is designing and delivering to leaders and/or teachers.	\$3,000.00
			\$41,000 Total for Initial Scope of Work

Cost per support is provided as a reference to demonstrate alignment with rates provided by the State Contract. TNTP will invoice the Client for the total Client Fee according to the schedule provided in Section 5 of the Agreement.

Follow-up support for the 2022-2023 school year (December 1, 2022 – June 30, 2023):

After implementing the professional services outlined above, we will collaboratively re-evaluate the district's early literacy professional learning needs to define strategic priorities for the remainder of the grant term. In November–December 2022, TNTP and district leaders will determine the Scope of Work for year 2 of this Agreement using the list of services below and confirming the choices in writing. The Scope of Work for Year 2 is subject to the terms of this Agreement.

Line	Line Item	UOM	Current Proposed Price
1	Collaborative development of comprehensive Pre-K-2 ELA Implementation plan including Foundational Reading Skills and knowledge building, which may include the TNFSCS	Each	\$ 10,500.00
2	Focused leader Walk-Through training using the TN ELA IPG and the TN Early Literacy IPG (School Leader and district leader)	Training	\$ 9,000.00

3	Focused leader Walk-Through training or Coaching on providing teacher support with TN ELA IPG and the TN Early Literacy IPG	Training or coaching session	\$	9,000.00
4	Unit Preparation/Lesson Preparation training for knowledge building lessons and foundational skills lessons	Training	\$	5,000.00
5	Use of student work analysis protocols to determine if tasks are on grade level and determine mastery level of students to support and provide next steps needed in Tier I instruction	Analysis	\$	7,000.00
6	Training for Pre-K-2 educators in sounds-first strategies for teaching Foundational Reading Skills	Training	\$	5,000.00
7	Embedded lesson support for Foundational Reading Skills	Half Day	\$	3,000.00
8	Training and support for curriculum-embedded Assessments that determine additional supports necessary for students during Tier I instruction	Training	\$	5,000.00
9	Training and support for Intervention programming design	Training	\$	5,000.00
10	Training and support for Intervention data use and planning including screener and diagnostic use	Training	\$	5,000.00
11	Training and support for Intervention programming including resources and progress monitoring for students demonstrating significant reading deficiencies or other subgroups of students including but not limited to Dyslexic Students, Students with Disabilities, English Learners, and/or Disadvantaged Students	Training	\$	5,000.00
12	Additional district and schoolwide literacy planning for Pre-K-2 as a result of baseline data	Planning Session	\$	2,500.00



A comprehensive vision
for Tennessee literacy



Cumberland County
368 4th St
Crossville, TN 38555-4790

March 4, 2022

Dear Director of Schools Ina Maxwell,

We are writing this letter to honor the focused literacy work your district has engaged in over the past fourteen months. Last summer, Cumberland County teachers participated in early reading training. This intensive training provided teachers over 60 hours of foundational literacy theory, practice, and application to instructional materials.

With the passage of the Tennessee Literacy Success Act, our state has placed a heightened focus on early literacy. Your district is taking important steps to ensure all children have access to strong foundational skills instruction as well as daily opportunities to engage with grade level texts, both critical components of effective reading instruction. Your involvement and commitment to Reading 360 initiatives equips teachers in your district with instructional materials and training to build proficient readers.

In addition, your district has chosen to engage in components of two literacy networks. The Early Literacy Network is a network of districts who are dedicated to strengthening their foundational skills instruction in grades Pre-K through second. Your participation in the components of the Early Literacy Network provides additional support with deep implementation of foundational literacy skills. Your district has also chosen to participate in the Literacy Implementation Network. This network of 47 districts provides support with HQIM implementation through a collaborative structure in which districts learn and grow together.

The Tennessee Department of Education acknowledges your district's dedication and is recognizing you as a Reading 360 District. You will be receiving a banner in honor of this designation over the next week. We hope you will display this banner proudly in your district. We encourage you to take a photo and share with the department. We will be celebrating all Reading 360 districts throughout the month of March, deemed statewide literacy month by Governor Lee.

We are truly proud of the commitment to literacy and changing opportunities for the children in your district.

Sincerely,

Penny Schwinn
Commissioner of Education

Cumberland County Schools Option A 2023-2024

Board Approved:

Events

Option A



July 2023				
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				

August 2023				
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	

September 2023				
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

October 2023				
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			

November 2023				
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	

December 2023				
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 2024				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

February 2024				
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	

March 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

April 2024				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 2024				
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

June 2024				
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

July 2024				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

August 2024				
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

7/31	Convocation Day (No Students)
8/1	Administrative Day (No Students)
8/2	Students First Day 10:00 Release
8/3	Administrative Day (No Students)
8/4	Teacher In-Service (No Students)
8/7	First Full Day of School
9/4	Labor Day - No School
10/9-13	Fall Break - No School
11/22-24	Thanksgiving Break-No School
12/15	Abbreviated Day-10:00 Release
12/18-1/1	Winter Break - No School
1/2	Administrative Day (No Students)
1/3	School Resumes
1/15	MLK Day - No School
2/19	Presidents Day - No School
3/18-22	Spring Break - No School
3/29	Good Friday - No School
4/1	Teacher In-Service (No Students)
5/23	Administrative Day (No Students)
5/24	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
	Teacher Days
	Paid Vacation-F/S Breaks 10 days
	In-Service 7/31,8/4,4/1
	Admin- 8/1,8,3,1/2,5/23
	P/T Conf 1 day Unscheduled In-Service 2 days

*No holiday parties prior to 12/15

Please note: In the event school is cancelled in excess of the 13 day maximum, additional days and/or hours will be added at the Cumberland County Board of Education's discretion

Cumberland County Schools Option B

Draft for Board Approval

2023-2024

Option B



July 2023				
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				

August 2023				
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	

September 2023				
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

October 2023				
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			

November 2023				
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	

December 2023				
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 2024				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

February 2024				
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	

March 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

April 2024				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 2024				
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

June 2024				
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

July 2024				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

August 2024				
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

Events

8/1	Convocation Day (No Students)
8/2	Administrative Day (No Students)
8/3	Students First Day 10:00 Release
8/4	Administrative Day (No Students)
8/7	First Full Day of School
9/4	Labor Day - No School
9/22	Teacher In-Service (No Students)
10/9-13	Fall Break - No School
11/22-24	Thanksgiving Break-No School
12/15	Abbreviated Day-10:00 Release
12/18-1/1	Winter Break - No School
1/2	Administrative Day (No Students)
1/3	School Resumes
1/15	MLK Holiday-No School
2/19	Teacher In-Service (No Students)
3/22-28	Spring Break - No School
3/29	Good Friday - No School
5/23	Administrative Day (No Students)
5/24	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
	Teacher Days
	Paid Vacation-F/S Breaks 10 days
	In-Service- 8/1,9/22,2/19
	Admin- 8/2,8/4,1/2,5/23
	P/T Conf 1 day Unscheduled In-Service 2 days

*No holiday parties prior to 12/15

Please note: In the event school is cancelled in excess of the 13 day maximum, additional days and/or hours will be added at the Cumberland County Board of Education's discretion

*Dr. Ina Maxwell
Director of Schools*



*Mr. Jim Inman
Board of Education Chair*

Cumberland County Board of Education

*368 Fourth Street
Crossville, TN 38555
Phone: 931-484-6135 Fax: 931-484-6491*

March 09, 2022

Dr. Ina Maxwell
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell and Cumberland County Board of Education,

The Cumberland County School Nutrition Program is requesting approval for the attached bid specifications and conditions packet for replacement cafeteria furniture at Martin Elementary including café wall graphics.

Respectfully,

A handwritten signature in blue ink that reads "Kathy Hamby". The signature is written in a cursive, flowing style.

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



CUMBERLAND COUNTY SCHOOL NUTRITION PROGRAM

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

Bidders Checklist

- Signed Contract Agreement w/ Non-Collusion Statement **(included)**
- Signed Debarment/Suspension Certification Statement **(included)**
- Completed and Signed Bid Document that lists all items being bid and the total cost of the project **(included)**
- Envelope Clearly Labeled **"Café Furniture Bid"** with Bid Opening Date.

The bid may be considered non-responsive if any of the above items are missing.

SPECIFICATIONS

School Cafeteria

**TURN-KEY FURNITURE, FIXTURES & EQUIPMENT
& CAFÉ GRAPHICS**

FOR

**CUMBERLAND COUNTY CHILD NUTRITION PROGRAM
CUMBERLAND COUNTY SCHOOLS**

*Martin Elementary
1362 Miller Avenue
Crossville, TN 38555*

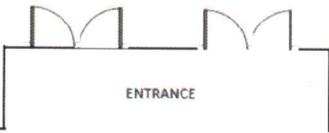
BID SUBMITTAL FORM –MARTIN ELEMENTARY

___ I am submitting bid for every item as specified

___ I am submitting bid for Approved Alternate (Must submit an Alternate Approval Request Form by deadline)

Item #	QTY	MFG	MODEL #	DESCRIPTION	PRICE EACH MUST INCLUDE Installation & Delivery	EXTENDED MUST INCLUDE Installation & Delivery
1	20	AMTAB	MSWT1212-DR	Twelve Seat Mobile Stool Wave Table 17" Seat / 29" Table Height TOPS: WA Oiled Soapstone 4882-38 DynaRock Edge: Navy Two Part Round Deluxe Stools: Navy Top / Grey Bottom		
2	10	AMTAB	MST1212-DR	Twelve Seat Mobile Stool Rectangular Table 17" seat / 29" Table Height TOPS: Formica Elemental Concrete 8830- 58 DynaRock Edge: Navy Two Part Round Deluxe Stools: Navy Top / Grey Bottom		
3	2	AMTAB	HDCC34-DR	Heavy-Duty Condiment Cabinets - 29"H x 48"W x 30" D, Locking Doors, 2 Interior Shelves, Laminate Silverware Caddy on top Laminates: WA Oiled Soapstone 4882-38 Formica Elemental Concrete 8830-58 DynaRock Edge: Navy		
4	1	GRAPHICS	PACKAGE	Graphics Wall #1 Serving Wall		
5	1	GRAPHICS	PACKAGE	Graphics Wall #2 Data Wall		
6	8	GRAPHICS	PACKAGE	Pole Wraps for 8 Structural Beams		
7	30	Old Café Tables	Old café tables	Removal and disposal for up to thirty old tables with stools attached		

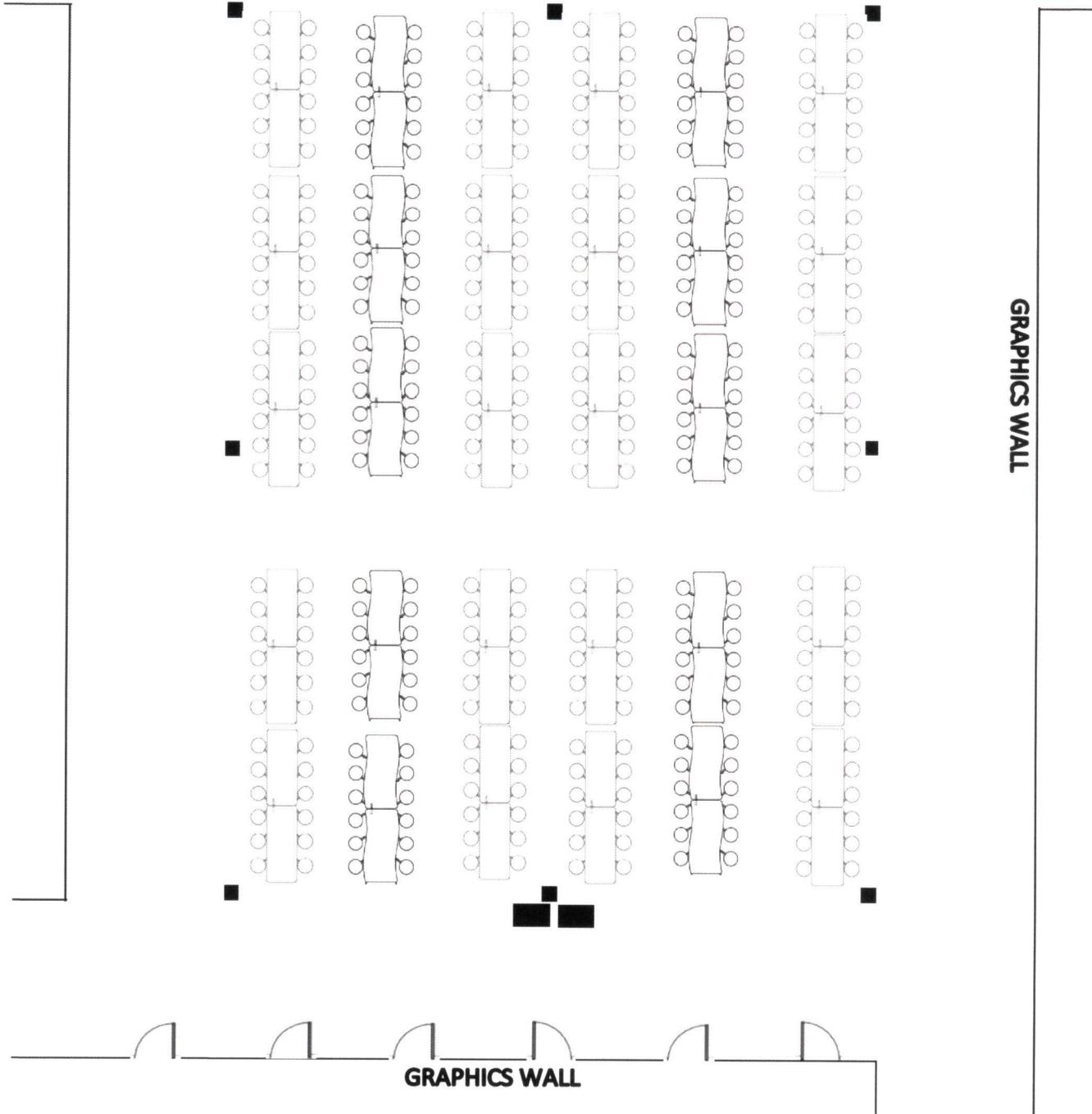
TOTAL Cost of Project to include ALL costs \$ _____



ENTRANCE

Glenn L. Martin Elem

Cumberland County Schools



SPECIFICATIONS

Item	Qty	Specifications AmTab MSWT1212-DR- 17/29 or approved equal
1	10	<p>Twelve Seat Mobile Stool Wave Table - - 17" Seat / 29" Table Height Laminate/ Finishes: TOPS: WA Oiled Soapstone 4882-38 DynaRock Edge: Navy Two Part Round Deluxe Stools: Navy Top / Grey Bottom TABLE EDGE: Top edges shall be sealed with 100% solid polyurethane resin, protected, and permanently bonded to the edges of the plastic laminate, core, and plastic backing sheet.</p> <p>TABLE CORE: To be constructed of 3/4" thick, industrial grade particle board, must have high pressure laminate on both top and bottom. (I.E.: Must be permanently bonded with high pressure plastic laminate and balanced with a HP plastic laminate backing sheet to prevent moisture penetration.)</p> <p>FRAMES: Tabletop shall be supported by heavy-duty 14-gauge, 3" wide formed channel hexagon shaped steel frame reinforced with metal gussets for extra strength and maximize tabletop support.</p> <p>LEGS: Table legs shall be constructed of heavy-duty 14-gauge, 1 1/4" round steel tubing. All stool columns shall be constructed of heavy-duty 14-gauge X 1 1/4" square steel tubing and shall be braced horizontally to the stool support column on the other side of the table. Table legs and frames shall be finished with a powder coat painted frames.</p> <p>OPERATIONAL REQUIREMENTS: 1. Tables must have a gravity lock, rod and detent locking mechanism that will lock the table firmly in the open position and must be capable of operation from both sides of the table. 2. The locking mechanism shall have an automatic safety stop to prevent fingers from pinching accidentally as the table opens. 3. Must have Intermediate locking position (Cleaning Position) that allows for easy cleaning by raising the center of the table slightly until the casters contact the floor and lock the table. 4. Table must be furnished with a user friendly EZ-Autolocking system capable of locking the table automatically in the storage position and shall be easier to open for use by hand from either side of the table. 5. Must have Torsion bar balanced system throughout and gas cylinder assist mechanism for easier use and storage operations. 6. Each stool seating position must have multiple entrances.</p> <p>STOOLS: All stools must be of 14" in diameter for added seating comfort. Stools shall be two-piece injection molded ABS plastic material. Stools shall be mounted to a 14-gauge X 1-1/4" square steel tubing leg columns to eliminate (spinning) rotational motion with grade 5 steel bolts and locking nuts. Stools must have minimum 400 lb. capacity.</p> <p>CASTERS: Wheels must be solid poly, non-marking, swivel casters -minimum of 4" diameter x 1-3/8" wide with a rated load capacity of 275# each. Casters must be constructed of case-hardened steel and have heavy duty double raceway ball bearings to help ensure years of safe operation.</p> <p>GLIDES: Glides must be extra wide, high impact, non-marking, load bearing glide with internal spring steel grip and steel washer for floor safety and wider support.</p> <p>Must be available in a variety of standard Wilson Art & Formica Laminates. Sealed Edges, Stools and Casters must be available in a variety of matching colors.</p> <p>MAS GREEN CERTIFICATION: Mobile table shall be tested and certified for indoor air quality, for public safety as well as environmental protection.</p>

UL LISTED: Tables must be tested and listed by UL and must display UL labels with a valid listing mark.

WARRANTY: Mobile table shall be covered by a 15 year “bumper to bumper” replacement parts warranty. All weld joints and sealed edges shall be covered by a lifetime warranty.

DIMENSIONS: TOP 12’ Length 30” Width, 17” Seat Height / 29” Table Height. Number of Stools: 12
Tables to be made in USA.

