

**Board of Education Meeting**  
**January 25, 2024 6:00 PM**  
 Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
 

Jonah	Wade	Draper-NCE
LeiElla	Kate	Draper-NCE
Mayona	Shae	Draper-NCE
Josiah	Cale	Draper-NCE
3. Welcome to Visitors
4. Kids First Award
 

-Pepe Perron		
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5. Special Recognition
 

Student	Board	Representatives
-Owen		Brown-CCHS
-Braden		Whitehair-Phoenix
-Nicole Ranson-SMHS		
- 5.A. Charitable Fund
6. Roll Call
7. Declaration of Conflict
8. \*Approval of December 7, 2023 Minutes
9. \*Approval of Agenda
10. Acknowledgement of Elected Officials
11. Community Comments
12. School Board Reports
- 12.A. TLN Report
13. Board Member(s) Report from Training(s)
14. Legal Report
15. Director's Report
- 15.A. \*Grants for Growing
- 15.B. Annual Planning Calendar
- 15.C. FYI
  - 15.C.1. Attendance Report
  - 15.C.2. Personnel Report
  - 15.C.3. Substitute List
  - 15.C.4. School News Articles
  - 15.C.5. School Calendar of Events
16. School Board Committees
  - 16.A. Policy Committee
    - 16.A.1. \*Approval of First Reading of Policies
    - 16.A.2. \*Approval of Second Reading of Policies
  - 16.B. Athletic Committee
  - 16.C. Budget Committee Meeting
  - 16.D. Building and Grounds/Safety Committee
17. Chief Financial Officer's Report
  - 17.A. Monthly Financial Report
  - 17.B. Monthly Sales Tax Report
  - 17.C. \*141 Budget Amendments
  - 17.D. \*142 Budget Amendments
  - 17.E. \*143 Budget Amendments

18. \*Consent Agenda
- 18.A. \*Approval of Overnight and Out of State Field Trips
- 18.B. \*School Wide Fundraisers
- 18.C. \*Approval of Disposal of Surplus Property
- 18.D. \*Executive Approval
19. Old Business
20. Questions from Media
21. Adjournment

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

**Kara L. Spicer  
Principal**



**P. Lynn Speich  
Assistant Principal**

**Pine View Elementary School  
349 Daysville Rd. \* Rockwood, TN 37854  
Phone (865) 354-1986 Fax (865) 354-1922**

January 5, 2024

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

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

Sincerely,

Kara Spicer, Principal  
Tracie Buckner, Principal

**Board of Education**  
**December 7, 2023 6:00 PM**  
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday, December 7, 2023 in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 6:00 pm. Boston welcomed everyone to the meeting and appreciated everyone for attending.

**BOARD MEMBERS:**

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

1. Call to Order- Ms. Teresa Boston(See above)

**Others in Attendance:**

Earl Patton, Attorney  
Scott Humphreys - Media  
Heather Mullinax - Media

**Student Representatives:**

Braden Whitehair - The Phoenix School  
Nicole Ranson - Stone Memorial High School

2. Moment of Silence/Pledge of Allegiance  
-Clara Savage-South Elementary  
-Orlando Pimentel-South Elementary - Ms. Teresa Boston- Boston led the board members in a Moment of Silence. After a moment of silence, Clara Savage and Orlando Pimentel from South Cumberland Elementary led the audience in the Pledge of Allegiance.
3. Welcome to Visitors - Ms. Teresa Boston - Boston advised, welcome everyone. It looks like we have a full house and we certainly appreciate that.

4. Kids First Award (See Exhibit #1) Boston advised, next on the agenda, Mr Stepp is the Kids First Award. Stepp replied, Mrs. Barnes, come on up. Barnes read, Dr. Howie Peebles Stone Elementary School as a long time professional in Cumberland County, Dr. Howie Peebles retired from dentistry only to be a regular staple at Stone Elementary School. He volunteers in many ways to help enrich our students' education and shape a positive learning environment, as well as bringing joy to our staff by supporting and spoiling them with treats. Anytime you visit Stone Elementary, you may catch him reading with kindergarten students as he does this on a regular basis. Dr. Peebles chaperons field trips and gives presentations to classes about dental health. As an avid beekeeper, Dr. Peebles also gives presentations about bees and their importance to our environment. Dr. Peebles also works at special concessions events, donating treats for students. You will find him volunteering to assist in the cafeteria for holiday meals. He is referred to as the "pie pusher" by our cafeteria staff. The Coffee Cart is sponsored by Dr. Peebles as a special treat for teachers each year. He always donates gifts and treats to our Sunshine Committee to help bring joy during the "12 Days of Christmas" and Teacher Appreciation Week events. Dr. Peebles is always willing to help out whenever and wherever he is needed. The impact of his volunteerism resonates far and wide within our school. It is volunteers like him who exemplify the spirit of generosity and community engagement, serving as an inspiration to others. Stone Elementary is grateful for his support and would like to recognize his contribution to our school.

5. Special Recognition

**Honors Band**

Sadie Selby - Oboe

Cadynce Sapp - Clarinet

Memphis Davis - Clarinet

Lilly Brackett - Clarinet

Alex Cruz - Clarinet

Ryder Sapp

**Air Force Band**

Claire Badosky

Sophia Beasley

Chloe Casteel

Ritchie Elijah Hall

Haley Heap

Cheyenne Hickey

Elijah Johnson

- Ms. Teresa Boston - Stepp advised, tonight's special recognition is a music night. Stepp recognized the Honors Band students and the Air Force Band students. He presented each student with a Certificate of Appreciation.

6. Roll Call (See Above)

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

8. \*Approval of Minutes (See Exhibit #2) Boston advised, next on the agenda is the approval of the October 26th and November 30th minutes. I'll entertain a motion to approve. King replied, move to approve both. Safdie replied, second. Boston replied, okay so we have a first and a second. Do we have any discussion? No one responded. A Voice Vote was taken.

Motion to approve the October 26th and November 30th minutes.

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

(seconder-yes) Safdie

Yes: 9, No: 0

**MOTION: Motion Carried**

9. \*Approval of Agenda (See Exhibit #3) Boston advised, next on the agenda is the approval of the agenda. Before we approve the agenda, I would like to move 18.A. off the Consent Agenda, because it involves funds that we have to approve separately. Boston continued, I would make a motion that we approve the agenda moving 18a off of the Consent Agenda. Hamby replied, and I'll second. Boston replied, we have a first and a second. Any discussion? No one responded. A Voice Vote was taken.

Motion to approve the agenda moving 18.A. off of the Consent Agenda to be voted on separately.

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

(seconder-yes) Hamby

Yes: 9, No: 0

**MOTION: Motion Carried**

10. Acknowledgement of Elected Officials - Boston advised, Acknowledgment of the Elected Officials and since there are quite a few County Commissioners, would you please stand. Mrs. Sue York, Mr. Tom Isham, Mr. Joe Sherrill, Mrs. Deborah Holbrook, and Mr. John Patterson stood up. Boston continued, welcome all of you. Thank you for coming and we so appreciate you.
11. Community Comments - Boston stated there are # community members that have signed up to speak before the board.

**Name:** Joe Sherrill - County Commissioner

**Address:** 1141 Hebbertsburg Rd. Crab Orchard, TN

**Subject:** Thanked the BOE for the progress they are making with the DOS and the County Commission. Then he discussed the differences in business operations.

**Name:** Craig Clark

**Address:** 2266 Hwy 68 Crossville, TN

**Subject:** Violations of BOE policies, rules and procedure.

**Name:** Linda Clark  
**Address:** 2266 Hwy 68 Crossville, TN  
**Subject:** CCS Policy 1.405, rules protecting absentees, and agenda items without attachments or detail.

**Name:** Elizabeth Bancroft  
**Address:** 16 West Ridge Crossville, TN  
**Subject:** Meeting environment and decorum.

**Name:** Sharon Moore  
**Address:** 22 Victory Way Crossville, TN  
**Subject:** Improvement and effectiveness of board operations.

**Name:** Karen Frantzen  
**Address:** 895 Parnell Rd. Crossville, TN  
**Subject:** November 30th Board Meeting, committee structure, board business, and fundamental skills.

**Name:** Jason Futrell  
**Address:** 1775 York Rd Crossville, TN  
**Subject:** Middle School Basketball

**Name:** Nancy Woodcock  
**Address:** 33 Andrew Lane Crossville, TN  
**Subject:** Subcommittees are not hearing the voices of other board members.

**Name:** Chris Godderd  
**Address:** 103 Phyllis Street Crossville, TN 38555  
**Subject:** School Voucher Program proposal.

**Name:** Rachel Goddard  
**Address:** 103 Phyllis Street Crossville, TN 38555  
**Subject:** Federal Funding for Education that will affect Special Education.

12. School Board Reports - Boston continued, next on the agenda is our School Board Reports. First is the TLN Report, Mrs. Shannon Stout
  - 12.A. TLN Report - Ms. Shannon Stout - Stout advised, a few things I wanted to make you all aware of this evening. At the meeting we had our delegate assembly during our Annual School Board Conference in November and during that assembly there are eight resolutions that move forward that are going to be on the TSBA 2024 Legislative Agenda. Qualifications for the Director of Schools, lifting the moratorium on Special School Districts Letter Grading System of public schools. Which I'm going to talk a little bit more about in a minute. Partisan elections of school board members, funding for Special Education, preschool students, temporary permits for teachers, options for third and fourth grade retention, and ability to conduct lotteries for educational purposes. So those are the eight moving forward that they're going to be working on during this Legislative Session. Now regarding the letter grading system of public schools, I made mention of this last month in my report. They were still working on it and hadn't released their formulas on how they were going to be looking at grading, but they have done that and the letter grades are going to be calculated by achievement and they've got percentages regarding weights for elementary, middle and high school growth. So overall growth and growth of the bottom 25% of students in a school and then College and Career Readiness at the high school level. So those are the four areas that they're going to be categorizing or coming up with the grades for the schools

going forward. Mr. Stepp, I believe that we've received some information as a district, if you want to say something tonight. Stepp replied, well we've received some data, but the letter grades have not been released, but we've met with each principal and it's called a heat map that shows our annual measurable objectives and how they perform. Each school performed on those. There's six for the high schools and four for the K-8 schools. So we've been working on that and principal's been working really hard on Improvement Plans and continuous Improvement Plans. So we're hitting on every cylinder right now and they were still saying that we should be getting the grades sometime in December, but they haven't said when in December. The release of information is a moving target. Stout continued, yeah the TSBA Legislative Agenda item that they're going to be addressing with this grading scale is that the single letter grade cannot adequately capture any school's overall performance. Consequently, TSBA is going to advocate for legislation requiring the department to also publish letter grades for each of the achievement growth of the bottom 25% in College and Career Readiness indicators. So they would like not just one overall grade, but they want the grades posted in each one of those areas to give a bigger picture on that. So hopefully, we'll have more information on where fall grading lies in December and then we'll see what happens with this Legislative Session on additional grade posting for those categories and then the last piece I wanted to mention to everybody is last week Governor Lee unveiled the Education Freedom Scholarship Act. If y'all would like more information on that act, you can go out to Tennessee Education Free Information on it, but basically it's school choice and for everybody across the state in choice. In where taxpayers dollars are spent. So the dollars follow the students to their school of choice. What they've laid out is in the 24-25 school year they're going to provide 20,000 scholarships and it's \$10,000 a piece. That's going to be available. They're breaking it into two categories. 10,000 of those scholarships are going to be for students at or below the 300% Federal Poverty Level. They've got a disability or they're eligible for existing TISA Pilot Program, which they've been running the other 10,000 scholarships are going to go into a universal pool of students that are entitled to attend public school. So that's for the 24-25 school year and then the 25-26 school year and beyond. They're looking at all Tennessee students entitled to attend public schools and they're going to place a priority on current enrolled students and low income if the demand exceeds the available funding. So I'd encourage everybody to go out and take a look at the website and the details and that summarizes my report.

13. Board Member(s) Report from Training(s) - Boston advised, board members report from any training that you may have received and I think we all went to conference. So we could all report on that, however do you have any board members who have anything individual to say? Stout replied, I would just like to thank Mr. Stepp and his staff and the principals and the students that took part in the school tours that they made available for us and the Commissioners over the course of the last month and a half. We were doing those of all the elementary schools. It was very informative. It's great to meet with everybody and interact with the students and so appreciate the opportunity to do that. We have some amazing teachers. I'm thinking of that band teacher. He is just a riot working with those kids. Nichols replied, it was unbelievable. I saw those kids they had to program the computers and I don't understand all that language, but they were the computers were or the things were going forward backwards upwards and the jaws were opening up and closing and it was just chaos, but it was organized and they had a blast. A lot of practical applications. A lot of application throughout all the subjects. It's amazing what we're doing.
14. Legal Report - Mr. Earl Patton - Boston advised, Mr. Patton your Legal Report. Patton replied, we have received some correspondents concerning the JUUL Case and my understanding is that settlement agreement has been approved by the court and we should be receiving an email next week. Probably through Mr. Stepp that will give some instructions on how to sign off on the accounting and hopefully be receiving those funds in the near future. Social media suit, the fee agreement has been signed and been sent in. I haven't received any reports on that, but hopefully we'll have some more on that social

media suit coming in the near future. Other than that there's no update pending litigation and there certainly is no new litigation. Boston replied, that's what we like to hear. On the JUUL Case, will we receive all those funds at once or are they a payout? Patton replied, my understanding is that this is the first phase and that there may be more to come after this.

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

15.A. \*Approval of Collaborative Conferencing Committee (See Exhibit #4) Stepp advised, so starting out by law the board has to approve the Collaborative Conferencing Committees. This has been done ever since the law changed. This year representing the teachers Mrs. Julia Timson, CCEA. They have their team and then the Board of Education. We have an admin team for that. That we've created, but by law you have to approve these two committees and then we'll get started in the spring for our next MOU. This one was three years and it ends in 2024. So we're excited to get back to the table and do great things for teachers. King replied, madam chair, move to approve 15.A. Safdie replied, second. Boston replied, okay so we have a first and a second to approve the proposed Collaborative Conferencing Administrative Committee and Teacher Committee. Any discussion? Davis replied, I have a question. Boston replied, yes sir. Davis continued, on the Collaborative Conferencing that was discussed in the Special Call Meeting. Was there items that had to be dealt with between then and now? Is that why those items were on that agenda? Boston replied, yes we have a January 15th deadline and you're fixing to go into the holidays where the teachers might not be there. So yes, between last week and today. Davis asked, what happened specifically? Boston replied, well we wanted to get started on it, because we were going into the holidays and my thoughts were the survey had not been done and the survey had to be done first. When I called to set the Special Called Meeting, so we could because you have to do the survey, send that out, give a specific time frame in which the teachers to respond. Then you set these two committees, because those ballots have to be opened, that had already been done and actually the board had to approve that as well. So Mr. Stepp and I went ahead and the Executive Committee approved it. So we went ahead and voted on it and put that on the agenda first. Had we had to do all of it, then we were on a time frame. Now we've got our committees and we're well within our January 1st. Davis asked, so that extra week helped? Boston replied, yes, yes it did. Davis replied, thank you. Boston asked, so any further discussion? No one responded. A Voice Call Vote was taken.

Motion to approve the proposed Collaborative Conferencing Administrative Committee and Teacher Committee.

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

(seconder-yes) Safdie

Yes: 9, No: 0

**MOTION: Motion Carried**

15.B. \*Strategic Plan (See Exhibit #5) Stepp advised, so the Strategic Plan. All we need is for the board; now that you've been able to review it for a month is to approve that and then we will begin the detail version of planning it out and we'll do some more work on it at our annual retreat that we're doing in January. So we just need you to approve this outline and then we'll begin with the accountability measures, the planning out with action steps and all that part of it. Safdie replied, Mr. Stepp, I move to approve. Stout replied, second. Nichols replied, you have to change the

spelling of my name. Stepp replied, we will. I got it. Boston replied, we have a first and a second to approve the Five-Year Strategic Plan. Any discussion? King replied, I think there was a lot of hard work put in and it's a good plan. Boston replied, I think it's an excellent plan. It's very well laid out. Any discussion? No one responded. A Voice Vote was taken. Boston replied, so we can move forward to the next step.

Motion to approve the Five-Year Strategic Plan.

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

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

15.C. Human Resource Supervisor Salary (See Exhibit #6&7) - Stepp advised, next I'd like to talk about both of these positions together. We have the Human Resources position and the Financial Controller used to be the CFO position. What I'd like to discuss is actually that second attachment. If you can scroll down a little bit. Lean Frog, when they did the study, they made a suggestion of that starred column be the Un-Certified Supervisor Pay Scale. Boston replied, it's actually Non-Certified Supervisor B. Stepp replied, correct. We've talked in the private sector and in local government. Those salaries are much higher than what we currently offered. So with people with experience, I'd like to be able to follow this scale. So we can be competitive and get the best people we have out there. Boston replied, your proposal is for the HR and CFO? Stepp replied, yes. I propose that both of those positions either follow that scale or we modify it just so we can be more competitive and get the best of the best to come work with us. Boston replied, okay now if we approve and it's not on the agenda to vote on tonight, but if we vote to approve that, we've already authorized you to spend \$75,000 on HR. Stepp replied, finance. That was the finance. Boston continued, that was the finance. Does that back off and we start with this scale? Stepp replied, well you gave that as my ceiling. Boston replied, okay, okay. Stepp continued, you originally gave me 75 as the ceiling. So if we follow this scale, we do have a policy where we're accepting their work experience. So if they're a finance person in the private sector, we'll count that experience towards the salary here. That was a policy change made last year. Boston replied, and it is not on the agenda to vote on. Stepp replied, I think you can still make a motion if you would like to. Nichols replied, we're not attracting anybody with 75 is that? Stepp replied, currently not with that being the high end. I guess the best comparison is the County Finance Director that we're in the middle of interviewing for right now. That pay is at 97 and we manage 2/3 of the county budget. Safdie advised, I was looking at this sheet. Stepp continued, so the HR that was from Lean Frog. If you go to the attachment before an HR. That was just what Lean Frog gave us as a market analysis and this was two years ago. So on that market analysis that's the state, so that's where a lot in Industry and education industry and then if you'll scroll on down to where we can see the bottom. That's where we're at right around 57ish up to 66. Safdie asked, may I ask another question? Stepp replied, absolutely. So that's just a research piece of paper that Lean Frog gave us on the study of HR positions. Safdie replied, and on the other sheet I wasn't able to see the salary that we're currently going to offer a Human Resource Supervisor when we hire one. Boston replied, Mrs. Bray explained it. Stepp asked, Mrs. Bray, can you elaborate a little bit on what you and I and Mrs. Boston had already talked about. What we're offering and then what we're suggesting here? Bray replied, we have a public salary scale. Now I don't if that was included in that attachment for that position. It starts much lower and basically, now what we were proposing is to go to Column B for

those two positions. That is significantly higher than what we started now. Boston asked, right now we're starting and I brought the sheet with me. It's starting at 50. That starts at 65. Bray replied, correct and then we would give credit for any experience that they have that they can verify from private sector or public sector, whatever. Stepp replied, so just to put that scale; we're the largest employer. So we're at 1100 plus employees and 64 million plus Federal Programs money. So the both of them are large jobs to handle when you look at it. Safdie replied, I talked to a Human Resource Officer yesterday and this person was making \$93,000 a year and I asked her would you come to Cumberland County and work for \$87,000 and she said no. I asked her again, would you work for 80,000 and she said no. I'm greatly confused, because if we know that the current job market is offering experienced Human Service Officers, Resource Officers at a job between \$78,000 and \$92,000? What are we offering for a startup salary? Stepp and Boston replied, \$50,000. Safdie replied, I simply cannot accept that. Boston asked, if we hire someone and we give them credit for the 10 years experience, that's just at 60? Bray replied, correct. Boston continued, so this scale would allow us to start out somebody fresh off the street at 65? Bray replied, yes ma'am and like I said I don't anticipate as you and I discuss that we would hire someone with zero experience. This is a big job. You need to have a little experience under your belt before you start. Boston replied, but that is where we would start, but then you add the years of experience. Safdie asked, so when are they going to reach \$80,000 or \$85,000. Stepp replied, 10 year experience. Boston replied, 10 years. Safdie replied, 10 years experience. Stepp replied, if they come to us with 10 years' experience, they would start at 80. Safdie replied, thank you for explaining that. I appreciate that. Davis asked, I guess without having to redo or modify or change the entire to adopt this new strategy, this new schedule. Would we be able to give Mr. Stepp the latitude, to hire up to a number in lu of us like if we had a candidate tomorrow walk in be like hey I've got experience and give him a number up to x amount of dollars to hire. That way we're not having to hurry and jump through hoops to adopt something. Boston replied, we've given him the authority to go up to 75 on, you said CFO. Stepp replied, finance, yes. Boston continued, but we've never really given him anything on the human resource. Quite frankly would like to see him have that authority. Stepp replied, well this comes from research. This is nothing we just made up. We paid that company. Stout replied, we paid for this research. Boston continued, if we were to be able to give him this authority, we're getting ready to go into budget where salaries are going to be a focus this year and we could make educated, well studied, well researched decisions. I don't know that anybody would come and work for us for \$50,000 to do what they do. Nichols replied, they're going to say the same thing they said to Mr. Stepp. Boston replied, I don't think they would. Safdie asked, can I ask question. How would you see that working with that range that you're talking about? Davis replied, well if he has the, I suppose he already has the budget currently for the salary positions. Is that correct? Stepp replied, yeah we have it budgeted, but we haven't spent for either position. So we got a half a year of salary built up already. So if we switch to this, we could afford this throughout this fiscal year, because it'd be half if we're lucky enough to get somebody in January. Be half of whatever we're looking at there. Boston replied, and then you'd be prepared for the next year. Stepp replied, when we start budget. Davis replied, reallocated correctly. Safdie asked, so if a person came in at 10 years experience. Stepp replied, they'd start on this chart at 10 years. Boston replied, if you came in with 10 years of experience on their current chart you're going to make \$60,949.00. Stepp replied, \$80,000.00 here. After 10 years how much would it be? Stepp replied, 80. Boston continued, 85. Stepp continued, and when you get up to 15 years it's \$90,000. Safdie replied, that's a healthy salary. Hamby advised, even though it doesn't say we can make a motion on this, we can make a motion to adopt this or do we want to make a motion to give him some leeway until we get to look at this further. That way we're not locked into this, if something happens. So could we say if you get someone in here tomorrow that's got 10 years experience. You have a cap of \$85,000. Stepp asked, what if I get someone with 15 though? Boston replied, I was going to say based upon. Nichols asked, can't we just adopt the chart? Can we do that? Davis asked, what would you prefer?