Item	Qty	Specifications – AmTab MST1212-DR– 17/29 or approved equal
2	20	<p>Twelve Seat Mobile Stool Rectangular Table - - 17” Seat / 29” Table Height Laminate/ Finishes: TOPS: Formica Elemental Concrete 8830-58 DynaRock Edge: Navy Two Part Round Deluxe Stools: Navy Top / Grey Bottom</p> <p>TABLE EDGE: Top edges shall be sealed with 100% solid polyurethane resin, protected, and permanently bonded to the edges of the plastic laminate, core, and plastic backing sheet.</p> <p>TABLE CORE: To be constructed of 3/4” thick, industrial grade particle board, must have high pressure laminate on both top and bottom. (I.E.: Must be permanently bonded with high pressure plastic laminate and balanced with a HP plastic laminate backing sheet to prevent moisture penetration.)</p> <p>FRAMES: Tabletop shall be supported by two heavy-duty 14-gauge, 3” wide formed channel hexagon shaped steel frames reinforced with metal gussets for extra strength and maximize tabletop support.</p> <p>LEGS: Table legs shall be constructed of heavy-duty 14-gauge, 1 ¼” round steel tubing. All stool columns shall be constructed of heavy-duty 14-gauge X 1 ¼” square steel tubing and shall be braced horizontally to the stool support column on the other side of the table. Table legs and frames shall be finished with a powder coat painted frames.</p> <p>OPERATIONAL REQUIREMENTS: 1. Tables must have a gravity lock, rod and detent locking mechanism that will lock the table firmly in the open position and must be capable of operation from both sides of the table. 2. The locking mechanism shall have an automatic safety stop to prevent fingers from pinching accidentally as the table opens. 3. Must have Intermediate locking position (Cleaning Position) that allows for easy cleaning by raising the center of the table slightly until the casters contact the floor and lock the table. 4. Table must be furnished with a user friendly EZ-Autolocking system capable of locking the table automatically in the storage position and shall be easier to open for use by hand from either side of the table. 5. Must have Torsion bar balanced system throughout and gas cylinder assist mechanism for easier use and storage operations. 6. Each stool seating position must have multiple entrances.</p> <p>STOOLS: All stools must be of 14” in diameter for added seating comfort. Stools shall be two-piece injection molded ABS plastic material. Stools shall be mounted to a 14-gauge X 1-1/4” square steel tubing leg columns to eliminate (spinning) rotational motion with grade 5 steel bolts and locking nuts. Stools must have minimum 350 lb. capacity.</p> <p>CASTERS: Wheels must be solid poly, non-marking, swivel casters -minimum of 4” diameter x 1-3/8” wide with a rated load capacity of 275# each. Casters must be constructed of case-hardened steel and have heavy duty double raceway ball bearings to help ensure years of safe operation.</p> <p>GLIDES: Glides must be extra wide, high impact, non-marking, load bearing glide with internal spring steel grip and steel washer for floor safety and wider support.</p>

		<p>Must be available in a variety of standard Wilson Art & Formica Laminates. Sealed Edges, Stools and Casters must be available in a variety of matching colors.</p> <p>MAS GREEN CERTIFICATION: Mobile table shall be tested and certified for indoor air quality, for public safety as well as environmental protection.</p> <p>UL LISTED: Tables must be tested and listed by UL and must display UL labels with a valid listing mark.</p> <p>WARRANTY: Mobile table shall be covered by a 15 year “bumper to bumper” replacement parts warranty. All weld joints and sealed edges shall be covered by a lifetime warranty.</p> <p>DIMENSIONS: TOP 12’ Length 30” Width, 17” Seat Height / 29” Table Height. Number of Stools: 12</p> <p>Tables to be made in USA.</p>
Item	Qty	Specifications - AmTab HDCC34-DR or approved equal
3	2	<p>Heavy-Duty Condiment Cabinets - 29"H x 48"W x 30" D, Locking Doors, 2 Interior Shelves.</p> <p>Laminate/ Finishes: Top-Citadel Warp, Sides Rattan Cane, Black DynaRock Edge.</p> <p>TABLE EDGE: Top edges shall be sealed with 100% solid polyurethane resin, protected, and permanently bonded to the edges of the plastic laminate, core, and plastic backing sheet.</p> <p>TABLE CORE: To be constructed of 3/4” thick, industrial grade particle board, must have high pressure laminate on both top and bottom. (I.E.: Must be permanently bonded with high pressure plastic laminate and balanced with a HP plastic laminate backing sheet to prevent moisture penetration.)</p> <p>FRAMES: Panels supported by one-piece all-welded internal steel frame support using heavy-duty 14 gauge x 1-¼ " square steel tubing.</p> <p>LATCH: Push-to-close latch with lock. Maximum load 112 lbs.</p> <p>OPERATIONAL REQUIREMENTS: Unit must have High Pressure Laminate on all surfaces for easy cleaning. Must have push-to-close latch and lock. Interior to have 2 Shelves.</p> <p>CASTERS: Caster shall be 3" diameter by 1" wide, heavy-duty solid poly, non-marking wheels with a minimum rated load capacity of 275# each. Caster includes total lock for simultaneously locking up the wheel and swivel housing. All casters shall come standard with double raceway ball bearing swivel casters to help ensure years of safe operation. Casters to have optional colors available.</p> <p>MAS GREEN CERTIFICATION: Heavy-duty condiment cabinet shall be tested and certified for indoor air quality, for public safety as well as environmental protection.</p> <p>UL LISTED: Heavy-duty condiment cabinet shall be tested and listed by UL and must display UL labels with a valid listing marks.</p> <p>WARRANTY: Heavy-duty condiment cabinet shall be covered by a 15 year warranty. All weld joints and DYNA-ROCK EDGES shall be covered by a lifetime warranty.</p> <p>DIMENSIONS: 29"H x 48"W x 30" D</p> <p>Cabinets to be made in USA.</p>

Item	Qty	Specifications Graphics Package using heat applied Film over painted cinder block wall or approved equal
4	1	<p>Graphics Wall – Serving Wall</p> <p>Selected Vendor must perform a detailed site survey to obtain exact measurements. Must include Installation by a graphics installation specialist.</p> <p>Utilizing 3M™ Envision™ LX480mc Print Wrap Film. Product Description - High-performance, 2-mil, white, non-PVC film with a luster finish. Product Features Comply™ Adhesive with micro technology offers excellent air flow and leaves a smooth finish, Optimized initial tack, Slide ability for easy positioning, Non-visible air release channels for fast and easy, bubble-free installations, Many finished graphic constructions can be stretched up to 150% (i.e., a 10 inch [25 cm] piece of film can stretch to 15 inches [38cm]) without primer or relief cuts and maintain lift resistance, Flexible and highly-conformable for use on compound curves, corrugations, deep channels, and rivets, High dimensional stability, for installation in hot or cold temperatures, Removable with heat from most surfaces within the Warranty Period, Resists tearing in cooler temperatures, Highly durable, guards against intense UV and even acid dew, Expected Performance Life of 11 years (unwarranted period for unprinted film with no graphic protection, applied to a flat, vertical, outdoor surface), Expected Performance Life for Textured Surface Graphics of 2 years (indoor in most applications). Product must offer a Green Solutions; Non-PVC, phthalate-free film containing no added chlorine or halogens, manufactured using 58% less solvent. Material High-performance non-PVC Film, opaque, thickness without adhesive: 2 mil (0.05 mm) with adhesive: 3–4 mil (0.08–0.10 mm), adhesive pressure-activated (slide, tack, snap-up, reposition) with air release channels, liner Polyethylene-coated paper, Tensile Strength 11–13 pounds/inch at 73 °F (1.98–2.34 kg/cm at 23 °C), Chemical Resistance: Resists mild alkalis, mild acids, and salt & excellent resistance to water (does not include immersion). Temperature range after application: -65 to +225 °F (-60 to +107 °C) (not for extended periods of time at the extremes) ID+C, BD+C EQ Credit, Low-Emitting Materials: Product is GREENGUARD GOLD Certified, meaning it is in compliance with the General Emissions Evaluation requirements. BD+C MR Credit, Furniture and Medical Furnishings: Product can be used to refinish permanently installed interior elements (e.g., walls, doors). Product must be GREENGUARD GOLD Certified, meaning it is in compliance with the General Emissions Evaluation requirements.</p>
Item	Qty	Specifications Graphics Package using heat applied Film over painted cinder block wall or approved equal
5	1	<p>Graphics Wall – Side Wall</p> <p>Selected Vendor must perform a detailed site survey to obtain exact measurements. Must include Installation by a graphics installation specialist.</p> <p>Utilizing 3M™ Envision™ LX480mc Print Wrap Film. Product Description - High-performance, 2-mil, white, non-PVC film with a luster finish. Product Features Comply™ Adhesive with micro technology offers excellent air flow and leaves a smooth finish, Optimized initial tack, Slide ability for easy positioning, Non-visible air release channels for fast and easy, bubble-free installations, Many finished graphic constructions can be stretched up to 150% (i.e., a 10 inch [25 cm] piece of film can stretch to 15 inches [38cm]) without primer or relief cuts and maintain lift resistance, Flexible and highly-conformable for use on compound curves, corrugations, deep channels, and rivets, High dimensional stability, for installation in hot or cold temperatures, Removable with heat from most surfaces within the Warranty Period, Resists tearing in cooler temperatures, Highly durable, guards against intense UV and even acid dew, Expected Performance Life of 11 years (unwarranted period for unprinted film with no graphic protection, applied to a flat, vertical, outdoor surface), Expected Performance Life for Textured Surface Graphics of 2 years (indoor in most</p>

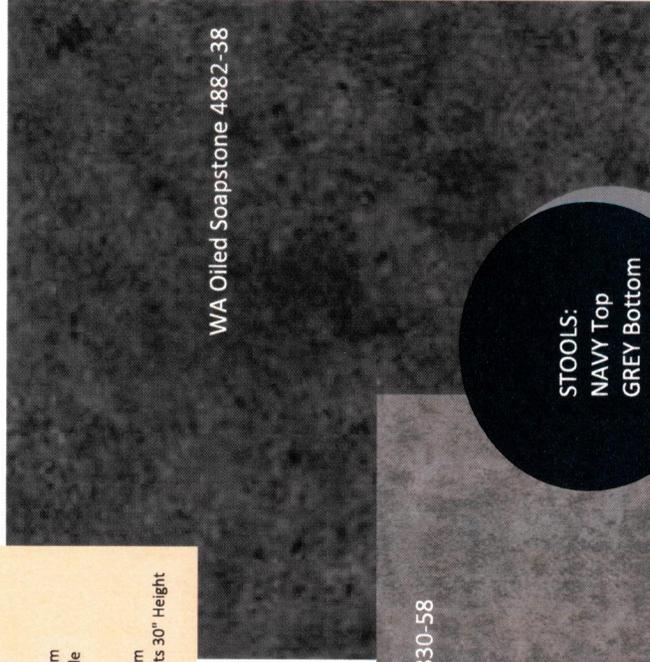
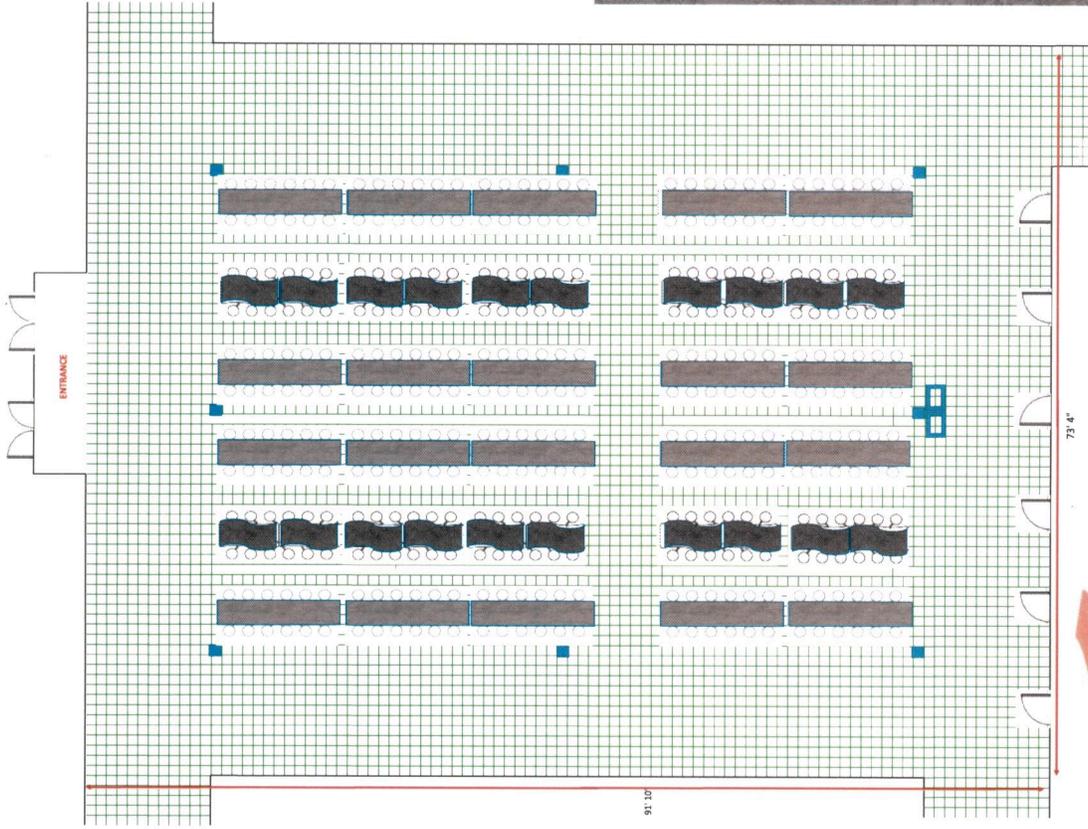
		<p>applications). Product must offer a Green Solutions; Non-PVC, phthalate-free film containing no added chlorine or halogens, manufactured using 58% less solvent. Material High-performance non-PVC Film, opaque, thickness without adhesive: 2 mil (0.05 mm)</p> <p>with adhesive: 3–4 mil (0.08–0.10 mm), adhesive pressure-activated (slide, tack, snap-up, reposition) with air release channels, liner Polyethylene-coated paper, Tensile Strength 11–13 pounds/inch at 73 °F (1.98–2.34 kg/cm at 23 °C), Chemical Resistance: Resists mild alkalis, mild acids, and salt & excellent resistance to water (does not include immersion). Temperature range after application: -65 to +225 °F (-60 to +107 °C) (not for extended periods of time at the extremes) ID+C, BD+C EQ Credit, Low-Emitting Materials: Product is GREENGUARD GOLD Certified, meaning it is in compliance with the General Emissions Evaluation requirements. BD+C MR Credit, Furniture and Medical Furnishings: Product can be used to refinish permanently installed interior elements (e.g., walls, doors). Product must be GREENGUARD GOLD Certified, meaning it is in compliance with the General Emissions Evaluation requirements.</p> <p>The wall graphic design colors must be coordinated to the colors used on the café tables.</p>
Item	Qty	Specifications Pole Wraps Graphics using heat applied Film over painted Concrete poles or approved equal
6	8	<p>Graphics – Pole Wraps - Selected Vendor must perform a detailed site survey to obtain exact measurements. Must include Installation by a graphics installation specialist.</p> <p>Utilizing 3M™ Envision™ LX480mc Print Wrap Film. Product Description - High-performance, 2-mil, white, non-PVC film with a luster finish. Product Features Comply™ Adhesive with micro technology offers excellent air flow and leaves a smooth finish, Optimized initial tack, Slide ability for easy positioning, Non-visible air release channels for fast and easy, bubble-free installations, Many finished graphic constructions can be stretched up to 150% (i.e., a 10 inch [25 cm] piece of film can stretch to 15 inches [38cm]) without primer or relief cuts and maintain lift resistance, Flexible and highly-conformable for use on compound curves, corrugations, deep channels, and rivets, High dimensional stability, for installation in hot or cold temperatures, Removable with heat from most surfaces within the Warranty Period, Resists tearing in cooler temperatures, Highly durable, guards against intense UV and even acid dew, Expected Performance Life of 11 years (unwarranted period for unprinted film with no graphic protection, applied to a flat, vertical, outdoor surface), Expected Performance Life for Textured Surface Graphics of 2 years (indoor in most applications). Product must offer a Green Solutions; Non-PVC, phthalate-free film containing no added chlorine or halogens, manufactured using 58% less solvent. Material High-performance non-PVC Film, opaque, thickness without adhesive: 2 mil (0.05 mm)</p> <p>with adhesive: 3–4 mil (0.08–0.10 mm), adhesive pressure-activated (slide, tack, snap-up, reposition) with air release channels, liner Polyethylene-coated paper, Tensile Strength 11–13 pounds/inch at 73 °F (1.98–2.34 kg/cm at 23 °C), Chemical Resistance: Resists mild alkalis, mild acids, and salt & excellent resistance to water (does not include immersion). Temperature range after application: -65 to +225 °F (-60 to +107 °C) (not for extended periods of time at the extremes) ID+C, BD+C EQ Credit, Low-Emitting Materials: Product is GREENGUARD GOLD Certified, meaning it is in compliance with the General Emissions Evaluation requirements. BD+C MR Credit, Furniture and Medical Furnishings: Product can be used to refinish permanently installed interior elements (e.g., walls, doors). Product must be GREENGUARD GOLD Certified, meaning it is in compliance with the General Emissions Evaluation requirements.</p> <p>The pole wrap design colors must be coordinated to the colors used on the café tables.</p>

Estimated DELIVERY LEAD TIME AFTER RECEIPT OF ORDER: _____

Glenn L. Martin Elem
 1362 Miller Ave.
 Crossville, TN 38555
 Phone: [931 484-7547](tel:9314847547)

CURRENT CAFE = 360 SEAT CAPACITY
 (30) EXISTING 12 SEAT BENCH TABLES

(10) AmTab MSWT1212-DR Mobile Wave Table
 TOPS: WA Oiled Soapstone 4882-38
 DR Edge: Navy
 Round Deluxe Stools - Navy Top / Grey Bottom
 (20) AmTab MST1212-DR 12 Seat Rectangle table
 TOPS: Formica Elemental Concrete 8830-58
 DR Edge: Navy
 Round Deluxe Stools - Navy Top / Grey Bottom
 (2) AmTab HDCC Heavy Duty Condiment Cabinets 30" Height
 Please SELECT COLOR



WA Oiled Soapstone 4882-38



Formica Elemental Concrete 8830-58



MSWT1212-DR

MST1212-DR



Graphic 1
Qty: 2
Size: 12"W x 120"H
Description: A Day Without
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 2
Qty: 2
Size: 12"W x 120"H
Description: Education is the Most
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 3
Qty: 2
Size: 12"W x 120"H
Description: Be Amazing
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 4
Qty: 2
Size: 12"W x 120"H
Description: Nothing is Impossible
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 5
Qty: 2
Size: 12"W x 120"H
Description: In A World
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 6
Qty: 2
Size: 12"W x 120"H
Description: Shoot for the Moon
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 7
Qty: 2
Size: 12"W x 120"H
Description: You Are Braver
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 8
Qty: 14
Size: 12"W x 120"H
Description: Column Sides
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None



Graphic 9
Qty: 2
Size: 12"W x 120"H
Description: Learn From Yesterday
Materials: Heat Applied Vinyl
Application: Flush to column
Hardware: None

Glenn L Martin Elementary School



1 3D Overview

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Graphic 1



A DAY WITHOUT LAUGHTER IS A DAY WASTED

10'-0" TYP.