Stepp replied, I prefer to adopt this because it's research based information. It's not something I made up or you made up. I would recommend that. Boston replied, and it's for two positions. Stout replied, so on the Director's recommendation, I make a motion that we adopt the Non-Certified Supervisor B Schedule from the Lean Frog Survey that we did. Hale replied, before we start doing all that, I just want us to consider that you know we're hiring other positions in the Central Office and we still don't talk about the teachers and they're down there in the classrooms with the children every day doing their jobs with pay that's not even half as much as what we're offering these people and we've had this for years. Stout replied, the teachers are a high focus of ours right now. We're working with their salaries and that was a big part of our budget discussion last year and it's going to be certainly a big part of the budget discussion this year. Those teachers and the staff need the Human Resource Officer and also the Chief Finance Officer. That directly impacts them and their jobs. So we want to make sure we do get the right people in place across the board in the district and we got to make sure we're hiring good talent, attracting and keeping good talent across the district. Hale asked, but if we don't have the money because we're out pricing ourselves. Boston asked, can we get a motion? King replied, we've got a motion on the floor. Stout replied, yeah I made a motion. Boston replied, I need a second. King replied, I second. Boston continued, okay thank you. King replied, now we can discuss. Boston continued, can we have discussion. Hamby advised, thank you. I was listening to the conversation. Boston replied, well they got into discussion before the second. The floor is open for discussion at this time. Hale replied, sorry madam chair. I was just saying that you know we we talk about these positions in Central Office and we keep adding to Central Office and I know they're needed positions, but we have schools that need Librarians. We have schools that need, Mr. Stepp tells us all the time about the need for just the classroom teachers that aren't there and we not even funding these teachers, but we're worried about the Central Office people with higher salaries. I don't know the answer. I'm just pointed it out. Boston replied, I'm not saying that CFO is not an important job, but HR when you're dealing with a 1,000 employees, trying to keep everybody straight is an incredible job and they're very high upon the organizational chart. So if you look at that and we've been without a, what was she? A CFO right since last October? Bray replied, I'm doing my best. Boston replied, no, no. I'm not saying you're not. You have another position, but we've been without a CFO since October the 3rd of last year. Bray replied, correct. Stepp replied, and we will be doing teacher raises again this year and next year and the following year. It's required not only by law, but like you said you know when we walk the buildings, got to love on them. They do a great job. I mean there's a lot of work going in with the children and I'm 100% pro teacher. Stout replied, we want across the district attract and keep top talent. It's part of the Strategic Plan. We got to figure out how to fund it all. Stepp replied, that's a classic question, funding it all. Safdie replied, good help is so hard. Stout replied, and then finding the people, because a lot of these positions have been funded, but we can't find the people. Boston replied, well we have a motion and a second on the floor to adopt the Non-Certified Supervisors B Scheduled for CFO and HR. That essentially removes the author the cap of \$75,000. Stepp replied, correct Boston continued, and puts you with a defined scale. If you come up with somebody that's got three years, but you really, really like them, then they're going to start out at 67. What happens if they don't accept that? Stepp replied, we're going to look. We've been looking the whole time, calling counties. I call counties all the time. Directors trying to find do you know, do you know and it's the same with those 13 bus driver positions and we got several positions open that I report to you guys each week. So that's a moving target. Hopefully we can hire and hire again. So that's it. We're doing it with every one of the open positions. We're actively trying to find people on recruiting. Hale asked, does our budget, can it hold this? Boston replied, you're looking at the this, I mean we've not had a CFO in a year and that money's all been budgeted. Hale replied, okay. Boston continued, it's kind of like we have this money. We're waiting for them to get here, so we can give it to them. Stepp replied, it's sustainable if that's what you're asking. Hale replied, thank you. Boston replied, it all depends on how much experience they've got,

but you're not looking at 150,000 additional reoccurring funds. You're looking at a much less amount, because the money's already budgeted. It just appears so if you're discussing it. Davis replied, call the vote. Boston asked, further discussion? No one responded. A Roll Call vote was taken. Boston replied, so we have adopted that pay scale.

Motion to adopt the Non-Certified Supervisor B Schedule from the Lean Frog Survey for HR and CFO.

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

(seconder-yes) King

Yes: 8, No: 1Hale: No

**MOTION: Motion Carried**

15.D. Financial Controller Salary - See discussion and decision in 15.D.

15.E. CCSNP Annual Report (See Exhibit #8) - Stepp advised, next is the Annual School Nutrition Plan Report. You get that each year.

15.F. Homestead Elementary Safety Concerns - Stepp replied, next we have the Homestead Elementary Safety Concerns. This was something was discussed with the board in the Spring. I was asked by the board to talk to Mr. Chamberlin to try to find some solutions. We do have a drawing that Mr. Chamberlin gave us this Spring in April. So this is a discussion that Mrs. Nichols had requested. Nichols replied, yes I did. We were blessed to have Mr. Stepp work with the principals and we did the walk through with the schools and it was awesome. Homestead being, I'm District 3, but Homestead is a great concern. I put a few pictures out here and y'all can look at them as I pass them around. One of them I took was from the Volunteer Fire Department is like right on 127 right now, because they're redoing that road and when you stop in their parking lot you can see into the classroom of this last cottage, but the thing that bothered me when we did our walk through is there's no bathroom in these cottages, because they're so old and there's no running water. So the kids have to leave that classroom without an adult. They go two by two though, they do make sure that. To go find a bathroom. Then also with the SPED students in their wheelchairs they also have to go out in the wind and the rain and the snow as well. One of the things that concerned me about the windows is that they're so visible and I know North has some. Do you remember the name of the company Mrs. Hamby that we saw? I could not think of their name. Hamby asked, in Nashville? Nichols replied, yes. Hamby continued, I have their card. Nichols replied, I can't find his card. Hamby replied, I have the card and I have their information, but it is at home. Absolutely amazing presentation. Nichols replied, yes absolutely amazing. Hamby replied, it is for a safety screen. Boston replied, that's the alternative. Nichols replied, to the other screen. They've got to shoot through it like 12 times to be able to get through it and I mean it was really amazing and I'm thinking. Hamby replied, it's a little bit different than window film and it was actually better and they come and help you wrap. Nichols replied, we need to have them come and do a presentation. Boston replied, it was much less expensive. Hamby replied, yes it was very less expensive than what the film was. Nichols replied, not cheap. It's like a I know that doing anything we do costs so much money it's unbelievable. I know that what we really need to do with Homestead is make it a one key. It is not a one key. It alarms me that even you'll see in one of those pictures that the kitchen people, because the cafeteria is so small. I don't know how they do what they do. They need an award for that, but the kitchen is so small they have the freezer and the dry storage is outside on

a dock and Pleasant Hill I believe is the same, but Homestead has to go outside in the wind and the rain and the snow get their things and then they have to wait till somebody buzzes them back in, because you can't leave a door open. I mean that alone is very alarming, but the kids being out in the hallways. So there is some of this safety screen that we could do in the meantime. If we could get him to come and do. I mean it's amazing. They did a hallway with this that you thought looked like a glass hallway. It was absolutely fabulous and it's security. They can put the monograms from the schools on the outside so when you're looking in the hallway all you see is the monogram. On the inside you see clear going out. It was fabulous and it's safety. Stull replied, and there's grants that we can go ahead and apply for, for the film and the screens and they write them for the grant. Nichols continued, they help write for that. You hire them and they do all of that. We don't have to go looking for the money we don't have to do anything. Boston asked, where are you proposing putting this? In the very front of Homestead? Nichols and Stull replied, they actually will come out and do an assessment. Stull continued, and they will then give you a proposal on what it would look like and everything. Boston asked, do we remember who? Hamby replied, I have their information. Nichols replied, I just couldn't find mine. Hamby replied, I have all their information. Boston asked, can you give that information to Mr. Stepp? Nichols replied, if we can do this as a safety step, it would be awesome. I mean I drive by there every day, twice a day. I don't like the fact that they're so exposed, but I also don't like the fact that they don't have a bathroom in there and they're having to go find that bathroom in the winter and the weather and all the rest of it. So having that one key these plans have been sitting down here since April. We've done nothing. So I would like to make, I'll make a motion or whatever, but for Mr. Stepp to investigate further. I mean how Mrs. Chairman, how do we find the money to do something with Homestead. These kids walking out there. Stout replied, the other concern about no water running in the bathroom, not just that they don't have a bathroom in those buildings, but then they don't have the sprinkler system extended out there for fire in either of those buildings. So that was a concern too. Nichols replied, there was no running water. Hamby asked, they don't have sprinklers? Stout replied, no. Nichols continued, and Mrs. York and I were both talking as we were walking through the school, because she went to school there and she was talking about them going to the tower for classes and walking back and forth and then she turned and looked at me and she said, but today we live in a different world. So what she used to do as a child and being able to walk out there and feel free and safe was okay, but today and they're right there on that highway. Right on that highway. Like I said when I drive by I can see the kiddos in the window. Hamby advised, I do have a question. Why are the SPED classes in one of the cottages instead of in the main building to where they have access to the bathroom? Stepp replied, we have them all over the buildings there. That one right there, I believe Mrs. Holton, is that the P3 class? Holton replied, it's not. It's an inclusion classroom, but it's a preschool classroom of P3s and there is a restroom in that cottage. Stepp replied, so they're good there, but to go to the cafeteria and stuff they have to go around the building, go into the main building. Holton replied, all the special ed classrooms are inside the one key. Hamby replied, thank you. Davis asked, would this be an item we could forward to Mr. Chamberlin during this needs based assessment for consideration? Nichols replied, he's done that. The plans are here. Boston replied, he's done a drawing. Davis continued, but just to make earmark that say be mindful of this. Stepp replied, maintenance of the building. Davis continued, as a focal point of. Stout replied, so I think we need to look at a couple of things. A short-term plan right to secure the campus more and then a long-term plan for what we're going to do out there like Mr. Chamberlin's drawing, but what can we do as a temporary to make that campus safer. Boston asked, has there been any incidents that have been reported? Nichols replied, like I said her teachers are so on top of everything. I mean watching people, but there were even some doors that we went through that were not secure. Like one of them if you step close enough to it, it releases. So if somebody were coming to the outside and you didn't know and you came close enough and that person is not supposed to come in, when you get close enough to the door, it releases to open the door. Boston asked, now did we change the

locks out there? Stepp replied, yeah we're working on it. We've got almost all of them done. So I think all of them are done. I'll have to ask Mrs. Edmonds, but we spend a lot of time working with the adults in the buildings to mitigate that risk. So they have a buddy system. There's 11 different buzzers at the front office. They got one front office person that manages all those buttons. Stout replied, a lot of cameras and a lot of buttons. Stepp replied, we say that while we were walking. Nichols replied, she has all these buttons and she has all these cameras all over and she watches people and she's buzzing constantly, letting people in and out of buildings. Boston asked, so we have cameras and we also did we did get those locks changed? Stepp replied, yes and we have push buttons on the exterior door, so when the kid leaves one class, the children leave as a class they go outside, because the cottages are 4 through 8. So when they change classes they go outside to another cottage, the other kids come out of that cottage and go to another one. So it's a constant flow, but the teachers mitigate that risk. They've done a great job on the perimeter security and all that kind of stuff. I know me and Mr. Magnuson, we were doing an assessment and we were going to drive around the back. There was teachers on us before we even got out of parking lot onto that side road. What are y'all doing? Where you going? Oh sorry Mr. Stepp. So those adults out there make it a safe place, but it's a one of those things I think we need to look at too. Safdie asked, and how many trailers do they have out there? Stepp replied, they're not using their portables. Those were sold to a private school. They are going get those out of there by the end of the year, I think. They're using, I think it's 15 cottages. Is that right Mrs. Holton? Am I close? Holton replied, yes. Hale replied, I think when you and I were out there today there's some of the original cottages from the 30s that they're using as classrooms and those are the ones that don't have all the modern facilities in them and they have to come in and out. So it is something that we need. I don't know if we put it to the Build and Grounds or what we would do. Boston asked, what year did they renovate? Stepp replied, it's almost 20 years ago when they built the addition and that's up to third grade is in that addition. Boston replied, okay and I didn't know that was way before my time. Stepp continued, a new gym. They've still got the old gym. Boston replied, okay. Well I know it's not been in the last eight years, because that is way before my time, but I didn't know how long. Nichols replied, their kindergartners eat lunch at 10:00, because they have such a small cafeteria they have the funnel the children through there. So the kindergartners eat lunch at 10:00. Hale replied, and they finish up by 1:30. Hamby replied, most of smaller grades eat around that time. Boston replied, it's so they can get them through, get everybody served and get cleaned up. Nichols replied, even with that they have a whole green corridor that runs between the gym and the cafeteria. Even if we could just take that and blow that wall out and connect them that would give the kitchen a phenomenal amount of room. They could move that storage in and then the kids would have adequate places. So they wouldn't have to do their lunches so crazy. I don't know how they do what they do. Boston asked, are you seriously suggesting we blow a wall? Nichols replied, yes. Blow it out Teresa. Hamby replied, hey we could go out there and do demolition. Take our frustration out. Boston replied, it's something we can certainly start discussing it just exactly what needs to transpire with the exception of blowing walls out. Safdie replied, I don't know I like that idea. Boston continued, that's something we can certainly start moving and start looking at. Stout replied, to answer your question. I had made a note from the tour the main building was built in 2002 and the addition is 10 years old. Is what I know from our tour. It became a school in 1938.