1'-0" TYP.

1 Elevation 1
1 : 20

Graphic 2



EDUCATION IS THE MOST POWERFUL WEAPON FOR CHANGING THE WORLD

Graphic 3



BE AS FEARLESS AS AN ANIMAL AND AS WISE AS YOU

Graphic 4



NOTHING IS IMPOSSIBLE THE WORD ITSELF SAYS IN POSSIBLE

Graphic 5



IN A WORLD WHERE YOU CAN BE ANYTHING BE KIND

Graphic 6



SHOOT THE MOON EVEN IF YOU MISS, YOU'LL LAND AMONG THE STARS

Graphic 7



YOU ARE BRAVER THAN YOU BELIEVE STRONGER THAN YOU THINK

Graphic 9



EARN YOUR VESPERARY LIVE FOR TODAY Hope TOMORROW

Graphic 8



10'-0" TYP.

1'-0" TYP.

2 Elevation 2
1 : 20

1	2	3	4	5	6	7	8	9
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Glenn L Martin Elementary School

GENERAL

Attached are instructions and conditions for submitting a Replacement Café furniture and café wall graphics 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 the total bottom line and will be awarded in writing to the responsive and responsible bidder whose bid is the lowest cost for the system.

BID PERIOD

Sealed written bids will be received at the time and place specified on the Invitation to Bid. The postmark on the Bid by this date will not suffice. The bid must be received on/or before the date and time stated. Faxed or emailed bid documents will not be accepted. **This is a firm-fixed-price contract and is for a one-time purchase for the quantity specified.**

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

BID AWARD

Sealed bids are to be opened at the office of the Cumberland County Finance Director, Nathan Brock, 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.

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 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 the proper form are submitted by the date and time stated on the Invitation to Bid, to the Cumberland County Finance Director, Att: Nathan Brock, 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 the 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 the total bottom line. The CCSNP intends 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 opportunities 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 contract and is for a one-time purchase for the quantity specified.**

CCSNP reserves the right to accept or reject any or all bids. All bidders will be notified in writing of the recommendation of the 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, Nathan Brock, 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 officer 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.**

TIE BID

A tie-bid exists when two or more bidders offer products that 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/PAYMENTS/DISCOUNTS

The order should not be considered placed until the successful vendor receives a completed purchase order either by email or fax.

Payment will be issued by check once the equipment is received, the final connection is made, the startup inspection is completed to ensure the equipment is working properly, and the invoice is received.

All discounts, credits, and/or rebates will be applied to the invoice or deposited in the school nutrition account according to district procedures.

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 the 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 the 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)
- The 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 a breach, the School system may take anyone, or more, or all, of the following actions:

1. Give the Vendor written notice of the breach requiring it to be remedied within thirty (30) days from the date of the notice, unless another timeline is specified; and if the event of a 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 a breach and suspending all payments to be made under this contract and order 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 because of any event of a 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 before 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. 7401-7671) and 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 that 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.

**Cumberland County School Nutrition Program
Replacement Café Furniture and Cafe Wall Graphics
(including removal of old cafeteria tables)**

Bid 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 CERTIFIES, 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.

Description:

Replacement café furniture bid including café wall graphics and removal and disposal of the old cafeteria tables.

Total Project Cost (including ALL costs): \$ _____

COMPANY

REPRESENTATIVE

ADDRESS

CITY, STATE, ZIP CODE

TELEPHONE

DATE



**Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion AD-1048
 Lower Tier 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. §§ 180.300, 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 lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency;
- B. Where the prospective lower tier 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 \(https://www.ascr.usda.gov/filing-program-discrimination-complaint-usda-customer\)](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 lower tier participant is providing the certification set out on page 1 in accordance with these instructions.
- (2) The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension or debarment.
- (3) The prospective lower tier participant shall provide immediate written notice to the person(s) to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
- (4) 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.
- (5) The prospective lower tier 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 with which this transaction originated.
- (6) The prospective lower tier participant further agrees by submitting this form that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
- (7) 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.
- (8) Nothing contained in the foregoing shall be construed to require establishment of a system of records 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.
- (9) Except for transactions authorized under paragraph (5) 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 with which this transaction originated may pursue available remedies, including suspension and/or debarment.

CIVIL RIGHTS STATEMENT

USDA 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.

Dr. Ina Maxwell
Director of Schools



Mr. Jim Inman
School Board Chairman

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

March 17, 2022

Dr. Ina Maxwell, Director of Schools
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell and Cumberland County Board of Education:

RE: Grant Participation

I respectfully request permission to apply, accept Federal Funding for, and to participate in the following grant program during FY23:

Turnaround Action Grant 2.0

- Application Due- March 25, 2022
- Allocation- \$250,000.00
- Purpose of Funding
 - To support and serve priority schools (Phoenix)

I certify and verify that the required assurances, deadlines, and needed revisions will be honored.

Sincerely,

A handwritten signature in blue ink that reads "Angela M. Randolph". The signature is fluid and cursive.

Mrs. Angela M. Randolph
Federal Programs Director

Cc: Mrs. Stephanie Barnes, Chief Academic Officer
Mrs. Kacee Harris, Chief Financial Officer

Dr. Ina Maxwell
Director of Schools



Mr. Jim Inman
School Board Chairman

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

March 11, 2022

Dr. Ina Maxwell, Director of Schools
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell and Cumberland County Board of Education:

RE: Grant Participation

I respectfully request permission to accept funding for and to participate in the following grant program during FY23 and FY24:

Math Implementation and Support Grant

- Application Due - upon approval from the BOE to the TDOE
- Allocation - \$71, 250 (to be split between FY23 and FY24)
- Purpose of Funding
 - To provide funds for districts to work with a state-approved vendor to strategically plan opportunities for staff to deepen understanding of the revised standards, revised instructional focus documents, and/or the aspects of rigor.

I certify and verify that the required assurances, deadlines, and needed revisions will be honored.

Sincerely,

A handwritten signature in blue ink that reads "Stephanie R. Barnes". The signature is written in a cursive, flowing style.

Mrs. Stephanie R. Barnes
Chief Academic Officer

Cc: Mrs. Kacee Harris, Chief Financial Officer
Dr. Rebecca Farley, PreK-8 Supervisor
Dr. William Maddox, 9-12 Supervisor/CTE Director

Cumberland County Board of Education

2021-2022 Annual Planning Calendar

JULY

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

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

- Budget Preparation Calendar 2.200
- Distribute Budget Requests to Staff

WORK SESSIONS OR RETREAT TOPICS

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

- Pending Task
- Initiated Task
- Completed Task
- Disregard Task

JANUARY

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

FEBRUARY

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

MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

APRIL

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

MAY

- Employee Non-Rehire Notification
- Approval Facilities Use Fees 3.206
- Submit Budget
- Director of Schools Evaluation
- Approve Tuition Fees 6.204
- Approval of Travel Compensation Rates 2.804
- Review Attorney Contract (bi-annually)
- Review SRO Contracts
- Strategic Compensation Plan Approval

JUNE

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

ON GOING

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

*Dr. Ina Maxwell
Director of Schools*



*Mr. Jim Inman
School Board Chairman*

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

**ESSER Monthly Report
March 2022**

- 100% of ESSER 1.0 funds have been spent.
- 19% of ESSER 2.0 funds have been spent and implementation continues.
- 20 ESSER Interventionist have been hired and they are working 538 students.



JEFFERSON COUNTY SCHOOLS

"Success and Productivity for Every Student"

February 17, 2022

Greetings,

You are receiving a copy of a recent resolution passed by the Jefferson County Board of School Commissioners concerning the proposed change to the school funding.

Please review the information and help make sure our teachers, students, and districts are truly going to benefit from the effort to change to a student-centered funding model.

Thank you for your work and consideration.

Jefferson County Board of School Commissioners.

JEFFERSON COUNTY BOARD OF SCHOOL COMMISSIONERS

RESOLUTION NO. 2022-96

RESOLUTION ON IMPLEMENTATION OF A NEW STATEWIDE EDUCATION FUNDING FORMULA

WHEREAS, the Jefferson County Board of Education is charged with governing the school district so that all students receive the best educational opportunities and to graduate prepared to enter a postsecondary institution or the workforce;

WHEREAS, the Constitution of the State of Tennessee requires that the Tennessee General Assembly “provide for the maintenance, support and eligibility standards of a system of free public schools”;

WHEREAS, the Basic Education Program (BEP) funding formula is the method used in determining how Tennessee education funding is generated and distributed among Tennessee schools;

WHEREAS, Governor Lee has announced his intention to present a new funding formula to the General Assembly for their approval;

WHEREAS, any new funding formula should consider the different needs of each school system and it would be in the best interest of all students to look at actual school district budgets and not rely solely on questionnaires or surveys that do not accurately reflect the complexities of school funding;

WHEREAS, any new funding formula should ensure that public funds remain with the public school system.

NOW THEREFORE BE IT RESOLVED that the Jefferson County Board of Education urges the Governor and General Assembly to include the following in a new funding formula:

- Includes a provision that holds districts harmless on funding and ensures no district receives less funding than what they received under the BEP;
- Applies fiscal capacity to the base amount only and weighs for individual student/sub-group needs that are applied to state level funding;
- Maintains maintenance of effort requirements to prevent local funding bodies from replacing local funds with state funds;
- Maintains the Cost Differential Factor for districts impacted by higher costs;
- Maintains a growth component that addresses new student enrollment in districts and does not fund solely on prior year;

- Contains a strong commitment to mental health professionals, counselors, social workers, nurses, etc. due to the fact schools are providing more social services than ever before;
- Makes a bold move to increase teacher salaries for both entry level and veteran educators, supporting both teacher recruitment and retention;
- Any outcome-based components address the following:
 - Components do not penalize districts for implementing programs that lead to college and career readiness, but reduce student population (early graduation);
 - Components are not solely based on achievement measures and/or testing;
 - Components incorporate a growth factor;
 - Components result in a negative impact on students and districts;
- Includes a focus on K-2 students and provides additional resources prior to third grade;
- Increases funding associated with PreK and is based on the actual cost of PreK programs;
- Decisions on funding are not based on specific districts and/or issues with those districts;
- Includes multiple resources that explain the funding formula and how calculations are developed.

Date of Adoption by Board of Education: February 10, 2022.

Votes: Yes 7, No 0, Abstain

DeMott
Chair, Board of Education

Date: 2/10/22

Shane Johnston
Director of Schools

Date: 2/10/22

**RESOLUTION OF THE JEFFERSON COUNTY BOARD OF EDUCATION
REQUESTING NO LEGISLATIVE ACTION ON HB2833/SB2168**

RESOLUTION NO. 2022-97

WHEREAS, HB2833 and SB2168 have been filed for introduction in the current Tennessee legislative session and include various changes and additions to laws concerning charter schools; and

WHEREAS, said changes include (1) reducing timelines for review and approval of charter school applications from 90 to 75 days, (2) adding a provision for charter schools to choose to use a school building that is at or below 50% LEA usage, (3) funding changes related to facilities use, and other provisions reducing local LEA decision-making; and

WHEREAS, (1) the current review time for charter school applications already demands prompt attention in order to complete an appropriate review, (2) school buildings are not designed for common areas such as offices, gymnasiums, libraries, hallways, etc. to have two separate schools with two administrations applying different rules and schedules, and the proposed legislation does not anticipate growth in an LEA's enrollment demand, and (3) any funding change proposals are not timely given the anticipated proposals for replacement of the BEP funding formula; and

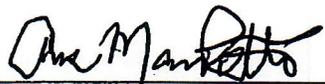
WHEREAS, this resolution does not in any way represent the board's position on charter schools generally; and

WHEREAS, the proposed legislation reduces local decision-making on issues that are best made by local elected bodies with knowledge of local conditions.

NOW, THEREFORE, BE IT RESOLVED, that the Jefferson County Board of Education urges the General Assembly and any committees or subcommittees considering HB2833 and SB2168 to take no action advancing said proposed legislation.

Votes: 7 Yes 0 No ___ Abstain

The Board authorizes its Chair to sign below, this 3 day of March 2022.



Anne Marie Potts

3/3/22
Date



Dr. Shane Johnston, Director of Schools

**Principal Meeting Agenda
February 28, 2022**

General Information from Dr. Maxwell:

- **February 28th Principal Meeting**—Thank you Mr. Fuhrman for hosting at North Cumberland!
- **Next Principal's Meeting**—March 29th @ Brown Elementary (8:30-11:00 a.m.)
- **Send ALL agenda items, requests and school news to Diane McCartney by Wednesday, March 9th for the March 17th BOE meeting. (Ensure that all items, whether by hard copy or email, are to Diane by noon on March 9th.)**
- **Employee Advisory Committee Meeting**
 - **Tuesday, March 15th @ 2:30 @ Central Services**
- **Strides Walk for Diabetes Awareness**—Steve McLelland, Dr. John Sherrill, Fred Mundt
- **Policy**
- **Other**
- **If you have concerns, ideas, or questions, please don't hesitate to reach out to me.**

Elementary Information: Breakout session

High School Information: Breakout session

Departmental Information:

- **Chief Academic Officer**—Mrs. Stephanie Barnes
- **Human Resources**—Ms. Kim Bray
- **Transportation**—Mr. Brian Conatser
- **Finance**—Ms. Kacee Harris
- **Maintenance**—Ms. Mary Kington
- **School Nutrition**—Ms. Kathy Hamby
- **PreK-8**—Dr. Rebecca Farley
- **9-12 & CTE**—Dr. Scott Maddox
- **Special Education**—Ms. Marlene Holton
- **Federal Programs**—Ms. Angela Randolph
- **Title III**—Ms. Sandy Helton
- **Learning Loss Coordinator**—Mrs. Darci Bernabei
- **Safety & Attendance**—Mr. Bo Magnusson
- **Student Information**—Ms. Patricia Overstreet
- **Coordinated School Health**—Ms. Marsha Polson
- **Technology**—Mr. Elbert Farley

Cumberland County Schools Enrollment

3/9/22

	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		77	55	61	67	73	60	65	65	58						601	260	198	123
Crab Orchard	19		32	55	54	65	42	61	42	53	44						467	206	145	97
CCHS												257	248	225	170		900			
Homestead	40		67	54	67	64	76	67	79	62	66						642	252	222	128
Martin	39		79	78	82	84	68	63	75	62	48						678	323	206	110
North	19		48	53	54	62	60	74	59	58	79						566	217	193	137
Pine View	14		17	16	25	16	17	11	11	17	20						164	74	39	37
Pleasant Hill	20		61	64	60	60	66	78	67	61	75						612	245	211	136
South	28		58	50	59	60	51	55	45	60	64						530	227	151	124
Stone	19		61	73	66	76	56	55	62	75	81						624	276	173	156
SMHS												277	257	239	156		929			
Phoenix																82	82			
Total	218	0	500	498	528	554	509	524	505	513	535	534	505	464	326	82	6795	2080	1538	1048

CERTIFIED

New Hires:

Name	Location	Date	Replacing

Resignations/Retirements

Name	Location	Date	Status
Ann Shook	North	5-26-22	Retire
Burma Pugh	Crab Orchard	End of Year	Retire
Dean Patton	CCHS	End of Year	Retire

Transfers

Name	From/To	Date	Replacing

NON-CERTIFIED

New Hires:

Name	Location	Date	Replacing
Summer Selby	PHS	3-7-22	New Position
Channon Recchia	CCHS	3-7-22	Patricia Wright
Nichole Jones	Martin	3-7-22	New Position
Chantilly Young	Martin	3-7-22	New Position
Danielle Meyer	Brown	3-2-22	Amber Collins
Christina Ward	South	3-2-22	New Position
Naomi Oliver	PHS	2-28-22	New Position
Nicholas Kirkland	Stone	1-24-22	Sheryl Atkin
Courtney Day	Homestead	3-1-22	Rosie Bradford
Nakia Oakes	PHS	2-28-22	New Position
Becky Reed	Crab Orchard	3-1-22	New Position
Kayla Rucker	South	2-24-22	New Position
Teri Pullum	Brown	2-22-22	New Position
Michael McClain	Homestead	2-28-22	---

Resignations/Retirements:

Name	Location	Date	Status
Christian Heislop	PHS	3-14-22	Resign

Transfers

Name	From/To	Date	Replacing

Dr. Ina Maxwell
Director of Schools



Mr. Jim Inman
Board of Education Chair

Cumberland County Board of Education

368 Fourth Street
Crossville, TN 38555
Phone: 931-484-6135

March 9, 2022

Dr. Ina Maxwell
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell and Cumberland County Board of Education,

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

Hire:

Victoria Hedgecoth, Café Sub, 02/15/2022
Cheryl Estey, South Cumberland Café, 02/22/2022
Elizabeth Lewis, CCHS Café, 02/28/2022
Ashley Phipps, Café Manager Trainee, 03/07/2022

Resignations/Terminations:

Lora Smith, Homestead Elementary Café, 02/23/2022
Cheryl Estey, South Cumberland Elementary Cafe, 02/23/2022
Jessica Carroll, Brown Elementary Cafe, 03/18/2022

All background check requirements have been completed.

Respectfully,

Kathy Hamby

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

HES NEWS

Cumberland County 4-H Speech Contest winners from Homestead Elementary were Ali Hillis, 1st Place; Olivia Sellers, 2nd Place; Luke Jewell, 3rd Place; Micha Sellers, 5th Place. James McShan, Alaiyah Todd, Fransico Rodriguez, Sadee Richard, and Bella Wyatt all received ribbons for their participation.



Homestead Elementary had a blast at their talent show on February 24, 2022. Students and music teacher Emily Kilby put in a lot of hard work prior to the performance. In the weeks leading up to the talent show, Mrs. Kilby gave each student a chance to perform their talent in front of a small audience before the schoolwide show. All of their preparation paid off! The show proved just how talented Homestead students are as they entertained the audience with singing, dancing, magic tricks, and instrumental acts. Mrs. Kilby said that her favorite part of the process was “seeing students perform in ways they would normally not have a chance to perform at school as well as the positive reactions from peers.” Pictured are Molly Neal (8th grade) and Jack O’Rourke (3rd grade). Molly played the piano and helped host the show, while Jack played the electric guitar.



Congratulations to Ali Grace Hillis, from Mrs. Webb's 4th-grade class at Homestead Elementary, for winning 1st place in the 4th-grade Sub-Regional 4-H Speech Competition.



SMHS NEWS

Mayfield Dairy Farms helped us reward SMHS Panther Pack students with ice cream sandwiches. SMHS is proud of the students who work hard to achieve greatness and enjoyed seeing their smiles as they were congratulated by faculty, staff, and administration.