15.G. Behavioral Services Agreement (See Exhibit #9) Stepp advised, next is the agreement for Behavioral Services. We do that each year. We don't have to vote on that.

15.H. CSH Red Ribbon Presentation (See Exhibit #10) Stepp introduced Mrs. Marsha Polson, Health Services & Coordinated School Health Supervisor. Polson presented a powerpoint highlighting the amazing things Cumberland County Schools faculty and students participated in celebrating Coordinated School Health Red Ribbon week.

- 15.I. Annual Board Retreat Stepp advised, so next we have to decide on our Annual Board Retreat date(s). After discussion, it was agreed to have the Annual Board Retreat on January 13th starting at 9am with an inclement weather date of January 20th.
- 15.J. Board Meeting & Committee Notes & Videos - Stepp advised, so next 15.J. is requested by Mrs. Stout. Stout replied, so I had asked just to put on board meeting notes, committee notes, work session notes and videos. Just so we could have a little discussion about how we would like to handle those going into this new board year for consistency and transparency and timeliness. The board meeting notes are approved at the next board meeting. Currently our committee notes are approved at the next committee meeting. Boston asked, are you talking notes or minutes? Stout replied, well meeting notes, meeting minutes. Yes minutes, minutes. Hamby replied, they are two different things. Stout continued, and the work session minutes Mrs. Diane had informed us that those aren't ones that need to be approved or posted by law and then currently right now the videos of our board meetings are posted and the videos of our special call meetings are posted for the public, but we don't post videos from any of the other meetings that we have. So I just wanted us to talk about getting that consistent in line so notes are available readily for constituents, for board members, for staff. Whoever's looking or needing those notes. That we follow the same process and again with the meeting minutes. In looking at all of that, one of my concerns was the budget committee meeting minutes that are still outstanding from May. We've got three committee meetings that we had the 15th, the 24th and 30th and because we had so many back to back meetings quickly Mrs. Diane wasn't able to get them transcribed for approval at the next committee meeting and then since the May 30th we haven't met again. So we've gone six months with those three meetings outstanding and I've had constituents calling me wanting to know where those notes are when they've looked for them and that's not something that can be made public till we approve them. So some kind of standard if we're moving forward at with committees as a board I think we need to have some kind of standard in place that if we're having sporadic committee meetings we still need to have a way of getting those meeting notes approved. Now whether that be, I know and this is kind of a little bit of a different subject, but at a prior meeting I mentioned us having all of our committee meetings on one standing night every month and that way everybody's together and if the committee doesn't have something that's on the agenda to address at least they're there and they can approve the notes. Or those notes come before the board at the board meeting like I had asked tonight for those budget meeting notes to be put on the agenda so the budget committee could get those approved. So they weren't outstanding anymore. Some minutes, so there's some way of just getting those approved in a timely manner and making those available for transparency and consistency, and then also with the videos, if we're going to put about the board meetings and if we're going to put out the special call meetings. I know for me, if I'm to miss a meeting or for some reason I can't make a committee meeting, it'd be really helpful to hop on and watch a video of a committee meeting. Hamby asked, can I say something. Stout replied, sure. Hamby continued, I have asked. I've been on the board for 5 years and I've asked several times about why committees are not videoed, because myself I like to go back and watch all of our meetings, because sometimes when you're sitting in a meeting you miss something and then if you have to be absent or the public want to see those meetings. I think they all should be out there to where we can see them. Davis replied, I agree. It'll help with promotion, right. which is one of our three p's, right. Like here's what you're looking at, here's who we are, here's what we do, here's what we're talking about. Hamby replied, and as far as having the committee meetings all in one day, I don't have a problem with that. I think that's something that we could work towards, but I didn't mean to interrupt your talking, but I wanted you to know I have asked for the videos of the committee meetings before. Stout replied, so I think it's just something I mean there aren't any rules or regulations. It's up to us to kind of formulate our own, other than the state laws that we have to have specific information

out there for. So state law does say for our board meetings they have to be available within 30 days, but I don't know why we'd want to vary from that with our committee or work session notes. I would think we'd want to be consistent with what we're doing with our board notes too. Stepp replied, that would help with my staff. I mean staying after our work hours 50 times a year is a little bit of pull on certain members that have church obligations and other obligations outside of just the job. So that would help. Hamby asked, if we did the committee meetings all in one day? Stepp continued, my certain staff members have to be here. Like say for Diane, she's out sick, but she's here and we've had meetings called and it's on her church night or some other night. They have to readjust their schedule with a week notice and stuff like that. If there was one day it's nailed my staff is here available and we know the whole staff's going to be here available. Except some are at a conference right now, but Title 1. Nichols replied, be more efficient. Stout replied, and we can all plan on that. We could pick a date like you know the week prior to our board meeting and that way it'd be a standing night that we could all plan to be here. Stepp replied, recording the meetings isn't as easy as just pushing a button. Mr. Farley does a great job with formatting those and getting those ready as quickly as he can to get them posted, but that takes a lot of work and he usually does it either the night of the meeting or the next morning. He tries to work on it, but it takes a while to get all that set up exactly the way you want it, so that it's clear, everything's clear and you can hear everything and all that kind of stuff. Production, I guess I should say. Stout replied, but that would be something that would be feasible to do? Stepp replied, if it was one day, I think so. Hamby replied, I have a question. Could we, since we're going to have a retreat in January, could we not put this as one of the agenda items for the retreat? Boston replied, you could. Safdie asked, when is your next policy meeting? Hamby replied, it will not be until January. Boston replied, it's the second Wednesday. Hamby replied, it is normally the second Wednesday at 4:30 p.m. it was misquoted last time or I misspoke it and said 4:00, but it is the second Wednesday at 4:30. Stepp replied, if we did the one day, what I would recommend is the week before on a Wednesday or I think certain people can only come on certain days. So I think. Hamby replied, it makes it easier for I know for Mrs. Stull on Wednesday, but she is very good about working with us and so. Stepp replied, I would pick one day the week before and that way you can create, get your committee business on the board agenda and all that kind of stuff and plenty of time to public notice everyone. Safdie asked, public notice for the agenda is what seven days before the meeting? Hamby replied, six days. Safdie continued, six days so that needs to be the meeting to date should be at least seven days or six days before that date. Hamby replied, so the Tuesday, Wednesday, or Thursday before our week. Several members said, a week before. Boston asked, on that day the policy meets, budget doesn't have any business or building and grounds has no business, then you don't meet. Hamby replied, you just announced that some committees will not have anything on that day, because normally it is policy that has something every month. Most of the time budget meets heavy. Boston replied, it's heavy in March and April. Hamby continued, yeah and buildings and grounds and safety doesn't have something and athletics every month. Stout replied, although we had several building and grounds last year, but that way though we can approve minutes and that's done. Boston replied, well I can tell you that the budget committee is Mr. King and Anita Hale and myself and there are some preliminary budget issues that we would like to discuss. So we have tentatively set, but I can move that to the next day. We said it for the 9th. Her meeting's on the 10th. So we could move it to the next day, coordinate that and have no problem with that. Safdie replied, the meetings, the committee meetings could expand or contract according to the business that they have and we can make a timed agenda for the meetings, for the committee meetings. So that it's all in one day and everything then could be recorded and then it would be much easier on one day to record it rather than record 46 different meetings. Stout replied, so we're taking care of it being recorded, so someone misses, the public and staff can see the recordings, and then we're also taking care of making sure we're approving notes in a timely manner so those are available. Hamby replied, the problem with approving the minutes, now this is just my understanding and Mr. Patton

or Mrs. Boston can correct me. The minutes belong to the committee. Boston replied, yes. Hamby continued, that's why you don't approve them until the next committee meeting. Davis asked, can one of y'all provide some clarity on that? When you say? Hamby asked, Mr. Patton will you provide clarity on the committee minutes belonging to the committee. Patton replied, well I mean sure. I'm not sure. Hamby replied, we don't approve like say budget committee the minutes for that meeting. Patton replied, correct. Hamby continued, we normally do not approve them until the next budget meeting. They're not brought to the full board for approval, because they belong to the committee. Patton replied, right. Stout replied, it wouldn't be the full board. I guess what I was asking for having on the agenda tonight was to have the board, the previous board committee members that were involved in those meetings to approve those. Not the full board to approve it. So that was just an alternate if we're not going to have enough committee meetings where we can approve those in a timely manner then we need to be able to bring them forward in a meeting where the committee can approve it. Boston replied, well if Diane's got the minutes ready, you can request. Stout replied, a board member can, but other. Boston replied, if you've got constituents asking you for those you could request unofficial minutes. Hamby replied, and you can give them to them. Stout replied, I had constituents that were told no that they couldn't have them, because they hadn't been approved yet. Davis replied, so the question is, are we able to share? Hamby replied, unofficial minutes. Davis continued, committee minutes. Nichols and Safdie asked, that have not been approved? Davis continued, before they've officially been approved. Like we approved the minutes for today's meeting. Boston replied, as long as you would. Davis asked, like what's keeping us from sharing those minutes ultimately? Stepp replied, from TSBA to Mrs. Diane. It was a training that she did. Safdie replied, well there's also something that you know something comparable. We put the minutes for public display of our full board meeting six days before the meeting and it's not been approved. So it just makes sense that if we have a committee meeting and there are minutes that are taken, they should be accessible to the public. Even though they're not approved yet with a stamp saying these are not approved by the committee at this point, but there's another point too that you brought out and is what does it really require to approve a committee meeting. Because it's not a, although it's an official meeting, it's not an official meeting of the full board or a majority of board members. So it could be just approved by the chairperson for immediate release. Hamby replied, I know Diane and Mrs. Tabitha they have unofficial minutes before they're approved, but they have a time frame. They don't have them like immediate. Right? Webb replied, right. Hamby replied, so she actually has a month before, but Diane sometimes has unofficial that might have spelling errors. They might have different things, because they've not been. Davis asked, so there's nothing keeping us from releasing minutes is ultimately what I'm hearing? Safdie replied, right and there's two types of minutes here. You know, the videos for our committee meetings could be the details of the minutes of that meeting and then a summary of what was voted on in the committee meeting could be the official minutes not approved yet, but the official minutes. So I've always thought that it was that the videos would supplant the long and accurate meeting minutes that you've been taking, but I don't see any reason why we can't do that for committee meetings. You know, just a summary of. I remember when Virgie, we have these long discussions and Virgie would put a discussion was held. You know unless you told Virgie, I want to be quoted on this. You know she puts a discussion held. Stout replied, well there's not a requirement to do a word for word, but that's where the video would suffice for that. So I think just getting on board with putting some of these things in place, so we can move forward with the process. Boston replied, you may want to talk to Mr. Farley about what would it detail to do this? Stepp replied, it takes a lot. I talked to him this afternoon a little bit about it. How long does it take him to do the production side? What does it take? It's just a lot. It's time consuming to get that production where it comes out where it's very clear. Hamby asked, but if we do it all in one day? Stepp replied, that would work. Hamby continued, that and our regular board meeting. Of course if there's a special call or something in between and there are times that special call meetings have to