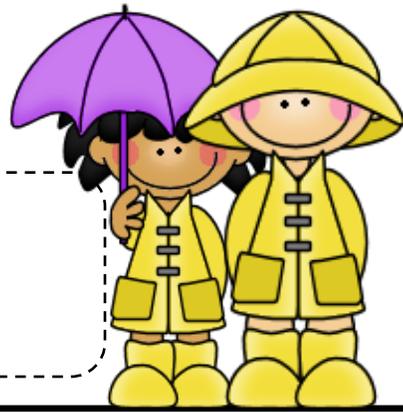
SOUTH SCHOOL SECURES THEIR PLACE IN VOL NATION

Mrs. Whitney Cole's 3rd grade class at South Cumberland Elementary entered and won the "Zoom with Zakai" challenge in which UT Freshman guard Zakai Zeigler challenged Tennessee students to show their Volunteer Spirit. Mrs. Cole's class had two words, "Challenge Accepted". With the help of the Cumberland County School District Technology Coach, Rachel Flowers and "Smokey" stand-in, Denver, the All Vol 3rd graders were able to create a video that proved that they belong as a part of Vol Nation.

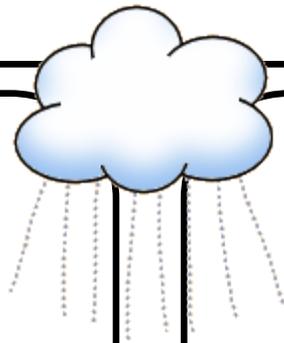
For winning, Mrs. Cole's class will receive a pizza party with Zakai via Zoom. The students didn't just learn the words to "Rocky Top", they also learned about filmmaking and the technology needed to film, edit, and create a final product as well as setting angles for filming. You can find the winning video titled "SCES ON TOP" on Bridge Management Group's Instagram @bridgemanagegroup.



April



A large, empty rounded rectangular box for writing.



A large, empty rounded rectangular box for writing, split into two vertical columns by a central vertical line.

A large, empty rounded rectangular box for writing.



Pine View School News

The students and staff had a visit from Ollie Otter where they learned the importance of booster and seat belt safety.

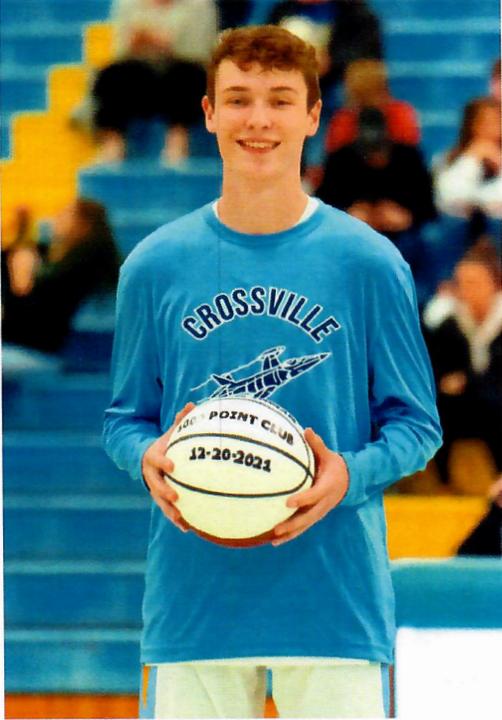


Also, in March, Pine View was all about Dr. Seuss week. Students, Teachers and Administrators all got in on the reading fun!



CCHS NEWS

Three Cumberland County High School basketball players have recently been inducted into the "1000 Point Club". Jets seniors Jackson Inman and Kole Torres and Lady Jets junior Emery Baragona have all scored over 1000 points in their high-school careers so far. The CCHS Jets family is very proud of these young athletes!



The FFA Conduct of Chapter Meeting LDE team placed 1st in the district, 2nd in sectionals, 2nd in regionals, and will be competing at the state level in March.



The FFA Parliamentary Procedure LDE team placed 1st in the District and 6th in the region.



CCHS cheerleaders competed recently at the National High School Cheerleading Championships at Walt Disney World in Orlando, Florida.

CCHS 10th grader Jacob Atkinson competing in the High Jump at the High School Indoor Championships at ETSU.

The CCHS Wrestling Team was District Runner-Ups in the District Duels.

CCHS Reader Volunteer Anna Davidson reads to students at Martin Elementary.



Brown Elementary News

Brown Elementary celebrated the birthday of Dr. Seuss and Read Across America during the first week of March. Students enjoyed numerous lessons and activities based on the books of Dr. Seuss. Principal Stephanie Speich dropped in to read with classes throughout the week.



BES held a "Books Bring Us Together" themed Book Fair where students made their favorite book characters to display in the library. Families participated in Family Night at the Book Fair on March 8.



Brown Elementary celebrated "Twos Day" on 2-22-22. Teachers Rebecca Brock and April Phillips dressed up with their PreK class and engaged in Twos Day activities.



Brown Elementary School's outstanding Teachers of the Year are Kim Harris (grades 5-8) and Lisa Parker (grades K-4).





SUN 27	MON 28	TUE 29	WED 30	THU 31	FRI Apr 1	SAT 2
● 2pm Cheer Practice	Term 4 Begins ● 4pm County Wide XC ● 4:15pm Tennis @ Rhea ET ● 5:30pm M. S Baseball @ SMH ● 5:30pm Softball @ Bledsoe JV	ACT - juniors make-up day ● 3pm Theatre ● 3:30pm Tennis v Warren ● 5pm M S Volleyball vs Cumbe 2 more	● 8am D. Boyd IEP mtg	Grade Cards ● 3pm Theatre ● 5pm Softball v Meigs Co (Moc ● 5:30pm M. S Baseball @ SMH ● 6pm Soccer @ Upperman JV	● 3pm Theatre ● 5pm Baseball v Rhea County I	ACT ● 12pm Softball @ Chattanooga ● 2pm Softball @ Chattanooga
● 2pm Cheer Practice	Progress Monitoring Professionalism Due ● 4pm County Wide XC ● 5:30pm M.S Baseball @ SMH ● 6pm Baseball @ White County	● 3pm Theatre ● 5pm Softball @ Upperman ● 6pm Baseball v White County	Instructional coaches	● 3pm Theatre ● 3:30pm Tennis v White County ● 5:30pm Baseball v Sequoyah ● 5:30pm Softball v Macon Co	Tennis @ Oakland HS Invitational Freshman Academy Meeting ● 7:45am SPED/VocRehab mee ● 3pm Theatre 2 more	● 9am M S JV Volleyball Tourne
● 2pm Cheer Practice	Theatre ● 3:30pm Tennis at White Coun ● 5pm Softball @ Clarkrange ● 5:30pm Soccer v Cookeville H ● 6pm Baseball v DeKalb Count	Regular Ed Data Meetings ● 3:30pm Tennis at Cookeville ● 5pm Softball @ CCHS (Brown ● 6pm Baseball @ Dekalb Coun		Club Day: Mid-day activity sche Faculty Meeting SPED Data Meetings 6 more	Good Friday-No School ● 5:30pm Baseball v Kingston (f ● 5:30pm Softball Cookeville To	● 8am Softball Cookeville Tourn
● 2pm Cheer Practice	Theatre Teacher Inservice-No Students ● 3:30pm Tennis at Warren Cou ● 5pm Baseball @ Macon Coun 2 more	Progress Monitoring EOC: Eng Sub 1 SPED, Fine Arts, Foreign Lang, I 4 more	ELA & Social St. PLC EOC: Eng Sub 2 & 3	CTE & Science PLC EOC: USH ● 4:30pm Baseball @ Kingston ● 5:30pm Softball @ White Co	EOC: Alg 1 Math PLC Progress Monitoring 3 more	Prom ● 9am M.S Varsity Volleyball To
● 2pm Cheer Practice	Theatre EOC: Alg 2 Progress Monitoring Progress Reports 4 more	EOC: Geometry POY and TOY Banquet ● 5:30pm Baseball v CCHS (Bro ● 6pm Soccer v White County (E	EOC: Biology ● 3:30pm Tennis v Cumberland ● 5pm Softball @ Meigs Co	Arts Festival ● 5pm Softball v Upperman (Brc ● 5:30pm Baseball v Bledsoe Cc ● 6pm Soccer v Upperman (Bro	● 6pm Baseball v Oak Ridge (M)	

Cumberland County High School - April 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					 Teacher Olympics Baseball @ Bledsoe Co.	2 Baseball @ Bearden
3	4 Senior meeting Baseball vs. Upperman	5 NIET Baseball at Upperman Soccer vs. Upperman Softball vs. Livingston Tennis @ Warren Co. Track CCHS #2	6 Faculty Meeting	7  Blood Drive Baseball vs. Sequatchie Co. Softball @ White Co. Tennis vs. Livingston	8 Fly-In Soccer @ SMHS Softball @ Upperman	9 Track @ Cookeville
10	11 Baseball vs. Livingston	12  HEALTH FAIR Baseball at Livingston Softball vs. SMHS Tennis at Dekalb Co.	13	14 Gold Clubs Upper Class Elections Baseball @ Mtn Valley Classic Soccer vs. Livingston	15  NO SCHOOL! GOOD FRIDAY Baseball @ Mtn Valley Classic Track @ UTK	16 Baseball @ Mtn Valley Classic Track @ UTK
17  EASTER	18 Inservice #3  TAX DAY Baseball vs. TBA	19 TN Ready English 1, 2 Soccer vs. Kingston Softball vs. Upperman Tennis @ White County	20 TN Ready English 1, 2	21 Mock DUI Baseball @ Monterey Soccer @ McMinn County Softball vs. Dekalb County	22 TNReady makeups  EARTH DAY	23 Prom 
24	25 TNReady Math Beta Banquet Progress Reports Baseball vs. SMHS	26 TNReady Math Baseball @ SMHS Soccer @ Dekalb County Softball @ Macon County Track @ York	27 TNReady Math Tennis @ SMHS	28 TNReady Biology Baseball @ York Soccer vs. White County Softball @ Livingston	29 TNReady makeups Relay lunch Track Regional	30 Sweetheart Pageant  Baseball @ Clinton

Pleasant Hill Elementary

April 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Extended Learning Program Mon.–Thurs. 6:30 – 7:30 am & 2:40 – 4:40 pm	.	TCAP Assessments April 19th – April 28th			1 PHS Archery will be Attending the State Tournament	2
3	4 Cross Country Race #4 4:00 pm @SMHS	5	6	7	8 Honors Awards **Teachers will send home invitations with students**	9
10	11	12	13 TAD Center 7 th Grade 8-8:45 6 th Grade 8:45-9:15 8 th Grade 9:25-10:10	14	15 Good Friday No School	16
17	18 Teacher In-Service No School Students	19	20	21	22	23
24	25	26	27	28	29	30

BE YOUR BEST! PROTECT THE NEST!

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

Homestead Elementary

 April 2022 

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28 ♟ Chess Club  XC 4pm SMHS	29	30	31 Grade Cards Go Home STEM Club 3:15-4:15	1 FCA @ 7:10am	2
3	4  XC 4pm SMHS	5	6 Conquerors For Christ 7am D, S, C, R, A, B, B, L, E, Y, 4th-5th Scrabble Club JV Cheer Tryouts 3pm-5pm	7 Spring Band Concert 4pm STEM Club 3:15-4:15 JV Cheer Tryouts 3pm-5pm	8 FCA @ 7:10am JV Cheer Tryouts 3pm-5pm	9
10	11 ♟ Chess Club	12	13	14 Easter Egg Hunts STEM Club 3:15-4:15	15 No School Good Friday	16
17 Easter Sunday	18 Teacher In-Service- No school for students	19 TCAP- ELA 2nd-8th	20 Conquerors For Christ 7am TCAP- ELA 3rd-8th D, S, C, R, A, B, B, L, E, Y, 4th-5th Scrabble Club	21 TCAP- ELA 2nd-8th STEM Club 3:15-4:15	22 FCA @ 7:10am TCAP- ELA 2nd-8th Make Ups End of Mid 9 Weeks	23
24	25 TCAP-Math 2nd Progress Reports go Home ♟ Chess Club	26 TCAP-Math 3rd-8th	27 TCAP-Math 3rd-8th	28 TCAP-Science 3rd-8th BOE Meeting 6pm	29 FCA @ 7:10am	30

Order Your YEARBOOK! On sale through April 14th for \$30

Looking Ahead....

Monday, May 2nd-
May 2-13

Friday, May 13

Tuesday, May 24

Wednesday, May 25

TCAP-Social Studies 6th-8th

STARScreening & CBM Benchmarks

Field Day

Administrative Day- No Students

Last Day- Students dismiss @ 10am



April 2022



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 April Fools' Day	2
3	4	5 ASVAB	6 Faculty Meeting National Walking Day	7	8	9 Prom 6-9pm
10	11	12 National Grilled Cheese Day	13 Progress Monitoring Data Team Meeting	14 Progress Monitoring TCAT Signing Day PBS Donut Reward	15 Good Friday- No School	16
17 Easter	18 Teacher In-Service	19 EOCs begin- Eng 9 & 10	20	21	22 PR 4 Ends	23
24	25 PR Go Home	26	27 Administrative Professionals Day	28	29	30

SCES



April



2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Cross Country Race 	5 PTO Meeting 3:15 pm	6 WELLNESS WEDNESDAY	7 FCA 7:00 AM	8 Milk and Cookies	9
10	11	12 Chess Club	13	14 FCA 7:00 AM CONCESSION STAND	15 GOOD FRIDAY NO SCHOOL	16
17 HAPPY EASTER	18 Teacher Inservice Day NO SCHOOL	19	20	21 FCA 7:00 AM South Night at 	22	23
24	25	26 Chess Club	27	28 FCA 7:00 AM	29	30

Cumberland County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Transfers Within the System	Descriptor Code: 6.206	Issued Date: 02/22/18
		Rescinds: 6.206	Issued: 01/22/15

1 *General*¹

2 Each year, the Director of Schools/designee shall review the number of spaces available in each school
3 by grade, class and program levels. This information shall be posted on the district's website along
4 with the dates of the district's open enrollment period. The open enrollment period shall last for thirty
5 (30) days and information about the number of seats available shall be posted for at least fourteen (14)
6 days prior. The Director of Schools/designee shall reserve a reasonable number of enrollment spaces at
7 each school to account for the enrollment of zoned students, siblings of students, and students who
8 have a parent/guardian employed at the school. ~~2 Open enrollment is designed to offer students and
9 parents a choice in the selection of schools other than the zoned school and to give families the
10 opportunity to select the best education experience available for their children. From April 1st through
11 the tenth school day in August of each school year, a parent/guardian may request that his/her child
12 attend a school within the system other than the one to which the child is zoned.** The Director of
13 Schools or his/her designee along with the principal shall review such requests and, if adequate space
14 is available, grant such transfers unless a transfer would be adverse to the best interests of the child or
15 the school system. If granted, the student must provide his/her own transportation to and from the
16 school.⁺~~

17 During the district's open enrollment period each year, a parent/guardian may request that his/her child
18 attend a school within the district other than the one to which the child is zoned. The Director of
19 Schools/designee shall review such requests, and if adequate space is available, grant such transfers. If
20 the number of requests exceeds the number of available spaces, the Director of Schools/designee shall
21 implement a lottery to fill the available spaces. ~~Except within the first ten (10) days of a school year
22 where a parent/guardian may appeal the assignment of a student to the Board,² after a student has
23 enrolled in one (1) school within the system, he/she shall not be permitted to transfer to another unless
24 there is a change in residence of the student's parents or guardian outside the area in which the student
25 enrolled. Any exception to this policy must be brought before the Director of Schools for evaluation
26 and decision.~~

27 The open enrollment process shall be completed before other nonresident transfers are approved.

28

29 **POST ENROLLMENT**¹

1 Once accepted, the student shall provide his/her own transportation to and from the school. The student
2 must maintain satisfactory attendance, behavior, and effort to remain in the new school.

3

4 CHANGE IN RESIDENCE¹

5

6 Students whose families transfer their residence to another school area after the first month of school
7 may complete the school year at their former school. Students who present evidence that they will
8 move during the school year and who desire to enroll in a new school in the new area may do so with
9 prior written request for a change of school area. The Director of Schools or his/her designee may
10 grant other exceptions to this policy for good and sufficient reasons.

11 ~~Principals shall allow credit for work transferred from other schools only when substantiated by~~
12 ~~official transcripts or successful completion of comprehensive written examinations approved,~~
13 ~~administered, and graded by the principal or his/her designated representative.³~~

14 ~~Requests for transfer must be submitted annually and acceptance will be based on available space,~~
15 ~~attendance, and behavior.~~

16 **NOTE: Not effective in the event of a federally mandated desegregation order.³**

Legal References

1. TCA 49-2-128
2. TCA 49-6-~~3201~~ 3113
3. ~~TRR/MS 0520 01 03 .03(11)(a) (e)~~ 34 C.F.R.
100.4

Cross References

Student Assignments 6.205
Homeless Students 6.503
Students in Foster Care 6.505

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Emergency, Bereavement and Legal Leave	Descriptor Code: 5.301	Issued Date: 06/24/21
		Rescinds: 5.301	Issued: 02/23/17

1 **EMERGENCY LEAVE**

2 An immediate supervisor may grant **an a-certificated** employee emergency leave during the workday
3 for a sudden, unexpected occurrence demanding immediate attention. Leave shall be taken as
4 personal leave;¹ sick leave or leave without pay. The employee who uses emergency leave shall
5 confirm said leave on appropriate forms the day after returning to work.

6 Principals or administrative supervisors shall keep a tally of the amount of time individual
7 employees are released under this policy and when the total time reaches one (1) day, the employee
8 shall be charged with one (1) day of applicable leave.

9 **BEREAVEMENT LEAVE**

11 **Certified** Employees shall be granted up to three (3) days of bereavement leave in the event of the
12 death of a member of the employee's immediate family including spouse, domestic partner, parent,
13 grandparent, child, grandchild, sibling, mother-in-law, father-in-law, daughter-in-law, son-in-law,
14 sister-in-law, and brother-in-law. Documentation of the need may be required. The days granted
15 shall not be charged to the employee's sick or personal leave.

16 **JURY DUTY**

17 The following procedures shall regulate the leave for jury duty for **teachers employees**:

- 18 1. The employee shall present written evidence that he/she had been summoned to serve on a jury;
19 and,
20 2. The employee shall be entitled to the usual compensation. The employee shall remit all Jury
21 Duty compensation directly to County Finance to avoid loss of pay.