be done. Safdie asked, so what if we were to go to, would we need a any change in policy? What policy number? If we moved over to committees for one day a month and had all three committees. Stout replied, I didn't see anything in policy that specifies where, when we need to meet. Hamby replied, you won't have to change. Davis asked, do we want to define it? Safdie continued, do we want to define it? Hamby replied, I'm hoping to be able to look at some of the policies that we have been talking about and bringing up. I'm hoping to be able to look at some of those, because some of them do need some changes to them. Some of them need some dates added to them. So in January I am hoping to be able to put a lot of those policies on there. Safdie asked, would it be too spontaneous for me to follow up with Shannon's comments by moving to hold our committee meetings on one day. Just as a general starter. Hamby asked, you're making a motion? Safdie replied, yeah. Boston replied, I would go back and I mean we've all agreed to to do that. Safdie asked, have we all agreed? Boston continued, there's going to be a point to where budget can't do that. Stout replied, there might be a few more budget meetings. Boston continued, in a place that budget can not do that. You know if you just maybe. Safdie replied, well as a chairperson. Boston continued, consider working with each other. Safdie continued, right as a chairperson to the building grounds I want to hold my meeting on the same day. Boston replied, well then you know you can set your meeting. Davis replied, it encourages, if I may. To both of y'all's point, the budget is obviously going to be as needed. when things require during budget season no doubt about that 100% agree, but all the other ones that are similarly as needed, but yet scheduled. If we make the attempt to put them all in that same day it's going to certainly encourage everyone to add a day to their calendar that they can count on and then participate in that meeting to where there's not a constant divide of I can't be there, I wish I could be there, well what happened, I don't know, I wasn't there, the minutes aren't available. Like there's this constant churn of lack of information. So if we can shore that up I think that would be super. Safdie replied, so if we're all in agreement, but we haven't taken a vote that will have the meetings on one day. We can work through the details with our chairperson and you will help communicate to everyone what day including. Hamby replied, and since policy is a most of the time a monthly meeting, it'd be like policy, building ground, safety. Boston replied, well and also you're going to, you know if you start your policy, how many policies do you have on that day? That you've got to address? How long will that discussion going to take? Hamby replied, exactly so we're not going to be able to do time frames. Boston continued, what is it you're considering? Then building and grounds is set immediately behind, but yet he has equally as many issues to be discussed and whatever you're talking about time frames. You know Mrs. Hale and I may need to be choir on Wednesday night at 6:00. Safdie replied, and Wednesday night's a church night. Hamby replied, I have a question. Safdie continued, it shouldn't happen on Wednesday night. Hamby replied, if we decide to do this all in one day could it not be worded we are doing all of our board committee meetings on the third Tuesday of the month starting at 4:30. Meetings will be back to back. There will be not be a set time for each committee. Stout replied, we start at this time. Hamby continued, we start at this time and we will go through each committee that has an agenda. Boston replied, I think that's reasonable, however I think you also have to as the chairperson or as the committee members, realize what you've got on the agenda. What is going to fail in that meeting. Stout replied, we have to use our time wisely. Boston continued, you'll be here at 9:00. Safdie replied, I mean with all the building ground committee meetings that we had. I think I can recall we had at least half of those meetings were we brought up discussions on issues and didn't vote on them, but we didn't have to because we could turn to our Director of Schools and ask the director what needs to be voted on and what's the issue and if there's something that's important that we need to bring up to him. we do it before the meeting and say can you know how do you want to handle this. Stout replied, I think most of our committee meetings ran 20 minutes to 60 Minutes on average. You know all of them, because I don't even remember policy committee meetings going much longer than an hour. Safdie replied, I mean I see it working really well. Safdie left the room for ma moment. Stout asked, Becky just real

quick for the retreat you were talking about the policies for January. That the retreat when we get to the board operations part that might be a good part to do some of the discussion Board Operations part of the retreat. Boston asked, is there a Board Operations part of the retreat? Stout asked, can we do that? We did last year. Boston replied, the agenda has not been set. Stout and Hamby replied, we did that last year. Stout replied, I'm just saying can we have some of that the retreat. Boston replied, the agenda has not been set yet. Stout replied, we has board operations last year and since its a board retreat. Boston replied, we are getting the cart before the horse. Davis asked, when will we set that for the 13th? Stepp replied, Mrs. Boston and I have been communicating and we are working on it. Boston replied, after Christmas. Davis replied, humor me. How do we make a recommendation to add something to that agenda? Or is that exclusively for you all? Boston replied, no. Just send an email. Davis replied, okay. Boston continued, send an email to Mr Stepp or you can send an email to me. To whomever if You' got something you want to add to it. If we could I think folks in the audience are going to get. Hamby replied, and I have a young man who's had surgery and I need to get home. Nichols replied, Mrs. Chairman we didn't acknowledge our students. Boston replied, hello. Thank you for being here and thank you for serving. You're getting caught up and I'm going to get you home I promise. Do you have school tomorrow? I apologize and we do acknowledge you and appreciate you sitting up here and if you ever have anything to add please feel free. We're here on this podium, because of you and if your additions, your comments could be valuable. Throw them in there, but you just have to get my attention. Ranson replied, well I would like to just add in real quick going back to the Homestead safety issue and you mentioned the window coverings and I attended North Cumberland from 1st to 8th grade and I know that when we added the window covering there. I also went to Mrs. Loretta's Aftercare Program, which by the way, she's amazing. Please do not ever get rid of her. I love you so much she. She saved my mom and I so many times, but we would have in the summer time and after school people would come through. (Safdie returned) We had a couple of times strange people come through. So I know that once we added the window coverings to you couldn't see inside, I felt personally a lot safer. So that's a good idea to add to even all the schools. Boston replied, thank you. Feel free to punch Earl, who will punch Becky on down the line just to get my attention. Or if you'll just say Madam Chair. That information was valuable, because we actually learned how a student felt and that's why we're here. So thank you very much. Anytime you feel free.

15.K. School Update - Stepp advised, replied, moving on just School update. Normally I have like four or five pages, but it's almost eight so I'm just going to say a couple of things. So tomorrow night we get to celebrate in Nashville one of our supervisor Mrs. Marlene Holton. She is a semifinalist for the State of Tennessee. I think you already heard earlier how amazing she is in her department. Hamby replied, she is amazing and I can attest to that, because I've got a great niece who absolutely loves her. Stepp continued, so I'm excited to get to go up to Nashville and celebrate that with her. We've completed all nine visits. We've already talked about that of all the schools holiday programs. Check out the school websites and newsletters and go to your District if you can. There's a lot going on. I've already been to some this week. Like the gentleman talked earlier, basketball has been going on strong for a while for elementary. Martin girls and boys won the championship for the county and currently middle schools are in their season. High schools in their season. They got bowling going on too for Mrs. Hale. So she needs to stop by there. Hale replied, I saw them. Stepp continued, we got end of course exams going on this week. So we get to see the success and growth of our students in their learning and then we have several administrators and staff at the federal programs conference in Sevierville and then of course we've already celebrated music programs tonight, but we got two great band directors sitting right here. Dr. Buttrum and Mr. Johnson. I have a bunch more, but we'll move on. Stout asked, if I just add something to that? We got some fabulous feedback from the principals and the teachers at the schools that are doing the benchmarking. Nichols replied, it was awesome. Stout continued, they had really good feedback

about that when we did the school tour. So that's part of the director's piece benchmarking you've talked about a lot. Stepp replied, that's some of the growth that we've been seeing. We've added the benchmarks and some schools are doing weekly. So we can know in real time what the kids are learning and not learning. So we can reteach, relearn and make sure we hit all that. So the benchmarking was a big move.

15.L. Annual Planning Calendar (See Exhibit #11) Stepp advised, next is the Annual Planning Calendar. So I sent an email out earlier today. I missed something on that and I talked to Mr. Patton. He's going to go ahead and initiate the DOS Evaluation and the BOE Self Evaluation. So that was actually listed in November, but I missed it. Boston replied, now the board evaluation is not on here. Stepp replied, Mrs. Diane didn't add it yet. We're going to add it. That's what the board agreed upon. Boston replied, okay, no problem. Stepp continued, so got that going on. The rest is FYI with Attendance Reports, Warm Body Counts, Personnel Reports, School Nutrition, some staff changes, Substitute List. So we found some more people that are willing to come in and work and our newsletters and calendars and that's the Director's Report.

15.M. FYI (See Exhibit #12)

15.M.1. Attendance Report

15.M.2. Personnel Report

15.M.3. Substitute List

15.M.4. School News Articles

15.M.5. School Calendar of Events

16. School Board Committees - Boston advised, moving on Mrs. Hamby if you would please your Policy Committee Report. Hamby left the room.

16.A. Policy Committee - Ms. Rebecca Hamby

16.A.1. \*Approval of First and Final Reading of Policies (See Exhibit #13) Boston advised, if we could Mrs. Hamby. (Hamby's report was given after the Athletic Committee's Report) Hamby replied, we had First and Final Reading Policies and it was 1.105, 1.701, 2.400, 2.601 2.805, 4.301 and 4.603 and they came out of committee with recommendation of the committee to the full board. Most of these were TSBA recommendations and one was from Dr. Maddox and I believe the only thing was. Mrs. Boston did you have a question on one of the policies? You had talked about it during the meeting and we had already voted to bring it to the full board. So I wanted to make sure and I'm sorry I do not have that note with me. Boston replied, can we get minutes on that so I know what I asked. Hamby replied, you do ask a lot of questions, but it can actually be. Boston replied, apparently it was not that big of an issue for us. I probably got my notes with my policies, but I'm going to answer that, I'm good. Hamby replied, okay so all of these came out of the Policy Committee and the reason we did the First and Final Readings was because TSBA they were already signed into law and so we needed our policies to match the law and so we needed to get that done first and final. We have went back to doing First Reading and Second Reading. So unless it is something detrimental and I we got these late. TSBA did also. Stull replied, the policy in question that you had was about fundraisers 2.601 and it was about whether or not the board had to be involved in it. Boston replied, thank you have better memory than I do. That would be my question is I think by the time you verify with

the principal, you make a proposal to the principal and I know it involves funds and correct me if I'm wrong. If the funds stay within the school does that ever come to your department or the CFO department? So that stays within school bookkeeping and it's not ours. Is that correct? Bray replied, yes. Davis replied, but it is recordable. Boston continued, it is recordable, but. Stepp replied, and it is audited. Boston continued, and it is audited. They do the audit every year. Is there any reason for the board to be involved in those fundraisers? Bray replied, I can't really see why they would. Hamby replied, unless a problem arose and then they could actually bring that to the board. So would you want me to pull that policy for us to, but it's already signed into the law. Boston replied, I started to say I don't want to change it. We can go back if you'll make a note and look at that in January maybe and maybe look at removing the board from it. I mean I think if the principal signs off, the teacher signs off on it, the principal signs off on it, the club sponsor signs off on it, they send it all to Mr. Stepp and he signs off on it. I mean it's gone through four or five stages already and if it's not required. I don't know why we would. Hamby replied, okay and since this came out of policy we don't need a second. King replied, since these fundraisers aren't on the budget. Hamby replied, there was some some law changes in it that has to stay right, Earl. Patton replied, yes. Hamby continued, so we actually have to move on with the budget. I mean with the the policy there was some things that are still that are still valid. King replied, when those things come up, we approve it. They are already taken care of at the local level. Boston replied, I mean that would be less that the board would have to address and that gives us more time to to address. Hamby replied, absolutely and like I said we can put this on January and then we can actually take that policy and do what we need to put with that policy. Boston replied, we have a First and Final Reading of the policies coming out of policy committee. Any other discussion. No one responded. A Voice Vote was taken.

Motion to approve the First and Final Reading of policies listed above.

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

Yes: 9, No: 0

**MOTION: Motion Carried**

- 16.B. Athletic Committee - Mr. Nick Davis - Boston advised, next on the agenda is the Athletic Committee. Mr Davis are you going to have anything from the Athletic Committee? Davis replied, the Athletic Committee has not met as we've all known. We're working through who was on what committee, but I do know that in talking to Mr. Stepp that a lot of effort has been put into the structure to help frame the move that the Athletic Committee supported last year. With all of y'all's support to make the Middle School something the students can work toward and that's not been a light task. They've had to employ all those people we put the budget together for and they've had to learn a rule book and adjust a rule book and work with coaches and work very diligently on the fly and short order and I know to Mr. Futrell's point. There's been some pains that have taken place, but I know that it's not falling on deaf ears right Mr. Stepp and his group are working very diligently to try to make everybody have the opportunity to make their voice heard. In correct situation as it needs to be addressed. All the athletic directors to my knowledge are working alongside him to make sure those things are happening. Hale replied, I've heard some concerns about some of the referees not being able to find the schools, because they're not familiar with our areas and our different schools and some of them are getting there late, not intentionally, but just so

they have to learn, because we're getting them I assume from out of town and they're not local. Nichols replied, use their GPS. Hale continued, GPS is not even taking them. Davis replied, I thought you were going to say they were blowing calls. Hale continued, but you know, I heard of referees not getting to the different schools until games are quite already going. Boston replied, I know we adopted, this full board adopted the TMSAA rule book, but then do we have local rules that applies as well. Davis replied, yes. Stepp replied, we're working on that now. It's transition so we're trying to clean everything up. Boston continued, so as problems arise we're addressing them. Stepp replied, in real time. Davis replied, at all hours. Boston replied, I just didn't understand. I thought TMSAA came with the rule book. Stepp replied, that was the expectation and that was my intent. We've had our own set of rules in Cumberland County for many, many years. So there was a little confusion and setting that up. So we're working on cleaning all that up, so it's just those rules. Davis replied, and to your point right there's a mesh between non-middle school eligible athletes. So the sub sixth grade athletes so fourth, fifth and if there's younger ones that's what the elementary procedure model essentially is needing to be modified the most. Essentially is to in put itself in line with that to still create as many opportunities for those kids to be positioned and prepared for the Middle School experience. Boston asked, is that going to take place to where I think their major concern to begin with was everyone still had an opportunity to play somewhere. Davis replied, oh absolutely. Boston asked, is that still our goal? Davis replied, oh 100%, 100% and not only that is to partner with you know and where there's not opportunity to create I know Mr. Stepp had mentioned also talking about making an effort in talking to some of the principles and athletic directors about adding flag football and then some of the renovations to some of the we'll just say retired fields. Boston replied, well we took bleachers off some retired fields when we stopped football. We kind of went around and stole bleachers from them. Davis continued, just to your point trying to add as many opportunities is out there right. That's going to be directly in line obviously with the Strategic Plan and the promotion of the Athletic Department. In the continuity with the community and the local Youth Sports all the way through the high school experience and beyond. So a lot of effort being made there. Work in progress. Boston replied, you know have official report from the Athletic Committee.

16.C. Budget Committee Meeting - Ms. Teresa Boston - Boston advised, next is the Budget Committee. There is nothing to report on the Budget Committee. There have been no meetings.

16.D. Building and Grounds Committee - Mr. Robert Safdie - Boston advised, next is Building and Grounds Committee, Mr Safdie. Safdie replied, there have been no meetings on building and grounds, but there are things that I am sure the Director of Schools would want us to discuss and I'll wait for your input and we'll schedule the first meeting when we all have our committee meetings. Stout replied, yeah, I think from our discussion on Homestead tonight, that might be something the board wants to task the Budget Committee or the Building Grounds Committee/Safety Committee with. Safdie replied, I will check with Mr. Stepp and Mrs. Hamby.

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

17.A. Monthly Financial Report (See Exhibit #14) Bray replied, well as you can see from our revenue page, we have finally started collecting a few property taxes. As the mayor said the other day a lot of people pay that when they first get their bill and then those will wait till the very last minute, but we are seeing some revenue from that. So we have got our revenue coming in. It is at 28% of budget, which is about what I would expect it to be at this point in the year. Expenditures are at 27.5%, so basically our expenditures are still running about \$200,000 above our revenues. Any questions on that? No one responded. Bray continued, I've reviewed the department budgets. Everybody's doing a really good job staying within lines of what they budgeted. They're doing fantastic job.

17.B. Monthly Sales Tax Report (See Exhibit #15) Bray advised, next on the Sales Tax Report. The news isn't quite as good. We're behind \$200,000 on sales tax, however that's to budget. Actually we're about almost \$110,000 ahead of where we were this time last year. So the news may not be quite as bad as what we think. Holiday season is coming and that's when we see a pretty large influx on the sales tax. You got to remember there is a lag of two months on this. Boston asked, okay so what sales tax are we looking at? Bray replied, well what shows up in November is really what went to the government or what was collected September, October. So like in November you don't have the taxes that you've collected until the state until the 20th of December. So it lags back like that. Boston asked, do we ever catch up? Bray replied, no not really, but I think it will look decisively better probably January, February. Hopefully, but like I said we're still running ahead of where we were last year. So I'm not getting too excited just yet.

17.C. \*141 Budget Amendments (See Exhibit #16) Bray continued, next we have a few budget amendments. Not too many this month. The first one is the ISM Budget Amendment. This is just basically according to Dr. Eldridge the state has come back on our ISM Grant and said we want you to put some things in some different accounts. There's no new money here. She's basically just moving the money that she currently has where they told her to put it. Boston asked, so where we first put it. Bray replied, they told her they want it more defined. So they've given her some additional accounts and just asked her to structure it a little bit different, but the monies are all the same. They're just being moved to different accounts. Boston asked, and for each school is the same? Bray replied, correct yes. It is by school, which is unique. The next one is the funds that we received through the American Rescue Plan for our North Kids Club. This is the third year that we've received those funds. This will be the third and final year, but this is for our after school program at North. Safdie replied, move to approve 141 Budget Amendments. Boston replied, second. Boston asked, any discussion? No one responded. A Roll Call Vote was taken.

Motion to to approve 141 Budget Amendments.

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

(seconder-yes) Boston

Yes: 9, No: 0

**MOTION:**      **Motion Carried**

17.D. \*142 Budget Amendments (See Exhibit #17) Bray advised, the next ones are a Federal Budget. I'll just read some notes that Dr. Whit left for me. The first one they are increasing the equipment line to provide some ESL equipment that has been requested \$1,750.00. Then there's the next one, the Federal Budget that's just redistributing to match to e plan and then the final one, the HQIM Literacy. It's my understanding that we received some additional monies from that grant and this is how we decided to distribute. Safdie replied, move to approve 142 Budget Amendments. Boston replied, second. Boston asked, any discussion? Any questions? No one responded. A Roll Call Vote was taken.

Motion to approve 142 Budget Amendments.

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

(seconder-yes) Boston

Yes: 9, No: 0

**MOTION: Motion Carried**

18. \*Consent Agenda (See Exhibit #18 ) Boston advised, next on on the agenda, before we get to the Consent Agenda. We moved. Hale asked, did we let Mrs. Kathy Hamby do hers? Stepp replied, it was earlier. There was an annual report earlier for the School Nutrition Program that we did. Boston and Hamby asked, did we skip it? Stepp replied, no, no. It was in my report. I showed y'all that we have the national. Hamby replied, and we didn't need to vote on it. Stepp replied, we don't have to vote on it. Just for your information. It was just for your information. Safdie asked, would she like to talk to us about it? Boston replied, Mrs. Hamby, whether you want to talk to us or not. Hamby replied, well it's it's totally up to the board. Boston replied, you did an absolute fabulous job, you and your staff. You have no idea how much this board and our commissioners appreciate what you do for for us and and the students. You outdid yourself tonight. Hamby replied, I have an awesome team. Boston replied, well they made you look good tonight. We've already looked at it in lieu of time, unless Kathy just has something she would like to add. Hamby replied, no. I think everything's there. I'm just here if there's questions, I'll be glad to answer. Boston replied, I don't think anybody ever questioned you. I think during Covid you went well above proving yourself. Nichols replied, in the summer, you're amazing. Boston continued, so we can move if Kathy you are fine. Hamby replied, yes. Safdie asked, does Mr. Stepp have any other comments about that? Stepp replied, oh they're amazing. I love going into the kitchens. They're wonderful people and they love on the kids like you would not believe. Pretty impressive. Boston replied, I did November Thanksgiving dinner at one of the schools and it was excellent. Stout replied, and 100% on their scores for their kitchens. Stepp replied, the holiday dinners begin next week. Hamby replied, Wednesday, December 13th should be most schools. Safdie asked, is it true that Mrs. Terry Ann Lee the Cafeteria Manager and Leta Whitcomb from Crab Orchard Cafe and Cheri Russell from North all help create the dinner that you served us tonight? Hamby replied, yes they sure did. Safdie continued, I would like to and I'm sure the board want to thank you all. Boston replied, you do a fabulous job and we appreciate it.

Boston continued, but moving onto business. There was a request from the CCHS Cheerleaders. They are going to Nationals. We have a policy that that gives us the authority and we have budgeted money. \$1,500 per request. They are requesting those funds in order to add to their monies that it's going to cost them to go to Nationals. I think in Orlando is where they're going and money has to be voted on separately. So I'll entertain a motion to grant. Hamby replied, I'll make a motion we approve. Stout replied, second. Boston replied, we have a first and a second. Any discussion? Safdie replied, yeah. Did you read their proposal carefully? These people are so smart. This teacher who wrote this proposal, it was so clear and I read every sentence of it and I'm going, this woman is amazing, absolutely amazing. In terms of that ability to present in such a short three paragraphs or four paragraphs. What the cheerleading team had accomplished and where they were going and their needs. Boston replied, she does a great job. So we have a motion to approve and to grant their request for \$1,500 from the board and I have a second. Any further discussion? No one responded. A Roll Call Vote was taken.

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

Motion to approve and to grant the CCHS Cheerleader's request for \$1,500.

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

(seconder-yes) Stout

Yes: 9, No: 0

**MOTION: Motion Carried**

Motion to approve the Consent Agenda.

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

(seconder-yes) Davis

Yes: 9, No: 0

**MOTION: Motion Carried**

18.A. \*Request for District Funds

18.B. \*Approval of Overnight and Out of State Field Trips

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 - Boston asked, is there any old business. Stout replied, I just had a couple things. I know it's been a long meeting so I'll make it quick, but I want to make sure we talk about it before we roll into the new year. Since we're reinitiating the board and DOS Evaluation Mr. Stepp mentioned the night sent the email on I'm going to resurrect my suggestion from June. I'm going to make it a motion so we can vote on it. That we actually get TSBA involved as a facilitator of this evaluation round of our board evaluation at a cost of \$1,500. Safdie replied, I will second it. Detailed discussion was made. Boston replied, your motion is to hire at \$1,500 TSBA to do the evaluations. Stout replied, to conduct the evaluations, facilitate the evaluations and conduct the board retreat from that information. A Roll Call Vote was taken.

Stout advised, I had just one more little quick thing to bring up. It doesn't require a vote, but I just wanted to remind everybody that back in June and Tabitha, I think we emailed on this a little bit a few months ago, but back in June we were in that BOE Training Session that several of us attended and at that time we agreed that we were going to start using the electronic voting on the system. Jenna Ambrose went through the training on how to do it and we we had said give her give us a little bit of time we were going to start it in July and that never that never came to fruition. Additional discussion

was made regarding starting the electronic voting in the new year and how other board members felt about implementing this process. It was suggested the conversation was continued at the January Board Retreat.

Davis discussed in detail the events in the November 30th meeting. Davis quoted, Robert's Rules of Order that protect absentees. That cannot be suspended even by unanimous consent of removal of Roberts rule of orders from any meeting. I'm going to challenge the outcome from the vote that was taken. After intense detailed discussion. Davis replied, I'm making a motion that we revert back to the committees that were assembled correctly. Stout replied, reverse to the vote from the prior meeting. Stull asked, can we just go ahead and revote? Boston replied, sure absolutely. Davis replied, I'm making a motion to revert to the correct; to the ones that we voted correctly for. Boston replied, so your motion is what? that we revert, we change the outcome of that vote and go back to the committee that we voted on correctly. Additional discussion was made with clarification from the board attorney regarding a procedural challenge. Boston asked, tell me what your motion is? Davis replied, my motion is that we reverse vote in the Special Call Meeting during suspension of the Roberts Rules of Order as the rights of an absentee voter were not protected and I the motion is to revert to the correct previously voted committees and I'm going to add to that the reason for the realignment was to remove the fourth party. Right, our policy tells us Special Committee served in capacity is only required to consist of less than a quorum of board members or is less than a quorum, which makes it acceptable. We've done it in the past. It also says in here that there's no vote to be made. So the relevance of four or three or two doesn't have any bearing on the outcome of the committee's ability to conduct business. The committee's responsibility is to serve only as an advisory status. So their job is to bring that information back to the board for full vote having four or three or two or one does not have any barring. Safdie replied, that can't be the long motion. You have a motion that you're going to make. So let's focus on that motion. Stout replied, that was motion with explanation. Davis replied, I just wanted I people to understand where I was coming from and explaining as to why. Boston replied, so let's get to the motion. The motion is that we reverse the vote during the November 30th meeting, because an absent and I lost you there, because an absentee member absentee what? Stull replied, was not present. Davis replied, because the rights of the absentee voter were not protected per chapter 8 section 25. Boston replied, and you're going to add that back to or add to that, that we go back to the original proposed committee. Davis replied, I would like to see that. Whether we vote have four people or three people in that. We can all participate in that meeting and have similar input, so it's almost a new point if we if we want to get right down to it. Stull replied, the Policy Committee and the Executive Committee are standing committees per our policy and we do vote in the Policy Committee. Boston replied, okay do I hear a second? Stout replied, I'll second that. Boston asked, okay any further discussion? I think we discuss the fire out of it. So let's just move to the motion. The motion is that we reverse the vote during the November 30th meeting due to the rights of an absentee member was violated and go back to the committees that were approved by the board in the October meeting. Am I correct? Davis replied, yes. Any more discussion? No one responded. A Roll Call Vote was taken. Boston replied, the motion fails.