22 **COURT APPEARANCES**

23 If an employee appears in court as a plaintiff, defendant, witness,³ or voluntarily appears on behalf of
24 family or friends personal leave or leave without pay shall be granted. Other court leave with pay shall
25 be granted provided the director of schools is furnished with full particulars explaining why the
26 **teacher-employee** is needed for the case and a copy of the subpoena accompanies the request. Paid court
leave to employees who are litigants against the Board is expressly forbidden.

Legal References

1. TCA 49-5-711 (c)
2. TCA 22-4-106(b)
3. TCA 16-15-708

Cross References

Cumberland County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Personal and Professional Leave</h2>	Descriptor Code: <h3 style="text-align: center;">5.303</h3>	Issued Date: <h3 style="text-align: center;">12/02/21</h3>
		Rescinds: <h3 style="text-align: center;">5.303</h3>	Issued: <h3 style="text-align: center;">06/27/19</h3>

1 Personal and professional leave shall be granted in accordance with laws of the State of Tennessee, the
 2 rules and regulations of the State Board of Education and the policy and benefit schedules of the
 3 Cumberland County Board of Education.

4 Certified employees shall earn personal leave at the rate of one (1) day for each half-year employed for
 5 a total of two (2) days per year. Any personal leave remaining unused at the end of a year from this
 6 allocation shall be credited to sick leave.¹

7 Certified employees may convert existing accumulated sick days into additional personal days based on
 8 the following years of service to Cumberland County Schools:

- 9 10-15 years = 1 additional day
- 10 16-24 years = 2 additional days
- 11 25 + years = 3 additional days

12 In addition, certified employees who have utilized five (5) or fewer sick days in the previous calendar
 13 school year and have exhausted personal leave for the current calendar school year (July 1st through June
 14 30th) may petition their principal or supervisor to convert sick days from the current calendar year (July
 15 1st through June 30th) into additional personal days not to exceed a total of three (3) converted days for
 16 a total of five (5) personal days annually

17 Certified supervisors who accrue more than two (2) annual personal days (per a board approved benefit
 18 schedule) may carry over five (5) days per year. As of July 1, all accrued personal days in excess of five
 19 (5) will be lost without compensation. A maximum of ten (10) days of personal leave may be
 20 compensated upon termination of employment of these supervisors.

21 Non-certified employees shall earn personal leave based on their job assignment, longevity, and number
 22 of annual workdays. A carryover of five (5) days per year is authorized. As of July 1, all accrued personal
 23 days in excess of five (5) will be converted to sick days. A maximum of ten (10) days of personal leave
 24 may be compensated upon termination of employment for non-certified employees.

25 If, at the termination of employment, any employee has been absent for more days than leave has been
 26 earned, an amount sufficient to cover the excess days used shall be deducted from the employee's final
 27 salary payment.²

28 Subject to the following conditions, personal leave may be taken at the discretion of the employee:

- 29 1. Except in an emergency, each employee shall give the principal/supervisor at least two (2) days'
 30 notice in writing of intent to take leave;

- 1 2. The approval of the principal/supervisor of the school shall consider the following when
2 approving leave:³
- 3 a. If more than ten percent (10%) of the teachers in any given school request its use on the
4 same day;
- 5 b. If requested during any prior established student examination period;
- 6 c. If requested on the day immediately preceding or following a holiday or vacation period;
- 7 d. If personal leave is requested for days scheduled for professional development or in-
8 service training, according to a school calendar adopted by the Board prior to the
9 commencement of the school year; or
- 10 e. If personal leave is requested for days scheduled for parent-teacher conferences,
11 according to a school calendar adopted by the Board prior to the commencement of the
12 school year.
- 13 3. The converted personal days will not be approved for:
- 14 a. Extension of scheduled breaks.
- 15 b. The first or last week of school.
- 16 c. Scheduled testing dates.
- 17 Professional leave is a short, temporary absence for the purpose of attending workshops and other
18 meetings relating to school business or serving on boards and commissions which meet during daytime
19 hours when duly elected as or appointed by a mayor, city council, county executive, or county
commission.⁴

Legal References

1. TCA 49-5-711(a); TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711(b)
3. TCA 49-5-711(c)(1)
4. TCA 49-5-205

Cross References

Short Term Leaves of Absence 5.300
Legislative Leave 5.309

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: 09/28/17
		Rescinds: 5.701	Issued: 05/25/17

1 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies.^{1,2}
2 All substitute teachers shall be employed by the director of schools and paid by the Board or by a third
3 party public or private employer through an agreement between such third party employer and the board
4 of education. Substitute teachers employed by third party entities shall be subject to the same
5 unemployment benefit eligibility conditions as substitute teachers employed directly by the board of
6 education.²

7 **APPLICATION/QUALIFICATIONS**

8 Criminal history record checks, fingerprinting, and pre-employment 10-panel drug screen of applicants
9 for substitute teaching are required.³

10 Applicants whose records with the State Department of Education indicate a license or certificate
11 currently in revoked status shall not be hired.⁴

12 Substitute teachers shall have a minimum of a valid high school diploma or equivalency and must be a
13 minimum of 21 years of age unless currently enrolled in or graduated from an accredited college
14 program.

15 The substitute teacher lists will be prepared by the personnel director, who will maintain a complete file
16 on all substitute teachers. This file will include transcripts, credentials, recommendations, and other
17 pertinent information. A list of all approved substitutes shall be provided to all building principals. Only
18 those persons on the approved substitute list shall be employed to substitute teach.

19 **COMPENSATION**

20 The compensation of substitute teachers is determined annually by the Board.⁷

21 Retired teachers serving as substitutes who do not have an active teaching licenses shall be paid the
22 same as a retired substitute teacher with an active teaching licenses. **This only applies to teachers who**
23 **retired after July 1, 2011 through July 1, 2016.**⁵

24 **CERTIFICATION**

25 When substituting for a regular teacher who has been absent for twenty (20) consecutive days, a
26 substitute teacher must possess a teaching certificate with endorsement in the discipline(s) to be taught.⁵
27 When substituting for a teacher without sick leave, the substitute shall be certified and paid according to
28 the state salary schedule.¹

1 Retired teachers may substitute one-hundred twenty (120) days per year without loss of retirement
2 benefits,¹ and may substitute for additional days if the director of schools certifies in writing to the Division
3 of Retirement that no other qualified personnel are available to substitute teach.⁶

4 **EMERGENCY NEEDS**

5 All teacher aides, secretaries and clerks are approved substitute teachers for use in emergency situations.
6 Emergency use shall be defined as less than a full day due to the regular or substitute teacher being unable
7 to arrive on time or remain for the full day.

8 Such substitutes shall receive the proportionate equivalent salary regular substitute teachers would
9 receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay
10 for both positions at the same time.

11 **TRAINING AND ORIENTATION**

12 The director of schools shall be responsible for providing appropriate training and development
13 programs for substitute teachers.

14 All substitute teachers shall be required to attend an orientation session prior to their first day of work to
15 receive instructions regarding reporting, pay schedules, and other pertinent information.

16 **RESPONSIBILITIES**

17 Substitute teachers shall assume the same responsibilities and have the same authority as the regular
18 teacher, including bus duty and playground supervision.

19 **RE-EMPLOYMENT/TERMINATION**

20 On an annual basis, the director of schools, with input from the principals, shall determine which
21 substitute teachers performed at an acceptable level. Substitute teachers who performed below an
22 acceptable level shall not be re-employed.

23 All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying
24 the principal if they wish to terminate their service as substitutes.

25 Substitutes that have a lapse of employment greater than 12 months will be required to obtain new
26 fingerprints and 10-panel drug screen prior to being reinstated.

Legal References

1. TRR/MS 0520-1-2-.04(6)
2. TCA 49-5-709
3. TCA 49-5-413(a)(2)
4. TCA 49-2-203(a)(15)
5. Public Acts of 2017, Chapter No. 387
6. TCA 49-3-312; TRR/MS 0520-01-02-.04(6)(b)
7. Public Acts of 2017, Chapter No. 287

Cumberland County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Transfers Within the System	Descriptor Code: 6.206	Issued Date: 02/22/18
		Rescinds: 6.206	Issued: 01/22/15

1 *General*¹

2 Each year, the Director of Schools/designee shall review the number of spaces available in each school
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16 **NOTE: Not effective in the event of a federally mandated desegregation order.³**

Legal References

1. TCA 49-2-128
2. TCA 49-6-3201 3113
3. ~~TRR/MS 0520 01 03 .03(11)(a) (e)~~ 34 C.F.R.
100.4

Cross References

Student Assignments 6.205
 Homeless Students 6.503
 Students in Foster Care 6.505



Utility Easement
Cumberland County
Board of Education
368 4th Street
Crossville, Tennessee 38555

THIS INSTRUMENT PREPARED BY:

Laurence M. Papel, Esq.
Nelson Mullins Riley & Scarborough, LLP
One Nashville Place, Suite 1100
Nashville, Tennessee 37219

EASEMENT AGREEMENT

THIS EASEMENT AGREEMENT (this "Agreement"), made effective as of the 28th day of February, 2022 by and between **CUMBERLAND COUNTY BOARD OF EDUCATION**, ("Grantor") and **BEN LOMAND COMMUNICATIONS, LLC d/b/a BEN LOMAND CONNECT**, a Tennessee limited liability company ("Grantee").

WITNESSETH:

WHEREAS, Grantor is the owner of certain real property located near the intersection of Mayland Road and Cottage Street in Crossville, Tn. (the "Grantor Property") being part of the real property conveyed to Grantor by deed of record in Book 337, Page 31, Register's Office for Cumberland County, Tennessee; and

WHEREAS, Grantee is a Tennessee corporation providing broadband services to the neighboring communities via fiber optic facilities requiring installation of telephone equipment, including a remote telephone switching system (the "Telephone Equipment") to be installed on the Grantor Property; and

WHEREAS, Grantor desires to grant to Grantee a ninety-nine(99) year, non-exclusive easement for installation and placement of telephone equipment, including a remote telephone switching system on the Grantor property.

NOW, THEREFORE, in consideration of the foregoing recitals, the mutual covenants contained herein, and other good and valuable consideration, the sufficiency of which are hereby acknowledged, Grantor and Grantee hereby agree as follows:

1. Grant of Easement. Subject to all easements, restrictions, and other matters of record affecting the Grantor Property, Grantor hereby grants, sells, conveys, establishes and creates, for the benefit of Grantee and its agents, successors and assigns, the following (collectively, the "Easement"): (a) a ninety-nine(99) year, non-exclusive easement for the installation of the Telephone Equipment on an area of the Grantor Property sixteen (16) feet long and twenty (20) feet wide near the east section of the property on the northeast intersection of Mayland Road and Cottage Street, as more particularly depicted on **Exhibit A** hereto (the "Easement Area"); and (b) a ninety-nine(99) year, general easement for pedestrian and vehicular ingress and egress over and across the Grantor Property for construction, operation, maintenance, repair, replacement, and reconstruction of the Telephone Equipment. Grantee shall maintain the Easement Area in good, clean and safe condition, in accordance with all applicable legal requirements.

2. **Parties Bound.** Grantor and Grantee hereby agree that the Easement granted herein shall run with the land, and is for the benefit and use of Grantee and its successors and assigns, and shall at all times bind Grantor and any and all subsequent owners of any interest in the Grantor Property, together with any of their successors and assigns.

3. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall for all purposes be deemed an original and all of which together shall constitute but one and the same instrument and shall become effective only upon execution of one or more of such counterparts by each of the parties.

4. **Recording.** This Agreement shall be recorded in the office of the Register of Deeds of Cumberland County, Tennessee.

5. **Governing Law.** This Agreement shall be governed by the laws of the State of Tennessee.

6. **Entire Agreement.** This Agreement contains the entire agreement between the parties.

7. **Recitals.** The recitals to this Agreement are hereby incorporated by reference and shall be deemed to be an integral part of this Agreement.

8. **Notices.** All notices, requests and other communications under this Agreement shall be in writing and shall be either: (a) delivered in person, (b) sent by certified mail, return-receipt requested, (c) delivered by a recognized delivery service or (d) sent by facsimile and e-mail transmission and addressed as follows:

Grantor:

Cumberland County
Board of Education
368 4th Street
Crossville, Tennessee 38555

Facsimile _____
E-Mail: _____

Grantee:

Ben Lomand Communications, LLC.
d/b/a Ben Lomand Connect
c/o Richard Boyd
311 North Chancery Street
McMinnville, Tennessee 37110
Facsimile: 931-668-7653
E-Mail: rboyd.bl@blomand.net

A party's address may be changed by written notice to the other party; provided, however, that no notice of a change of address shall be effective until actual receipt of such notice.

[Signature Pages Follow]

IN WITNESS WHEREOF, Grantor and Grantee have caused this Agreement to be executed effective as of the day first written above.

GRANTOR

Cumberland County
Director of Schools

Name: _____

STATE OF TENNESSEE)

COUNTY OF _____)

Personally appeared before me, the undersigned, a Notary Public for the state and county aforesaid, _____, with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who, upon oath, acknowledged that he/she executed the within instrument for the purposes therein contained, and who further acknowledged that he/she is Owner of **Property on the northwest intersection of Mayland Road and Cottage Street** (the "Grantor"), and is authorized to execute this instrument on behalf of the Grantor.

WITNESS my hand and seal at office this ____ day of _____, 20 ____.

Notary Public

My Commission Expires:



GRANTEE

Ben Lomand Communications LLC, d/b/a/ Ben Lomand Connect, a Tennessee Limited Liability Company

By: _____
Name: _____
Title: _____

STATE OF TENNESSEE)
COUNTY OF _____)

Personally appeared before me, the undersigned, a Notary Public for the state and county aforesaid, _____, with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who, upon oath, acknowledged that he/she executed the within instrument for the purposes therein contained, and who further acknowledged that he/she is the _____ of Ben Lomand Communications LLC, a Tennessee limited liability company (the "Grantor"), and is authorized to execute this instrument on behalf of the Grantor.

WITNESS my hand and seal at office this ____ day of _____, 20____.

Notary Public

My Commission Expires:

EXHIBIT A

Easement Area

Being an easement lying in Cumberland County, Tennessee, and being more particularly described as follows:

Property recording at Cumberland County Register Office in Book 337, Page 31

(Please see attached Map)

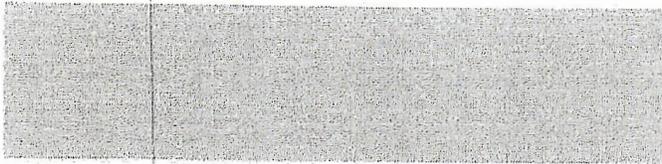
Cumberland County - Parcel: 084 074.00



Date: February 15, 2022
County: Cumberland
Owner: CUMBERLAND COUNTY BOARD
Address: MAIN ST
Parcel Number: 084 074.00
Deeded Acreage: 23.88
Calculated Acreage: 0
Date of Imagery: 2018

Esri, HERE, Garmin, (c) OpenStreetMap contributors
State of Tennessee, Comptroller of the Treasury, Department of Property
Assessment (DPA) – Geographic Services
TDOT

The property lines are compiled from information maintained by your local county Assessor's office but are not conclusive evidence of property ownership in any court of law.



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 3-15-22

School Name CCHS

Project Name Blue Angel Landscape Apron

Project Description We will construct a diamond shaped concrete apron around the existing pad. There will be an informational plaque mounted on a short stone column. Landscape rock will fill in the areas between the existing pad and the new border.

Estimated Value \$1500 to \$2000 See the drawing for details

Funding Source donations

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 Kingen

_____ Fire Marshall _____ Code Inspectors

_____ Playground Inspectors _____ Insurance Approval

Director of Schools Dr. Ina Maxwell

Building and Grounds Committee _____

Board of Education Approval Date _____

Proposed Eagle Scout project

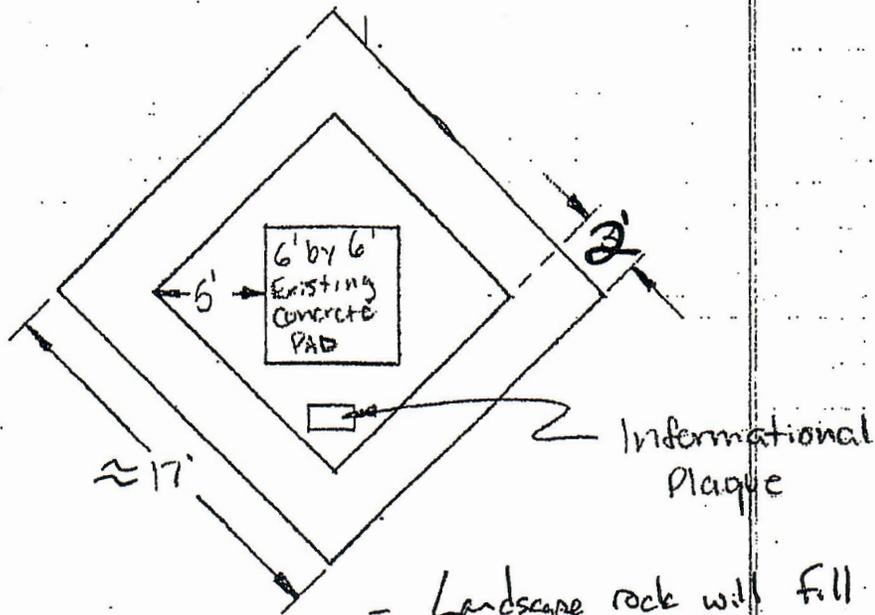
Submitted by

William Magnusson

CCHS JET Decorative Apron

Existing CCHS Parking lot

Existing
Grass Area



- Landscape rock will fill in the area between the existing 6x6 pad and the new diamond shaped apron.
- The concrete will be at least 4" thick.