Motion to get TSBA involved as a facilitator of this evaluation round of our board evaluation at a cost of \$1,500. To conduct the evaluations, facilitate the evaluations and conduct the board retreat from that information.

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

(seconder-yes) Safdie

Yes: 9, No: 0

**MOTION: Motion Carried**

Motion to reverse the vote during the November 30th meeting due to the rights of an absentee member was violated and go back to the committees that were approved by the board in the October meeting.

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

(seconder-yes) Stout

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

**MOTION: Motion Failed**

20. Questions from Media

- Boston asked if there were any questions from the media.

Humphreys asked, madam chairman who does agenda for the Board of Education? Boston replied, the Executive Committee. Humphreys asked, may I ask the Executive Committee to be just a little bit more expanding on these agendas. Not the regular BOE meeting, like Special Call. For example this last one just had committee. That's a broad subject. I need more clarification that way I can let the public know what it is even about. I just respectfully ask that. Boston replied, absolutely, absolutely. Humphreys replied, thank you.

21. Adjournment - Boston advised, I will entertain a motion to adjourn. Hamby replied, I make a motion to adjourn. Safdie seconded the motion. The meeting adjourned at 9:03 pm.

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

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**Teresa Boston**  
**Chairperson of the Board**

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

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**Tabitha Webb**

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

(\*) Indicates Board Approval Required  
January 25, 2024 at 6:00 PM - Board of Education Meeting

1. Call to Order

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

**Agenda Item Type:** Procedural Item

2. Moment of Silence/Pledge of Allegiance

Jonah Wade Draper-NCE

LeiElla Kate Draper-NCE

Mayona Shae Draper-NCE

Josiah Cale Draper-NCE

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

**Agenda Item Type:** Procedural Item

3. Welcome to Visitors

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

**Agenda Item Type:** Procedural Item

4. Kids First Award

-Pepe Perron

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Kids First Award](#)

5. Special Recognition

Student Board Representatives

-Owen Brown-CCHS

-Braden Whitehair-Phoenix

-Nicole Ranson-SMHS

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

**Agenda Item Type:** Information Item

5.A. Charitable Fund

**Agenda Item Type:** Action Item

6. Roll Call

**Agenda Item Type:** Procedural Item

7. Declaration of Conflict

**Speaker(s):** - Mr. Earl Patton

**Agenda Item Type:** Procedural Item

8. \*Approval of December 7, 2023 Minutes

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Dec. 7, 2023 BOE Minutes](#)

9. \*Approval of Agenda

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Agenda](#)

10. Acknowledgement of Elected Officials

**Agenda Item Type:** Action Item

11. Community Comments

**Agenda Item Type:** Information Item

12. School Board Reports

**Agenda Item Type:** Information Item

12.A. TLN Report

**Speaker(s):** - Ms. Shannon Stout

**Agenda Item Type:** Information Item

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

**Agenda Item Type:** Information Item

14. Legal Report

**Speaker(s):** - Mr. Earl Patton

**Agenda Item Type:** Information Item

15. Director's Report

**Speaker(s):** - Mr. William Stepp

**Agenda Item Type:** Information Item

15.A. \*Grants for Growing

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [HES Grants for Growing CTE](#)

15.B. Annual Planning Calendar

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Planning Calendar](#)

15.C. FYI

**Agenda Item Type:** Information Item

15.C.1. Attendance Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Warm Body Count](#)

15.C.2. Personnel Report

**Agenda Item Type:** Information Item

**Attachments:** (2)

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

15.C.3. Substitute List

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Substitute Board List](#)

15.C.4. School News Articles

**Agenda Item Type:** Information Item

**Attachments:** (12)

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

15.C.5. School Calendar of Events

**Agenda Item Type:** Information Item

**Attachments:** (10)

- [CCHS Calendar](#)
- [Crab Orchard Calendar](#)
- [HES Calendar](#)
- [Martin Calendar](#)
- [North Calendar](#)
- [Phoenix Calendar](#)
- [Pine View Calendar](#)
- [SMHS Calendar](#)
- [South Calendar](#)
- [Stone Elem Calendar](#)

16. School Board Committees

**Agenda Item Type:** Information Item

16.A. Policy Committee

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

**Agenda Item Type:** Committee Report Item

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

**Agenda Item Type:** Action Item

**Attachments:** (4)

- [2.200 Annual Operating Budget](#)
- [4.700 Testing Programs](#)
- [6.312 Use of Personal Communication Devices in School](#)
- [Administrative Procedures 6.312 Use of Personal Communications Devices](#)

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

**Agenda Item Type:** Action Item

16.B. Athletic Committee

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

**Agenda Item Type:** Committee Report Item

16.C. Budget Committee Meeting

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

**Agenda Item Type:** Committee Report Item

**Attachments:** (2)

- [May 24, 2023 Budget Committee Minutes](#)
- [May 30, 2023 Budget Committee Minutes](#)

16.D. Building and Grounds/Safety Committee

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

**Agenda Item Type:** Committee Report Item

17. Chief Financial Officer's Report

**Agenda Item Type:** Information Item

17.A. Monthly Financial Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Financial Report](#)

17.B. Monthly Sales Tax Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Sales Tax Report](#)

17.C. \*141 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [141 BA TVA Batelle Grant](#)

17.D. \*142 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (4)

- [142 BA 901 Reallocation](#)
- [142 BA 911 Reallocation](#)
- [142 BA Perkins Basic](#)
- [142 BA Perkins RC Revision](#)

17.E. \*143 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (2)

- [143 BA USDA Foods - Rebate](#)
- [143 BA USDA SCA Funds](#)

18. \*Consent Agenda

**Agenda Item Type:** Consent Agenda

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

**Agenda Item Type:** Consent Item

**Attachments:** (17)

- [1 CCHS FFA Nashville Feb 2024](#)
- [2 CCHS FFA Martin, TN March 2024](#)
- [3 CCHS FFA Gatlinburg March 2024](#)
- [4 CCHS FFA Martin, TN April 2024](#)
- [5 CCHS FFA El Reno OK](#)
- [6 CCHS FFA New England States June 2024](#)
- [7 CCHS FFA Doyle, TN July 2024](#)
- [8 CCHS FFA Washington TN July 2024](#)
- [9 CCHS FFA Burns TN](#)
- [Crab Orchard Overnight Request-8th Grade](#)
- [Crab Orchard Overnight Requests-Archery \(x3\)](#)
- [Martin Overnight Request-FCCLA](#)
- [SMHS Overnight Request-9-12](#)
- [SMHS Overnight Request-FFA-Dallas TX](#)
- [SMHS Overnight Request-FFA-Gatlinburg](#)
- [SMHS Overnight Request-HOSA](#)
- [SMHS Overnight Request-Mycology Club May 2024](#)

18.B. \*School Wide Fundraisers

**Agenda Item Type:** Consent Item

**Attachments:** (4)

- [Crab Orchard School-Wide Fundraiser-8th Grade](#)
- [Pine View School-Wide Fundraiser](#)
- [Pleasant Hill School Wide Fundraiser](#)
- [SMHS School-Wide Fundraiser Student Council](#)

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

**Agenda Item Type:** Consent Item

**Attachments:** (3)

- [Crab Orchard Retirement List](#)
- [Phoenix Retired Inventory](#)
- [Stone Elem Retired Inventory](#)

18.D. \*Executive Approval

**Agenda Item Type:** Consent Item

**Attachments:** (1)

- [SMHS Wrestling Overnight Request EA](#)

19. Old Business

**Agenda Item Type:** Action Item

20. Questions from Media

**Agenda Item Type:** Information Item

21. Adjournment

**Agenda Item Type:** Action Item

**Comments:**



January 4, 2024

Dear Cumberland County BOE,

The Cumberland County College, Career and Technical Education Department (CCTE) would like to apply for the Tractor Supply/FFA Grants for Growing Grant on behalf of Homestead Elementary and Agriculture Instructor Kathleen Thompson. These grant monies will be applied to purchasing a chicken house and supplies needed for keeping and raising chickens.

The grant application is open from 3/1/24 to 5/15/24, with a maximum award amount of \$5,000 to be announced on 8/1/24.

Sincerely,

*Leslie Eldridge*

**Leslie Eldridge, Ph.D.**  
**College, Career & Technical Education Director**  
**Cumberland County Schools**  
**368 4th Street, Crossville, TN**  
**Phone 931-484-6135 Fax 931-484-6491**



# Cumberland County Board of Education

## 2023-2024 Annual Planning Calendar

### JULY

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

### AUGUST

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

### SEPTEMBER

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

### OCTOBER

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

### NOVEMBER

- Annual Notification of Student Rights 6.601
- Food Service Report 3.500
- Financial Report for Last Fiscal Year 2.701
- Director of Schools Evaluation
- Board Self Evaluation
- TSBA Leadership Conference/Annual Conference
- School/System Report Card
- TASBO

### DECEMBER

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

### 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
- Board Self Evaluation
- Approve Tuition Fees 6.204
- Approval of Travel Compensation Rates 2.804
- Review Attorney Contract (bi-annually)
- Review SRO Contracts
- Strategic Compensation Plan Approval
- Year End Experience Report-HR

### JUNE

- Non-Rehire/Tenure Notifications 5.201
- Approve Annual Budget 2.200
- Submit Budget to County Government
- Federal Consolidated Plans (ESSA, IDEA, CTE, VPK, Homeless, 21<sup>st</sup> CCLC)
- Coordinated School Health 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
- Work Sessions
- TSBA Training

1/3/24	Cumberland County Schools Enrollment																			
	Pre-K	SE	K	1	2	3	4	5	6	7	8	9	10	11	12	9+	Total	K-3	4-6	7-8
Brown	20		50	51	75	50	62	68	69	61	65						<b>571</b>	226	199	126
Crab Orchard	20	9	33	41	34	58	46	52	41	50	39						<b>423</b>	166	139	89
Homestead	39	46	73	71	65	58	65	67	77	66	80						<b>707</b>	267	209	146
Martin	40	28	85	83	73	83	80	87	68	63	73						<b>763</b>	324	235	136
North	20		56	52	44	62	53	55	58	68	55						<b>523</b>	214	166	123
Pine View	17		20	17	13	22	23	16	22	14	12						<b>176</b>	72	61	26
Pleasant Hill	20		61	53	60	58	57	56	60	79	74						<b>578</b>	232	173	153
South	38		64	55	59	59	59	73	56	64	47						<b>574</b>	237	188	111
Stone	20	43	61	62	53	80	67	73	59	63	72						<b>653</b>	256	199	135
CCHS												280	252	225	224		<b>981</b>			
SMHS												282	284	221	221		<b>1008</b>			
Phoenix																	<b>73</b>			
Alt. School																	<b>51</b>			
<b>Total</b>	<b>234</b>	<b>126</b>	<b>503</b>	<b>485</b>	<b>476</b>	<b>530</b>	<b>512</b>	<b>547</b>	<b>510</b>	<b>528</b>	<b>517</b>	<b>562</b>	<b>536</b>	<b>446</b>	<b>445</b>	<b>0</b>	<b>7030</b>	<b>1994</b>	<b>1569</b>	<b>1045</b>
																	<b>WITH ALT</b>	<b>7081</b>		