Cumberland County Board of Education

SUMMARY FINANCIAL STATEMENT

February 28, 2022

141 GENERAL PURPOSE SCHOOL FUND

ACCT. DESCRIPTION

	Budget	Actual February	Total YTD	% of Budget
REVENUES				
40110 Current Property Tax	\$ 5,609,514	\$ -	\$ 3,774,365	67%
40120 Trustee's Collections - Prior Year	\$ 142,482	\$ (1,159,721)	\$ 161,272	113%
40130 Cir Clk/Clk & Master Coll. Pr. Yr.	\$ 111,941	\$ 18,202	\$ 48,040	43%
40140 Interest and Penalty	\$ 95,142	\$ 20,936	\$ 50,985	54%
40210 Local Option Sales Tax	\$ 12,686,980	\$ 2,464,065	\$ 8,061,816	64%
40270 Business Tax	\$ 4,371	\$ 220	\$ 3,000	69%
40275 Mixed Drink Sales	\$ 64,570	\$ 4,954	\$ 40,360	63%
43517 Tuition - Other	\$ 110,000	\$ 7,496	\$ 70,976	65%
43570 Receipts from Individual Schools	\$ 40,000	\$ (6,499)	\$ 34,262	86%
43990 Other Charges for Services Dual Credit	\$ 26,000	\$ -	\$ 20,111	77%
44120 Lease/Rentals	\$ 8,000	\$ 500	\$ 3,044	38%
44145 Sale of Surplus Materials	\$ 7,000	\$ 78	\$ 2,237	32%
44170 Miscellaneous Refunds	\$ 169,999	\$ 81,375	\$ 221,171	130%
44560 Damages Recovered from Individuals	\$ 1,000	\$ 38	\$ 351	35%
44570 Contributions and Gifts	\$ 15,000	\$ -	\$ 20,220	135%
44990 Other Local Revenue	\$ 14,000	\$ 1,218	\$ 11,748	84%
46511 Basic Education Program	\$ 35,390,000	\$ 3,543,200	\$ 24,802,400	70%
46515 Early Childhood Education	\$ 1,059,450	\$ -	\$ 511,352	48%
46590 Other State Education Funds	\$ 614,000	\$ 59,703	\$ 417,918	68%
46591 Coordinated School Health	\$ 100,000	\$ -	\$ 45,263	45%
46594 Family Resource Centers	\$ 29,611	\$ -	\$ 23,374	79%
46610 Career Ladder Program	\$ 117,000	\$ -	\$ 52,213	45%
46640 Vocational Equipment	\$ 36,701	\$ -	\$ 36,701	100%
46981 Safe Schools	\$ 133,651	\$ -	\$ 68,696	51%
47143 Education of the Handicapped Act	\$ -	\$ -	\$ 20,704	0%
47309 Covid-19 Grant D	\$ 51,000	\$ -	\$ 51,000	0%
48610 Donations	\$ 5,000	\$ -	\$ -	0%
49700 Insurance Recovery	\$ -	\$ (181,747)	\$ -	0%
TOTAL REVENUES	\$ 56,642,412	\$ 4,854,016	\$ 38,553,577	68%

EXPENDITURES	Budget	Actual February	Total YTD	% of Budget
71100 Regular Instruction Program	\$ 27,570,902	\$ 2,083,737	\$ 15,539,221	56%
71150 Alternate Instruction Program	\$ 255,916	\$ 20,639	\$ 155,654	61%
71200 Special Education Program	\$ 3,351,379	\$ 287,599	\$ 1,983,689	59%
71300 Vocational Education Program	\$ 3,250,703	\$ 282,564	\$ 1,904,151	59%
71400 Student Body Education Program	\$ 504,211	\$ 19,143	\$ 316,461	63%
72110 Attendance	\$ 210,624	\$ 10,565	\$ 122,225	58%
72120 Health Services	\$ 604,022	\$ 47,648	\$ 328,932	54%
72130 Other Student Support	\$ 1,481,266	\$ 131,273	\$ 802,278	54%
72210 Regular Instruction Program	\$ 1,233,433	\$ 75,833	\$ 791,859	64%
72220 Special Education Program	\$ 743,689	\$ 47,835	\$ 433,398	58%
72230 Vocational Education Program	\$ 386,489	\$ 29,032	\$ 224,588	58%
72250 Technology	\$ 1,256,277	\$ 39,363	\$ 883,053	70%
72310 Board of Education	\$ 1,127,624	\$ 3,831	\$ 672,663	60%
72320 Office of the Director	\$ 283,334	\$ 20,325	\$ 177,588	63%
72410 Office of the Principal	\$ 4,219,663	\$ 332,682	\$ 2,433,298	58%
72510 Fiscal Services	\$ 188,767	\$ 12,916	\$ 108,490	57%
72520 Human Services/Personnel	\$ 191,229	\$ 19,700	\$ 108,540	57%
72610 Operation of Plant	\$ 5,425,669	\$ 326,629	\$ 3,232,354	60%
72620 Maintenance of Plant	\$ 2,484,690	\$ (107,868)	\$ 360,643	15%
72710 Transportation	\$ 3,446,735	\$ 269,888	\$ 1,625,374	47%
73300 Community Services	\$ 196,457	\$ 9,444	\$ 74,557	38%
73400 Pre School	\$ 1,164,387	\$ 97,654	\$ 707,711	61%
76100 Regular Capital Outlay	\$ 230,000	\$ 17,690	\$ 109,264	48%
82130 Debt Services Principal	\$ 281,256	\$ -	\$ 210,942	75%
82230 Debt Services Interest	\$ 11,640	\$ -	\$ 8,730	75%
TOTAL EXPENDITURES	\$ 60,100,361	\$ 4,078,121	\$ 33,315,662	55%

* = Coding error in line 40120 and 40210, from January corrected here

MEMO

TO: Cumberland County BOE Members

FROM: Kacee Harris, CFO

RE: Wilcac Life Insurance Issue

DATE: March 11, 2022

BOE employees were offered a life insurance policy many years ago. This plan was purchased by Ms. Susan Fox Humphrey, a former employee who is now deceased. The BOE was set up as the account holder/beneficiary on this old plan. Since then, the company has changed hands many times and the policy was most currently serviced by Wilcac Life Insurance Company. Wilcac Life Insurance issued a check to the BOE as the beneficiary for the balance of the account of the insured Humphrey.

After consulting with accounting, legal and financial experts, I advise the board to legally recognize that the money was sent to the BOE within IRS regulations and then authorize the payment for the surrendered amount to the estate of Ms. Humphrey. The board has not contributed to nor claimed legal ownership of this money. This action will accompany a budget resolution to receipt the check to 141.44170, Misc. Refunds and authorize a check for the same amount to be written directly to the estate from 141.72310.599 Board of Education, Other Charges.

RESOLUTION # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the Cumberland County Board of Education (BOE) is named as the account holder/beneficiary for a Wilcac Life Insurance Company plan sold to former employees, and

WHEREAS, one of said employees is now deceased which resulted in Wilcac Life Insurance Company fully disbursing her account to the BOE by writing the BOE a check for the balance of her account, and

WHEREAS, the BOE has never contributed nor has any legal claim to this money.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this ____ day of _____, 2022, and by the Cumberland County Commission meeting on this ____ day of _____, 2022, that the following budget amendment be adopted:

Wilcac Life Insurance Company Surrender

Increase Revenue:		
141.44170	Misc. Revenue	\$77,492.86
		Total Decrease: \$77,492.86

Increase Expenditures:		
141.72310.599	Board of Education – Other Charges	\$77,492.86
		Total Increase: \$77,492.86

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:___

BOE Approved: No Commission Action Required

Amendment # _____

Cumberland County, Tennessee

Federal Programs Fund

WHEREAS, the Federal 21st CCLC Grant has a need for additional CPR training and additional bus drivers due to student enrollment, and additional materials for student STEAM activities.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this ___17th_ day of ___March_____, that the following budget amendment be adopted:

FEDERAL 21st CCLC 3/17/22

Decrease Expenditures:

142-438-73300-599

Other Charges

\$90,647.13

Total Decrease

\$90,647.13

Increase Expenditures

142-438-73300-189

Other Salaries and Wages

\$45,078.28

142-438-73300-429

Instruct. Supplies and Mater.

\$45,568.85

Total Increase

\$90,647.13

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain _____

BOE APPROVED: NO COMMISSION ACTION REQUIRED

Amendment # _____
Cumberland County, Tennessee
Special Education Federal Budget

WHEREAS, the Federal ARP IDEA B Preschool grant budget requires revision to account for the purchase of assistive technology for the preschool classes

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this ____ day of _____, 2022, that the following budget amendment be adopted:

Federal ARP IDEA Part B Preschool Technology Amendment

Decrease Expenditures:				
142-912-99100-504	Indirect Cost		\$	143.53
		Total Decrease:	\$	143.53
Increase Expenditures:				
142-912-71200-725	Special Education Equipment		\$	143.53
		Total Increase:	\$	143.53

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: __ Nays: __ Abstain: _____

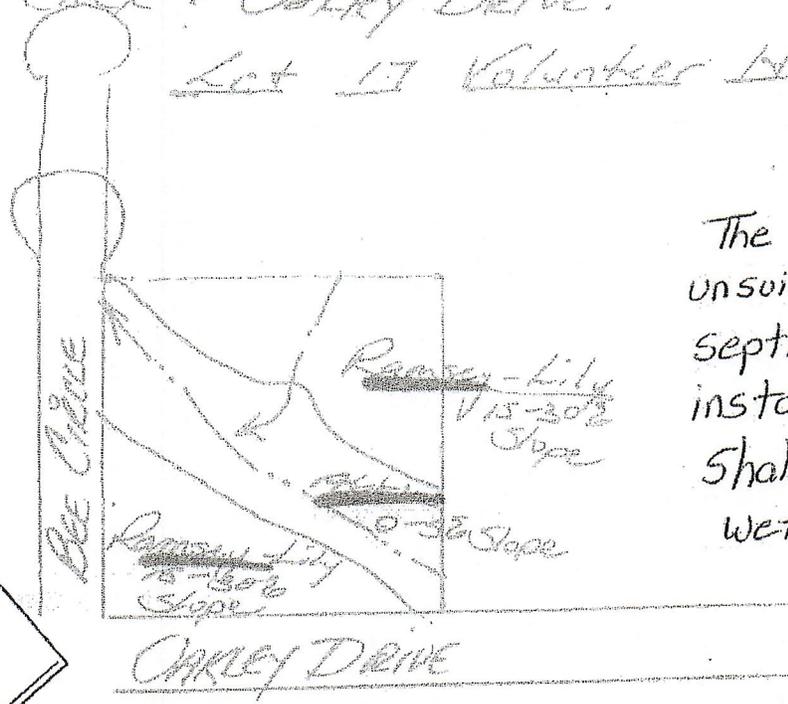
Property Bid Summary

Location	Offer 1	Offer 2	Offer 3
Bakers Crossroads	\$ 175,011.00	\$ 130,000.00	\$ 111,000.00
Oakley Drive	\$ 5,000.00	\$ 7,200.00	\$ 2,000.00

Lot not staked blvd at AKB

NAME: FIRST FIDELITY BANK
ADDRESS: NORTH MAIN STREET
PHONE: 484-7565
DISTANCE FROM CROSSVILLE: 1 mile
DETAIL LOCATION: -

Southwest corner of Bee
Creek & Oakley Drive.
Lot 17 Volunteer Heights Addn.



The soils are unsuitable for a septic system installation due to shallow rock and wetness.

Per Brian Houster
2/28/22

RECEIVED
MAR 01
BY:

1" = 100'

I understand if my lot is not properly marked so the Soil Scientist can do the soil work it may result in a longer delay in receiving soil information.

Signature Brian Houster

BAB

* ATTACHMENT FROM
TRAVIS L. SMITH

FIELD AND ACTIVITY REPORT
DIVISION OF GROUND WATER PROTECTION

COUNTY Cumberland CITY Crossville DATE 7/9/91

HEALTH DEPARTMENT OFFICIALS CONTACTED Welch

OTHER INDIVIDUALS CONTACTED _____

REPORT (1. Purpose of Visit, 2. Activities, 3. Recommendations, 4. Comments)

Lot 17 Volunteer Heights Addn.

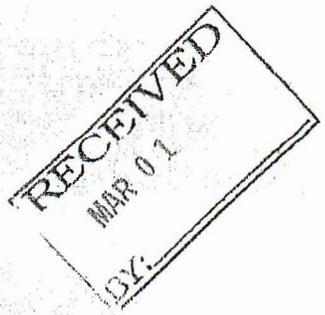
(1) Attachment

ANY CUTTING OR FILLING WILL
VOID THIS SOIL MAP

Note: Red & Yellow or Red & Green -The subsurface sewage lines should be at 24" in depth, over 24" will have a 75 plus M.P.I.

Final soils map completed by Tennessee Department of Health and Environment
SOILS SCIENTIST _____ DATE 7/9/91

[Signature]
The signature of the Soils Scientist does not constitute approval by the health department.



LEGEND

- DRAINAGE WAY
- SINKHOLE
- POND
- DEPRESSION
- SPRING

The use of colors on soil maps are to show the estimated absorption rates of soils in minutes per inch as follows:

- Green - 10 through 60 minutes per inch (When rate not assigned use rate in soils chart)
- Yellow - 61 through 75 minutes per inch (Use 75 rate when MPI is not assigned)
- Red - 75 minutes per inch (May be due to absorption rates greater than 75 minutes per inch, drainage, depth, slopes or fill material (non-soils).

BNS
* ATTACHMENT FROM
TRAVIS L. SMITH

State of Tennessee  Comptroller of the Treasury
Real Estate Assessment Data

Home	About	New Search	Return to List
------	-------	------------	----------------

County Number: 018

County Name: CUMBERLAND

Tax Year: 2020

Property Owner and Mailing Address

Jan 1 Owner:
 CUMBERLAND CO BOARD
 OF EDUCATION
 368 FOURTH ST
 CROSSVILLE, TN 38555

Property Location

Address: HWY 70 N

Map: 072 Grp: Ctrl Map: 072 Parcel: 035.00 Pl: S/I: 000

Value Information

Reappraisal Year: 2017

Land Mkt Value: \$170,500
 Improvement Value: \$0
 Total Market Appraisal: \$170,500
 Assessment %: 0
 Assessment: \$0

General Information

Class: 01 - COUNTY
 City #: 000 City:
 SSD1: 000 SSD2: 000
 District: 01 Mkt Area: 140
 # Bldgs: 0 # Mobile Homes: 0
 Utilities - Water / Sewer: 00 - PUBLIC / NONE Utilities - Electricity: 01 - PUBLIC
 Utilities - Gas / Gas Type: 00 - NONE Zoning:

Subdivision Data

Subdivision:
 Plat Bk: Plat Pg: Block: Lot:

Additional Description

ESMT 1338/363

Building Information

Extra Features

Sale Information

Sale Date	Price	Book	Page	Vac/Imp	Type Instrument	Qualification
11/09/2007	\$290,000	1279	1597	VACANT	WD	F
10/27/2006	\$280,000	1246	1749	VACANT	WD	P

08/01/1997	\$60,000	1002	16	VACANT	WD	N
08/01/1997	\$60,000	1002	14	VACANT	WD	N
06/05/1997	\$0	533	154			
06/05/1997	\$0	533	151			
06/05/1997	\$0	533	147			
02/17/1978	\$0	193	729			

Land Information

Deed Acres: 39.37 Calc Acres: 0.00 Total Land Units: 39.37

Land Type: 46 - ROTATION	Soil Class: A	Units: 1.80
Land Type: 54 - PASTURE	Soil Class: A	Units: 10.00
Land Type: 62 - WOODLAND 2	Soil Class: G	Units: 3.27
Land Type: 62 - WOODLAND 2	Soil Class: A	Units: 20.00
Land Type: 62 - WOODLAND 2	Soil Class: P	Units: 4.30

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[Comptroller of the Treasury
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[State of Tennessee
Home Page](#)

State of Tennessee  Comptroller of the Treasury
Real Estate Assessment Data

[Home](#) [About](#) [New Search](#) [Return to List](#)

County Number: 018

County Name: CUMBERLAND

Tax Year: 2021

Property Owner and Mailing Address

Jan 1 Owner:
 CUMBERLAND COUNTY BOARD
 OF EDUCATION
 1400 STANLEY ST
 CROSSVILLE, TN 38555

Current Owner:
 CUMBERLAND COUNTY BOARD
 OF EDUCATION
 1400 STANLEY ST
 CROSSVILLE, TN 38555

Property Location

Address: OAKLEY DR

Map: 126J Grp: A Ctrl Map: 126J Parcel: 007.00 PI: S/I: 000

Value Information

Reappraisal Year: 2017

Land Mkt Value: \$14,000
 Improvement Value: \$0
 Total Market Appraisal: \$14,000
 Assessment %: 0
 Assessment: \$0

General Information

Class: 01 - COUNTY
 City #: 000 City: 000
 SSD1: 000 SSD2: 000
 District: 01 Mkt Area: E21
 # Bldgs: 0 # Mobile Homes: 0
 Utilities - Water / Sewer: 03 - PUBLIC / INDIVIDUAL Utilities - Electricity: 01 - PUBLIC
 Utilities - Gas / Gas Type: 01 - PUBLIC - NATURAL GAS Zoning:

Subdivision Data

Subdivision: VOLUNTEER HTS ADD
 Plat Bk: 7 Plat Pg: 37 Block: Lot: 17

Additional Description

Building Information

Extra Features

Sale Information

Sale Date	Price	Book	Page	Vac/Imp	Type Instrument	Qualification
05/22/1992	\$0	449	542			
07/07/1988	\$0	359	386			
11/17/1982	\$0	260	534			

Land Information

Deed Acres: 0.00 Calc Acres: 0.00 Total Land Units: 1.00
 Land Type: 70 - EXEMPT Soil Class: Units: 1.00

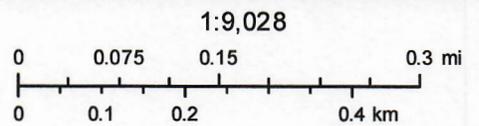
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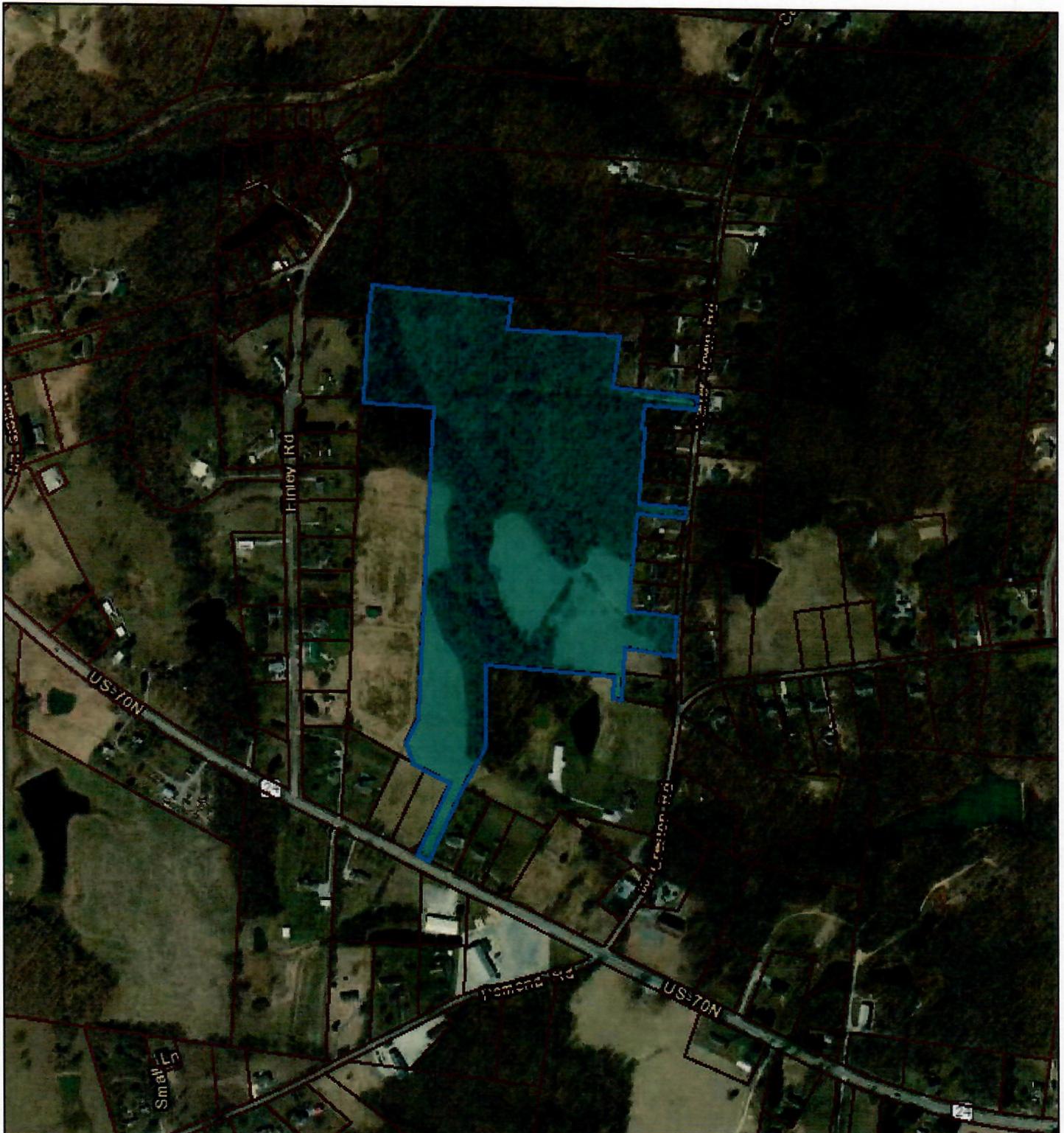
Cumberland County - Parcel: 126J A 007.00



February 10, 2017

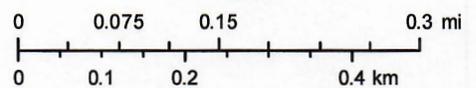


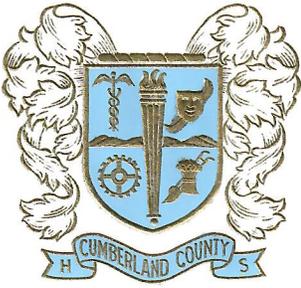
Cumberland County - Parcel: 072 035.00



February 10, 2017

1:9,028





Cumberland County High School

660 Stanley Street • Crossville, TN 38555
Telephone (931) 484-6194 • Fax (931) 456-6872

Jon Hall
Principal

February 28, 2022

Cumberland County Board of Education
Dr. Ina Maxwell, Director
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell,

Please approve the following as volunteers at Cumberland County High School effective immediately:

Meagan Davis	Level II
James Whitcomb	Level II

The proper paperwork is on file in my office.

Sincerely,

A handwritten signature in black ink, appearing to read "Jon Hall".

Jon Hall



**CRAB ORCHARD
ELEMENTARY SCHOOL**

240 School Road

Crab Orchard, TN 37723

PHONE: (931) 484-7400 FAX: (931) 456-5655

Principal: Debbie Beaty

Asst. Principal: Marcy Harelson

To: Cumberland County Board of Education
Dr. Ina Maxwell, Director of Schools

From: Debbie Beaty

Date: March 7, 2022

Re: Volunteers

Please approve the following Volunteer applicants for the 2021-2022 school year. The applications are on file in the school office.

Level I: Joennen Kettler

Level II: Joanne McLean

Debbie Beaty



2800 Cook Road
Crossville, TN 38571
(931) 484-5767
Kelly J. Smith, Principal

TO: Mrs. Ina Maxwell, Director of Schools
Cumberland County Board of Education

FROM: Kelly J. Smith, Principal

DATE: March 2, 2022

RE: SMHS Volunteers

Please approve the following volunteers. The appropriate volunteer application is on file and references have been checked.

Allison Hale Level III coach

Thank you,

A handwritten signature in blue ink that reads "Kelly J. Smith". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Kelly Smith

KJS/dms

ASS



2800 Cook Road
Crossville, TN 38571
(931) 484-5767
Kelly J. Smith, Principal

TO: Mrs. Ina Maxwell, Director of Schools
Cumberland County Board of Education

FROM: Kelly J. Smith, Principal

DATE: March 8, 2022

RE: SMHS Volunteers

Please approve the following volunteers. The appropriate volunteer application is on file and references have been checked.

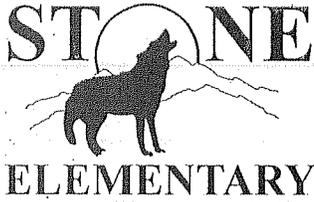
Allison Hale Level III coach
Jason Hancock Level III coach

Thank you,

A handwritten signature in blue ink that reads "Kelly J. Smith". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Kelly Smith

KJS/dms



Kara Spicer, Principal

1219 Cook Road, Crossville, TN 38555

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

stoneel.ccschools.k12tn.net

03/09/2022

To Whom it May Concern:

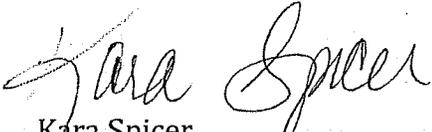
We respectfully submit the following names for approval by the Board of Education as volunteers at Stone Elementary School for the 2021-2022 school year.

Level 1

- Owens, Carrie
- Owens, Daniel

Thank you very much for your consideration.

Sincerely,


Kara Spicer

Cumberland County High School

660 Stanley Street
Crossville, TN 38555
Telephone 931.484.6194
Fax 931.456.6872

Jon Hall, Principal
hallj12@ccschools.k12tn.net

March 10, 2022

Dr. Ina Maxwell
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell,

Please approve Floyd Lewis as a Level III volunteer at Cumberland Count High School for the school year 2021-2022.

The proper paperwork is on file in my office.

Sincerely,



Jon Hall



North Cumberland Elementary School

7657 Hwy. 127 N. ~ Crossville, Tennessee 38571
Ph. 931-484-5174 ~ Fax 931-707-5556

Thomas Fuhrman, Principal

March 2, 2022

Dr. Ina Maxwell, Director of Schools
Cumberland County Board Of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell and Board Members,

Please approve the following volunteers for the 2021-2022 school year. The appropriate volunteer application is on file in the school office.

Thank you,

Thomas Fuhrman
Principal
North Cumberland Elementary

“CHILDREN FIRST — EXCELLENCE ALWAYS”

Our mission at North Cumberland Elementary School is to provide a consistent, safe and positive atmosphere in which students will be empowered to learn and succeed as they face the challenges of life's journey.

North Cumberland Parent Volunteers
Level 2

Kathryn Berkebile
Casey Hannah
Jill Tollett



Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

Kelly J. Smith

Principal

Cumberland County Board of Education and Dr. Ina Maxwell,

This request is being made outside of our yearly request letter because we were given the opportunity to attend this conference in February.

The Stone Memorial FFA Chapter is requesting permission for 8 FFA members to travel to the Washington Leadership Conference on June 7-12, 2022. This opportunity will be a once in a lifetime opportunity for students.

The Washington Leadership Conference inspires FFA members to become changemakers in their communities. Each day of the conference focuses on a different principle taught through the context of our nation's capital; those pillars being Explore, Encourage, Advocate and Serve. At the end of the week, members leave with a Living to Serve Plan they can implement in their communities.

SMHS FFA plans to adhere to all CDC guidelines and regulations that are present at the time of travel for the health and safety of its members.

Sincerely,

Chelsea Phillips

Kelly Smith

Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <h2 style="margin: 0;">Field Trip and Excursions</h2>	Policy Reference: 4.302 Exhibit B
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Cumberland County Schools Field Trip Request

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

This form is to be submitted to the principal and received in the appropriate Director's Office 2 weeks prior to the date of the trip for approval. OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then filed in the principal's office.

School: Stone Memorial Subject/Grade Level: FFA
 Trip Requested By: Chelsea Phillips Date of Trip: 6/17/22 - 6/21/22
 Destination: Washington, D.C. City: Washington State: D.C.
 Departure time: 7:00 a.m. Return: 12:00 p.m. Admission per student: \$1300.00
 Special Services needed such as school nurse, handicap vehicle, etc.: N/A

Please check type of Activity:

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

Teachers: <u>Chelsea Phillips</u> <u>April Moore</u>	# of Students: <u>8</u>
Total: <u>2</u>	Total: <u>8</u>

Additional Chaperones (if needed) _____

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

Chelsea Phillips 931-200-5749 _____ _____
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

For transportation Department Only

Drivers: (1) _____ (2) _____ (3) _____ (4) _____
 Beginning Mileage _____ Ending Mileage _____ Total miles _____
 Amount to be paid driver \$ _____ Amount for Fuel \$ _____

Transportation Supervisor _____ Director of Schools _____

This section to be completed for out-of-state or overnight school sponsored trips only

Approved Denied _____
Director of Schools Signature

Date of Board Approval _____

Stone Memorial High School
Field Trip Request

In State/Pre-approved _____

Overnight X

Out of State X

This form is to be submitted to the principal for approval and forwarded to the Vice Principal/Athletic Director to be entered in Trip Direct. Once submitted to the VP/AD, please confirm your receipt of an email to assure the trip was scheduled. Any adjustments to time/cancellations will be handled by the VP/AD and transportation. Out of state and overnight trips MUST have board approval. You must submit these trips 2 weeks prior to the monthly board meeting.

Remember to secure parent permission slips for all students making the trip. Take these with you while traveling. For sports trips, please carry physical forms with you at all events.

Subject/Club/Sport FFA

Date(s) of Trip: June 7-12, 2022

Destination: Washington, D.C. City/State: Washington, D.C.

Departure Time: 6:00 a.m. 6/7 Return Time: 9:00 a.m. 6/12

Please CIRCLE  type of activity:

Academic Field Trip

Competition

School Clubs

Sports

Band/Chorus

Classroom Trip

CTE

Other _____

Teachers: Chelsea Phillips

Number of Students: 8

April Moore

Total number traveling: 10

Sponsoring Teacher's Name Chelsea Phillips

Cell Phone Number 931-200-5749

Teacher's Email cphillips@ccschools.k12-tn.net

Pleasant Hill School



486 East Main Street
Crossville, TN 38571

Phone (931) 277-3677
Fax (931) 277-3880
Tammy Knipp, Principal
Tracie Buckner, Assistant Principal

March 08, 2022

Cumberland County Board of Education
Dr. Ina Maxwell
368 Fourth Street
Crossville, TN, 38555

Dear Dr. Maxwell and School Board Members:

The Pleasant Hill Elementary School 8th Grade class is seeking your approval to travel to Pigeon Forge, Tennessee for our annual 8th grade trip.

Our plans are to leave the school as a group, via bus, on Sunday, May 8th and return, via bus, Wednesday, May 11th. 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 30-40 students, two teacher chaperones, and at least one approved chaperone.

This is one of the opportunities we have to create lasting memories for our students before they move onto the next chapter of their lives.

Respectfully,

A handwritten signature in cursive script that reads 'Brandy Lowe'.

Brandy Lowe
8th Grade Teacher / Trip Coordinator

2B

Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: Field Trip and Excursions	Policy Reference: 4.302 Exhibit B
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**Cumberland County Schools
Field Trip Request**

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

This form is to be submitted to the principal and received in the appropriate Director's Office 2 weeks prior to the date of the trip for approval. OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then filed in the principal's office.

School Pleasant Hill Elementary Subject/Grade Level 8th Grade
 Trip Requested By Brandy Lowe Date of Trip May 8-11
 Destination Pigeon Forge, TN City Pigeon Forge State TN
 Departure time 1:30 pm Return 1:00-2:00 pm Admission per student: \$375.00
 Special Services needed such as school nurse, handicap vehicle, etc. _____

Wilderness
of the
Smokies/
Dollywood

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 checked="" type="checkbox"/> Special Classroom Trip (description) _____ |
| <input type="checkbox"/> Band/Chorus | <input checked="" type="checkbox"/> Other <u>8th Trip</u> |

Teachers: Brandy Lowe # of Students 30-40
Jamie Atkinson

 Total: 2 Total: 30-40

Additional Chaperones (if needed) Shirley Hodges

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

[Signature] 931261-2053 Joni Bush 3-9-22
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

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

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



**CRAB ORCHARD
ELEMENTARY SCHOOL**

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

March 3, 2022

Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Cumberland County Board of Education,

Crab Orchard Elementary is requesting that the following General fund items be retired. Please see the attached list for an itemization. Please contact me with any further questions and/or concerns.

Thank you,

A handwritten signature in black ink, appearing to read 'Marcy Harelson', written in a cursive style.

Marcy Harelson
AP Crab Orchard Elementary



South Cumberland Elementary School

3536 Lantana Rd.

Crossville, TN 38572

Telephone: 931-788-671 Fax: 931-788-1116

Principal: Dawn Hall

To: Cumberland County Board of Education

Dr. Ina Maxwell, Director of Schools

From: Dawn Hall

Date: Mar 9, 2022

Re. Surplus Inventory

Please approve the item(s) on attached sheets as surplus inventory. These item(s) need to be disposed of properly. Thank you for your consideration in this matter.

A handwritten signature in cursive script that reads "Dawn Hall".

Dawn Hall

Principal, South Cumberland Elementary

South Cumberland Elementary~South
Room Inventory Worksheet

3/9/2022

73-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Other #1	Serial	Price
180003658	HP ProCurve 4108GL	4108GL	NETWORK		SG330MF09	\$0.00
12857	Bretford Charge/Sync Cart	unknown	CART		12857	\$0.00
180003658	HP ProCurve 4108GL Network Managed Switch	4108GL	NETWORK MANAGED SWITCH		SG330MF09 2	\$0.00
180732446	Kenmore Refrigerator	unknown	APPLIANCE		981123690	\$0.00
34177	Magnavox MWD2206 DVD- VCR Combo	MWD2206	ELECTRONIC		U25678077	\$0.00
34719	Apple iPad 2 Wi-Fi Only 1_0 GHz 16GB A1395	A1395 EMC 2415	iPad		DYTKXF5ND FHW	\$0.00
34720	Apple iPad 2 Wi-Fi Only 1_0 GHz 16GB A1395	A1395 EMC 2415	iPad		DYTKXFLJD FHW	\$0.00
34767	Apple iPad 2 Wi-Fi Only 1_0 GHz 16GB A1395	A1395 EMC 2415	iPad		F5RLN77JD FHW	\$0.00
34780	Apple iPad 2 Wi-Fi Only 1_0 GHz A1395	A1395 EMC 2415	iPad		DYVKQDS3 DFHW	\$0.00
34854	Apple A1466 MacBook Air 13inch Laptop	A1466	LAPTOP		CPWSNLM9 H3QD	\$1,029.00
34866	Epson XP-830 Printer	XP-830	PRINTER		W57Y220855	\$0.00
38020	Apple iMac Core 2 Duo 2_0 GHz 20 inch A1224 Computer	A1224 EMC 2266	COMPUTER		YM91416P6 MH	\$0.00
38022	Apple iMac Core 2 Duo 2_0 GHz 20 inch A1224 Computer	A1224 EMC 2266	COMPUTER		YM913A1M6 MH	\$0.00

South Cumberland Elementary~South
Room Inventory Worksheet

3/9/2022

**73-TO RETIRE INVENTORY~BOE-
RETIRE Holding**

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Other #1	Serial	Price
38969	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H00102A3D MV	\$0.00
38974	Apple 20 inch iMac Computer	unknown	COMPUTER		H00101Q2D MV	\$0.00
38975	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H00101PSD MV	\$0.00
38982	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H00101MVD MV	\$0.00
38988	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H00102D3D MV	\$0.00
38989	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H00102CWD MV	\$0.00
41729	Apple iPad 2 Wi-Fi Only 1_0 GHz 16GB A1395	A1395 EMC 2415	iPad		DQTFQW3A DKPH	\$0.00
42149	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01212QPH S6	\$0.00
42179	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01220W9H S6	\$0.00

South Cumberland Elementary~South
Room Inventory Worksheet

3/9/2022

**73-TO RETIRE INVENTORY~BOE-
RETIRE Holding**

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Other #1	Serial	Price
42189	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01220E8H S6	\$0.00
42191	Apple 20 inch iMac Computer	unknown	COMPUTER		H01220E7H S6	\$0.00
42209	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01220K8H S6	\$0.00
42223	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER			\$0.00
42229	Apple 20 inch iMac Computer	unknown	COMPUTER		H01220GHH S6	\$0.00
42353	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281DQH S6	\$0.00
42356	Apple 20 inch iMac Computer	unknown	COMPUTER		H01281BZH S6	\$0.00
42362	Apple 20 inch iMac Computer	unknown	COMPUTER		H01281KVH S6	\$0.00
42364	Apple 20 inch iMac Computer	unknown	COMPUTER		H01281C0H S6	\$0.00
42370	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281DNH S6	\$0.00

South Cumberland Elementary~South
Room Inventory Worksheet

3/9/2022

73-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Other #1	Serial	Price
42372	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281DWH S6	\$0.00
42376	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281KKH S6	\$0.00
42380	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281KRH S6	\$0.00
42386	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281PWH S6	\$0.00
42388	Apple 20 inch iMac Computer	unknown	COMPUTER		H01281NSH S6	\$0.00
42390	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281M5H S6	\$0.00
42392	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281LEH S6	\$0.00
42398	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281LDH S6	\$0.00
42400	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		H01281MAH S6	\$0.00

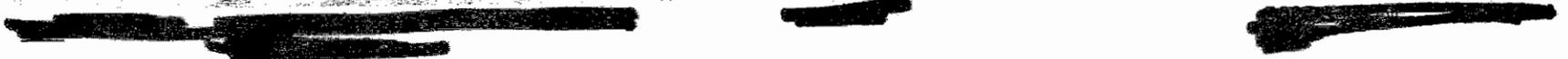
South Cumberland Elementary~South
Room Inventory Worksheet

3/9/2022

73-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Other #1	Serial	Price
42775	Jensen Rocker Apple iPad Docking Station	unknown	ELECTRONIC			\$0.00
44093	Extreme Networks AP3825i Wireless Access Point	AP3825i	WIRELESS ACCESS POINT		1517209208 5N0000	\$0.00
45651	Apple MacBook Air	MB AIR 11.6	LAPTOP		C02QF67QG 940	\$1,132.00
45730	Apple 21 1/2 inch iMac Computer	unknown	COMPUTER		C02Q64EVF Y0T	\$0.00
46153	Apple iMac Computer	unknown	COMPUTER		SC02KJ0CF FFV	\$0.00



Dr. Ina Maxwell
Director of Schools



Mr. Jim Inman
School Board Chairman

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

March 09, 2021

Dr. Ina Maxwell, Director
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell 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,

A handwritten signature in black ink that reads "Angela M. Randolph". The signature is written in a cursive style.

Mrs. Angela Randolph
Federal Programs Director

Federal Equipment Inventory List RETIREMENT March 2022

INVENTORY TAG ID #	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	PURCHASE DATE
10001359	FY11	15072000009823	CLASSROOM RESPONSE	RENAISSANCE	REC-1001	CRAB ORCHARD	FEDERAL	15-411	71159	RTTT	\$100.00	7/5/2011
10001597	FY12	VNB3L77853	PRINTER	HP	P1606DN	MARTIN	FEDERAL	33-127	3550	TITLE I	\$169.99	11/8/2011
10003333	FY10	2210HU091000168PN	MATH SCANNER	ACCELSKAN	RL-2210USB	CRAB ORCHARD	FEDERAL	15-414	61024	TITLE IS	\$203.49	7/27/2009
10003379	FY11	2210-HU-0910-00090-PN	MATH SCANNER	ACCELSKAN	RL-2210USB	HOMESTEAD	FEDERAL	10-306	61024	TITLE IS	\$203.49	7/13/2009
10003381	FY11	2210-HU-0910-00085-PN	MATH SCANNER	ACCELSKAN	RL-2210USB	CRAB ORCHARD	FEDERAL	15-409	61024	TITLE IS	\$203.49	7/13/2009
10004039	FY11	00150720000042A	ince AlphaSmart REC-1	RENAISSANCE	REC-1001	CRAB ORCHARD	FEDERAL	15-204	41113077	TITLE IS	\$99.00	7/13/2009
10004103	FY11	1507000004313	ince AlphaSmart REC-1	RENAISSANCE	REC-1001	CRAB ORCHARD	FEDERAL	15-204	41113077	TITLE IS	\$99.00	7/13/2009
10004166	FY11	CARTQQ	CART	RENAISSANCE	UNKNOWN	CRAB ORCHARD	FEDERAL	15-412	41113077	TITLE IS	\$1,500.00	7/13/2009
10004620	FY10	2210HU091000328PN	ELECTRONIC	ACCELSKAN	RL-2210USB	SOUTH	FEDERAL	73-111	61024	TITLE IS	\$203.49	7/27/2009
10004718	FY10	2210HU09100000122PN	MATH SCANNER	ACCELSKAN	RL-2210USB	CRAB ORCHARD	FEDERAL	15-101	61024	TITLE IS	\$203.49	7/27/2009
10004724	FY10	2210HU091000099PN	MATH SCANNER	ACCELSKAN	RL-2210USB	CRAB ORCHARD	FEDERAL	15-402	61024	TITLE I	\$203.49	7/27/2009
10005006	FY12	C17H95SSDV13	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-O13	74520	TITLE I	\$1,079.00	8/3/2012
10005007	FY12	C17H95TFDVB13	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-143	74520	TITLE I	\$1,079.00	8/3/2012
10005135	FY13	9712	CART	Custom Educational	UNKNOWN	SOUTH	FEDERAL	73-102	76851	TITLE I	\$864.95	7/9/2012
10005307	FY13	DYVJXFHKDFHW	IPAD	APPLE	UNKNOWN	MARTIN	FEDERAL	33-128	78840	TITLE I	\$399.00	10/1/2013
10005360	FY13	F5RK2SSCDFHW	IPAD	APPLE	UNKNOWN	MARTIN	FEDERAL	33-128	3832	TITLE I	\$399.00	10/4/2013
10005555	FY15	C1MMWA8DDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	87604	TITLE I	\$999.00	9/15/2014
10005558	FY15	C1MMTMK9DTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	87604	TITLE I	\$999.00	9/15/2014
10005559	FY15	C1MMWA7SDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-109	87604	TITLE I	\$999.00	9/15/2014
10005560	FY15	C1MMWA9LDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-110	87604	TITLE I	\$999.00	9/15/2014
10005561	FY15	C1MMWAA5DTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-100	87604	TITLE I	\$999.00	9/15/2014
10005685	FY15	C1MNGN9GDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	88725	TITLE I	\$968.85	#####
10005687	FY15	C1MNGN9NDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	88725	TITLE I	\$968.85	#####
10005688	FY15	C1MNGN77DTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	88725	TITLE I	\$968.85	#####
10005689	FY15	C1MNGN9ADTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	88725	TITLE I	\$968.85	#####
10005690	FY15	C1MNGN77DTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	88725	TITLE I	\$968.85	#####
10005691	FY15	C1MNGMKNDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-134	88725	TITLE I	\$968.85	#####
10005695	FY15	DTSW7AA00242900DC5300	COMPUTER	Acer	AXC-603	HOMESTEAD	FEDERAL	10-102	88104	TITLE VI	\$253.50	#####
10005906	FY16	C1MQ506KDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-114	92428	TITLE I	\$999.00	8/24/2015
10005908	FY16	C1MQ512ADTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-114	92428	TITLE I	\$999.00	8/24/2015
10005914	FY16	C1MQ519KDTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-114	92428	TITLE I	\$999.00	8/24/2015
10005915	FY16	C1MQ5197DTY3	LAPTOP	APPLE	UNKNOWN	MARTIN	FEDERAL	33-114	92428	TITLE I	\$999.00	8/24/2015
10007281	FY18	LR098X86	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007283	FY18	LR098XH4	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007284	FY18	LR098XGY	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007291	FY18	LR098XCH	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017

INVENTORY TAG ID #	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	PURCHASE DATE
10007293	FY18	LR0993BV	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007294	FY18	LR098XGW	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007295	FY18	LR0993CL	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007298	FY18	LR09933X	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007300	FY18	LR09934R	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007301	FY18	LR098XA1	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/17
10007303	FY18	LR098XFM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103296	TITLE I	\$205.00	9/28/2017
10007308	FY18	LR09913P	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007314	FY18	LR098XHE	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007316	FY18	LR0992M2	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007317	FY18	LR098XAV	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007318	FY18	LR098XB6	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007321	FY18	LR098X2G	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007322	FY18	LR0993FD	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007323	FY18	LR098XGT	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007325	FY18	LR0993FN	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007326	FY18	LR098X53	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007330	FY18	LR09932E	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007331	FY18	LR09935R	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007334	FY18	LR098XGA	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007335	FY18	LR09932R	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007337	FY18	LR0993F1	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007338	FY18	LR098X89	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007339	FY18	LR098X25	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007340	FY18	LR098XGB	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007341	FY18	LR098XHM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007343	FY18	LR098XH1	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007344	FY18	LR098XGP	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007345	FY18	LR098XHD	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007346	FY18	LR098X1L	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007347	FY18	LR099XGU	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007348	FY18	LR098X6X	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007349	FY18	LR098XJH	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007350	FY18	LR098XGX	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007352	FY18	LR0993GU	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-130	103296	TITLE I	\$205.00	9/28/2017
10007353	FY18	LR098XHJ	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007355	FY18	LR098XHA	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007357	FY18	LR098XG6	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017

INVENTORY TAG ID #	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	PURCHASE DATE
10007358	FY18	LR098XGJ	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007359	FY18	LR098XB4	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007363	FY18	LR0993FG	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-128	103296	TITLE I	\$205.00	9/28/2017
10007365	FY18	LR0992P8	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-127	103296	TITLE I	\$205.00	9/28/2017
10007367	FY18	LR099SK4	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-126	103299	TITLE I	\$205.00	9/28/2017
10007368	FY18	LR099HUB	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-126	103299	TITLE I	\$205.00	9/28/2017
10007369	FY18	LR099SJM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-126	103299	TITLE I	\$205.00	9/28/2017
10007370	FY18	LR099Y6D	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/28/2017
10007376	FY18	LR099SSH	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/28/2017
10007377	FY18	LR099Y9B	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007379	FY18	LR099SKP	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007380	FY18	LR099SHM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007382	FY18	LR099SK1	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007384	FY18	LR099Y91	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007387	FY18	LR099SJD	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007389	FY18	LR099Y8Y	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007391	FY18	LR099SQJ	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007394	FY18	LR099SZD	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007395	FY18	LR099E2W	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007396	FY18	LR099STM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007397	FY18	LR099SXE	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/28/2017
10007417	FY18	LR099SU3	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007423	FY18	LR099Y6B	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007424	FY18	LR0997S3	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007425	FY18	LR09939Y	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007426	FY18	LR099SSG	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007429	FY18	LR0997T5	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/29/2017
10007430	FY18	LR099Y9L	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007431	FY18	LR099SLJ	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007440	FY18	LR099SAM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/28/2017
10007443	FY18	LR099Y8P	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007454	FY18	LR098WPA	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-123	103299	TITLE I	\$205.00	9/28/2017
10007456	FY18	LR099E3R	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-123	103299	TITLE I	\$205.00	9/28/2017
10007457	FY18	LR099SL9	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-123	103299	TITLE I	\$205.00	9/28/2017
10007462	FY18	LR099SA6	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-123	103299	TITLE I	\$205.00	9/28/2017
10007471	FY18	LR099Y60	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-126	103299	TITLE I	\$205.00	9/28/2017
10007475	FY18	LR099SAE	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007477	FY18	LR099Y74	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-117	103299	TITLE I	\$205.00	9/29/2017

INVENTORY TAG ID #	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	PURCHASE DATE
10007478	FY18	LR099S9P	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007479	FY18	LR099T0G	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/28/2017
10007481	FY18	LR099S9T	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007483	FY18	LR099SSY	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-129	103299	TITLE I	\$205.00	9/28/2017
10007489	FY18	LR099E46	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007493	FY18	LR099SH7	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007495	FY18	LR099SMY	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007496	FY18	LR099Y6E	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007500	FY18	LR099ELF	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007501	FY18	LR099SH6	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-118	103299	TITLE I	\$205.00	9/29/2017
10007502	FY18	LR099J6A	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-P1	103299	TITLE I	\$205.00	9/28/2017
10007503	FY18	LR099SNM	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-P1	103299	TITLE I	\$205.00	9/28/2017
10007504	FY18	LR099SXB	CHROMEBOOK	LENOVO	80YS N23	SOUTH	FEDERAL	73-P1	103299	TITLE I	\$205.00	9/28/2017

Cumberland County Federal Programs
Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

School Name: Crab Orchard

Date: 3/1/2022

Tag Number	Serial or ID Number	Description	Reason Retired
10003381		AccelScan/Accelerated Math Scanner	too old for updates/usage/program not used
10004166		NEO Cart	replaced with newer cart for chromebooks
10005405		Ipad	will not hold a charge
10003333		AccelScan/Accelerated Math Scanner	too old for updates/usage/program not used
10004039		AccelScan/Accelerated Math Scanner	too old for updates/usage/program not used
10004103		AccelScan/Accelerated Math Scanner	too old for updates/usage/program not used
10001359			outdated
10004718			outdated
10004724			Outdated

M. March
3.3.22

Angela M. Pendope

Cumberland County Federal Programs Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

School Name: Martin

Tag Number	Serial or ID Number	Description	Reason Retired
10005690	C1MNGN7TDY3	Macbook	Obsolete
10005687	C1MNGN9NDY3	Macbook	Obsolete
10005688	C1MNGN77DY3	Macbook	Obsolete
10005689	C1MNGN9ADY3	Macbook	Obsolete
10005685	C1MNGN9GDY3	Macbook	Obsolete
10005691	C1MNGMKNDY3	Macbook	Obsolete
10005558	C1MMTMK9DY3	Macbook	Obsolete
10005559	C1MMWA7SDY3	Macbook	Obsolete
10005908	C1MQ512ADY3	Macbook	Obsolete
10005906	C1MQ506KDY3	Macbook	Obsolete
✓ 10005914	C1MQ519KDY3	Macbook	Obsolete
✓ 10005007	C17H95TFDV13	Macbook	Obsolete
✓ 10005560	C17MMWA9LDY3	Macbook	Obsolete
✓ 10005915	C1MQ5197DY3	Macbook	Obsolete
✓ 10005307	DYVJXFHKDFHW	IPAD	Obsolete
✓ 10005360	F5RK2SSCDFHW	IPAD	Obsolete
✓ 10001597	VNB3L77853	HP Printer	Broken
✓ 10005561	C1MMWA5DY3	Macbook	Obsolete
✓ 10005555	C1MMWA8DDY3	Macbook	Obsolete
✓ 10005006	C17H95SSDV13	Macbook	Obsolete

Principal Signature: Kasey Lowe

Federal Programs Director Signature: Angela M. Panchase

Federal Equipment Retirement Request

Cumberland County Schools
368 4th Street
Crossville, TN 38555

Homestead Elementary School

March 2022

School Name

Date

Tag Number	Serial or ID Number	Description	Reason Retired
10005695	DTSW7AA00242900DC5300	Acer Computer	will not run current programs


Principal Signature



100

Retrieve Cart also

Cart#	Serial #	Property Tag #
	10005135	10007293 ✓
	10005135	10007471 ✓
	10005135	10007430 ✓
	10005135	10007503 ✓
	10005135	10007301 ✓
	10005135	10007347 ✓
	10005135	10007359 ✓
	10005135	10007358 ✓
	10005135	10007500 ✓
	10005135	10007353 ✓
	10005135	10007318 ✓
	10005135	10007323 ✓
	10005135	10007330 ✓
	10005135	10007424 ✓
	10005135	10007394 ✓
	10005135	10007368 ✓
	10005135	10007426 ✓
	10005135	10007316 ✓
	10005135	10007367 ✓
	10005135	10007502 ✓
	10005135	10007317 ✓
	10005135	10007370 ✓
	10005135	10007462 ✓
	10005135	10007376 ✓
	10005135	10007344 ✓
	10005135	10007321 ✓
	10005135	10007350 ✓
	10005135	10007454 ✓
	10005135	10007314 ✓
	10005135	10007281 ✓
	10005135	10007291 ✓
	10005135	10007396 ✓
	10005135	10007478 ✓
	10005135	10007431 ✓
	10005135	10007283 ✓
	10005135	10007365 ✓
	10005135	10007308 ✓
	10005135	10007504 ✓

100

Retrieve Cart also

Cart#	Serial #	Property Tag #
	10005135	10007293 ✓
	10005135	10007471 ✓
	10005135	10007430 ✓
	10005135	10007503 ✓
	10005135	10007301 ✓
	10005135	10007347 ✓
	10005135	10007359 ✓
	10005135	10007358 ✓
	10005135	10007500 ✓
	10005135	10007353 ✓
	10005135	10007318 ✓
	10005135	10007323 ✓
	10005135	10007330 ✓
	10005135	10007424 ✓
	10005135	10007394 ✓
	10005135	10007368 ✓
	10005135	10007426 ✓
	10005135	10007316 ✓
	10005135	10007367 ✓
	10005135	10007502 ✓
	10005135	10007317 ✓
	10005135	10007370 ✓
	10005135	10007462 ✓
	10005135	10007376 ✓
	10005135	10007344 ✓
	10005135	10007321 ✓
	10005135	10007350 ✓
	10005135	10007454 ✓
	10005135	10007314 ✓
	10005135	10007281 ✓
	10005135	10007291 ✓
	10005135	10007396 ✓
	10005135	10007478 ✓
	10005135	10007431 ✓
	10005135	10007283 ✓
	10005135	10007365 ✓
	10005135	10007308 ✓
	10005135	10007504 ✓

Dr. Ina Maxwell
Director of Schools



Mr. Jim Inman
School Board Chairman

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

March 9, 2022

Dr. Ina Maxwell
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Maxwell and Board of Education,

I am submitting to you CTE and Special Education Department's list of items to be retired by the BOE at March's regular scheduled board meeting. Please include these lists on the consent agenda. If you have any further questions or concerns, please contact Kacee Harris.

Sincerely,

Kacee Harris
Dr. Scott Maddox
Marlene Holton M H

Marlene Holton

Central Services
Room Inventory Worksheet

3/8/2022

18-TO RETIRE INVENTORY~BOE-RETIRE Holding						Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
<u>CTE</u> 1000020	Apple A1278 Laptop	A1278	LAPTOP		W89471JP66 J	\$0.00	
<u>CTE</u> 1000033	Dell Studio XPS Laptop	Studio XPS	LAPTOP		BP6R9- CMFDG- H4DB9- D3WTG- X3C7D	\$0.00	

Central Services
Room Inventory Worksheet

3/8/2022

18-306ARETIRE FOOD SERV/SPED HALL - Virtual SPED Retire				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
SPED 2881	Educational Insights See n Solve Calculator	See n Solve	CALCULATOR			\$0.00
SPED 2885	Educational Insights See n Solve Calculator	See n Solve	CALCULATOR			\$0.00



2800 Cook Road
Crossville, TN 38571
(931) 484-5767
Kelly J. Smith, Principal

EXECUTIVE APPROVED

<u>Ina J. Maxwell</u>	<u>3-10-2022</u>
SUPERINTENDENT	DATE
<u>Jim Inman</u>	<u>3-10-22</u>
BOARD CHAIRMAN	DATE

Date: March 9, 2022

To: Dr. Ina Maxwell and Jim Inman

From: Mrs. Kelly Smith, Stone Memorial HS Principal

Mr. Nathan O. Brown, Stone Memorial VP/ AD

Neil Capps - Head Boys Basketball Coach

Subject: Request for an overnight trip

The SMHS Boys Basketball team is requesting permission to travel and stay overnight for the TSSAA State Basketball Tournament. We are requesting executive approval due to the nature of the event and the timing of it. Had we had time and foresight, we would have submitted the request in the proper time frame.

SMHS Boys Basketball will travel on Tuesday March 15 through potentially Saturday, March 19. Depending on the outcome of each game, the team will stay either through March 16th, March 18th, or March 19th.

We appreciate your quick response and understanding for approval in this matter.

Respectfully submitted,

Nathan O. Brown

Stone Memorial High School

Assistant Principal / Athletic Director

2800 Cook Rd, Crossville, TN 38571

931-484-5767