William G. Stepp ● Director of Schools

Teresa Boston ● Board Chair

January 17, 2024

Mr. Stepp and Cumberland County Board of Education,

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

**New Hires:**

Name	Location	Date	Replacing
Gloria Truran	CCHS Café	11/30/2023	Additional Position Due to Increased Participation
Janet Parke	Café Sub	11/15/2023	N/A
Tiffany Sharp	North Cumberland Café	12/05/2023	Karan Winningham
Amber Jackson	Pleasant Hill Café	01/23/2024	Michelle Owens
Jerry Ann Humphrey	Stone Elem Café	01/09/2024	Brenda Williams
Lindsey Ryan	Brown Café	01/09/2024	Sharon Hendee
Carmen Bonilla	Martin Café	01/08/2024	Rebecca Evans
Destiny Potter	Stone Elem Café	01/12/2024	Sherry Eldridge

**Resignations/Retirements:**

Name	Location	Date	Status
Sharon Hendee	Brown Café	11/30/2023	Resignation
Rebecca Evans	Martin Café	12/05/2023	Resignation
Hunter Hoffman	CCSNP Maintenance	12/07/2023	Resignation
Daisy Bates	Homestead Café	01/02/2024	Resignation
Brenda Williams	Stone Elem Café	01/03/2024	Resignation
Brenda Miller	Martin Café	01/05/2024	Resignation
Amber Jackson	Pleasant Hill Café	01/05/2024	Resignation
Hope Winningham	Crab Orchard Café	01/05/2024	Resignation
Anglea Linson	Pleasant Hill Café	01/10/2024	Resignation
Sherry Eldridge	Stone Elem Café	01/31/2024	Retirement

**Transfers:**

Name	Location (From/To)	Date	Replacing
Sara Gilbert	South Cumberland/Homestead Elem	01/16/2024	Daisy Bates
Vickie Shepherd	CCHS Café/ Martin	01/01/2024	Brenda Miller
Michelle Owens	Pleasant Hill Café/CCHS Café	12/12/2023	Vickie Shepherd

**Terminations:**

Name	Location	Date	
N/A			

All background check requirements have been completed.

Respectfully,

*Kathy Hamby*

Kathy Hamby

School Nutrition District Supervisor

Cumberland County Board of Education – Central Services



**Resignations/Retirements**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Dolly Ghearing	PHS	1/28/24	Resign
Rita Melton	BES	5/24/24	Retire
Aimee Moore	NCE	1/26/24	Resign
Kaycee Smith	COE	1/1/24	Resign

**Transfers**

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

**Terminations**

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

**NON-CERTIFIED**

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>
David Billups	Transportation	12/4/23	New Hire
Courtney Blaylock	COE	1/5/24	New Hire
Traci Dameron	PHS	1/3/24	New Hire
Rachel Davis	MES	11/28/23	Joseph Brannum
Tiffany Dixon	NCE	1/3/24	Katherine Bowman
Bobbi Keeli Edwards	SES	11/29/23	New Hire
Jalen Headrick	SMHS	1/3/24	Angel Canfield
Logan Heckathorn	Transportation	1/4/24	Sheryl Gutierrez
Rick Holderman	HES	1/10/24	Sharon Kirtley
Matthew Scianna	CCHS	1/11/24	Tina Lyberger
Megan Wyatt	HES	1/3/24	New Hire

**Resignations/Retirements:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Sheila Catherwood	SES	12/5/23	Resign
Haven Delk	MES	12/15/23	Resign
Hannah Fletcher	MES	1/2/24	Resign
Gabrielle Hedgecoth	SES	12/15/23	Resign
Channon Recchia	CCHS	12/15/23	Retire
Jennifer Tuttle	COE	12/15/23	Resign

**Transfers**

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

**Terminations**

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



SUBSTITUTES

<u>NAME</u>
McDonald, Andrew
Travers, Theresa
York, Brooke

# BES January 2024 Newsletter



## FRANK P. BROWN ELEMENTARY SCHOOL



### BES Earned an "A"

Frank P Brown Elementary was given an "A" for achievement and growth scores on TCAP tests by the Tennessee Department of Education!



Kindergarten classes read the book "Balloons Over Broadway" and learned about the Macy's Thanksgiving Day parade tradition. They designed and made their own balloon floats and went on a parade through the school.



BES band members played holiday classics, and students sang traditional and contemporary Christmas favorites at their annual program. The program was directed by music teacher Aaron Marsee.



Lake Tansi Recreation Department sponsored a first grade trip to visit with Santa, make ornaments, and enjoy hot cocoa and cookies. On right, first and second grade classes read winter themed books and decorated cookies in December.



Brown Elementary is proud to announce our Teachers of the Year: Kelsey Sexton and Kelly Thurman! Congratulations to these outstanding, inspiring educators!



Brown Elementary School's classified Employee of the Year is Tammy Hargis! Join us in congratulating Tammy on a job well done.



Fourth grade students designed, built, and tested their weight bearing index card structures in STEM class. On right, seventh graders launched rockets they designed and constructed in STEM class with instructors Brad Houston and Kelsey Whitefield, 4-H Extension Agent.



# CCHS January Newsletter



**Congratulations to our Dual Studies Student of the Month, Jacob Atkinson! This senior hopes to be a Pediatrician one day. Jacob's favorite subjects include U.S. History, agriscience, anatomy and physiology, chemistry and statistics.**

# CCHS BOWLING



*After a region win, CCHS boys bowling team will be headed to sub state. Way to go, we are very proud of you!*

# CCHS Soccer

**Another indoor season win  
for the boys soccer team**

**8-0 against Anderson County**



# CCHS HEALTH SCIENCE



CCHS Health Science students celebrated completing the Rural Health Career Readiness Program! #GoJets

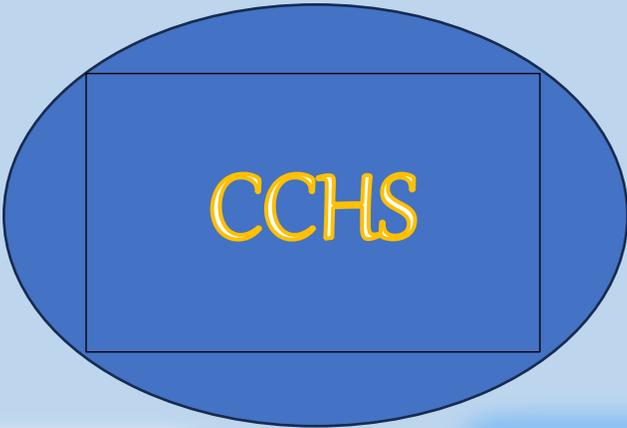


# 2024 Tiki Bowl



Jets football teammates Jacob Nealon & Clay Mullen had the honor of visiting Hawaii for the 2024 Tiki Bowl. They dominated with a win 56-6! What a great experience and we are all so proud of you both!!!





*CCHS Jets Soccer Presents*  
**DODGEBALL TOURNAMENT**  
 • CHILL & THRILL  
 DODGE, DIVE, AND SNOWBALL STRIVE  
 • THE COOLEST DODGEBALL TOURNAMENT IN TOWN!  
 Saturday, January 20th  
 Cumberland County High School Gymnasium

- \$30 per team/per 6 players
- 4th-6th Grade: 10 am-12pm
- 7th-8th Grade: 1pm-3pm
- High School: 4pm-6pm

To Register a Team Contact:  
 Cub Whitson  
 jwhitson1@ccschools.k12tn.net  
 Kiley Allen  
 kallen6@ccschool.k12tn.net

• Payments can be made on tournament day or through Venmo @Jetssoccer



**MISS UPPER CUMBERLAND SNOW QUEEN**

The CCHS Basketball Boosters is hosting the Miss Upper Cumberland Snow Queen Pageant for all interested young ladies.

The entry fee will be \$40.00 per contestant, with an additional \$10.00 added if you want to compete for photogenic award. Entry forms (with payment) can be dropped off or mailed to CCHS front office or you can paypal (friends and family) ashleyturner@comfornkspes.com or venmo @ashleyturner534 and email entry form to ashleyturnerchb@gmail.com. No entry forms will be accepted after Monday January 22nd, 2024.

The pageant will be held Saturday, January 27th in the CCHS gym starting at 1, registration starting at 12. Follow our facebook event to get a more accurate time for your age division the week of the pageant.

0-3 Baby Miss	10-13 Tween Miss
2-3 Toddler Miss	14-17 Miss
4-6 Teen Miss	18 & up MS
7-9 Little Miss	Master Division (any age)

Ma Spectacular in any division will receive a crown and sash.  
 Please make all checks payable to CCHS Basketball Boosters.

Any questions or concerns please call Ashley Turner 208 8979 or email at Ashleyturnerchb@gmail.com.

1



CUMBERLAND COUNTY MIDDLE SCHOOL

**VOLLEYBALL TRYOUTS 2024**

**TRYOUTS MONDAY JANUARY 29 @ BROWN ELEMENTARY 5:30-7:00**

\*FOR ALL 6TH, 7TH, AND 8TH GRADE GIRLS  
 \*MUST HAVE A CURRENT PHYSICAL TO TRY OUT.  
 \*PRE TRYOUT OPEN GYMS @ BROWN ON 1/11, 1/16, AND 1/25 5:30-7:00

CONTACT HEAD COACH ALESHA GIBSON FOR MORE INFORMATION  
 AGIBSON@CCSCHOOLS.K12TN.NET





# CRAB ORCHARD NEWS



December 2023



## WORLD RECORD!!!

285 cup stackers from Crab Orchard Elementary helped set a new world record for "Most People Sport Stacking at Multiple Locations" as people participated around the United States.



## HUMAN SERVICES

Fun continues in our Human Services class while creating fun and delicious treats to eat and share with other students and faculty at Crab Orchard

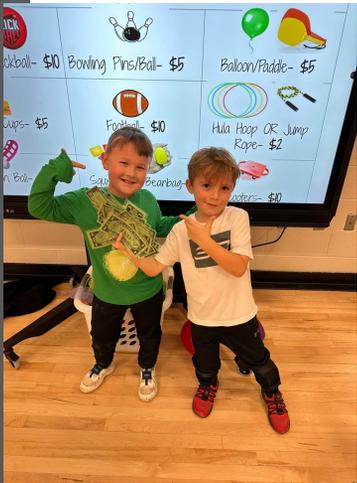
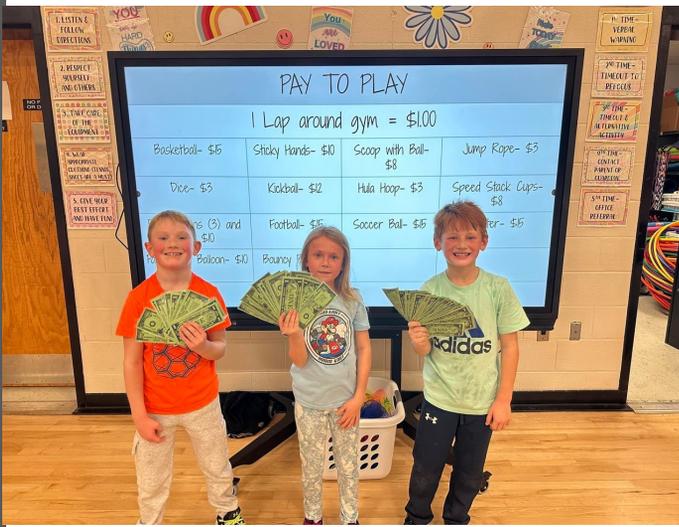
## TTU EDUCATION DAY BASKETBALL GAME



Crab Orchard students in the 5th-8th grade were beyond excited to attend the TTU Education Day basketball game. There were special games and activities planned.

Each student got a glow stick and celebrated touchdowns with cheers and dances taught by TTU students. Our guide was even a former Crab Orchard student!





# Homestead Elementary



Martin Robotics team competed in the Secret City Qualifier Competition and brought home Frist place in Core Values

# 4<sup>th</sup> Grade Students designed and budgeted to build Gingerbread Houses.



**GINGERBREAD HOUSE RECORDING SHEET**

Complete the recording sheet. Decide on the quantities and calculate the subtotal. Try not to spend more than your budget!

House	Price	Quantity	Cost
Base	\$3	5	\$15
Roof	\$9	1	\$9
			<b>TOTAL COST</b>
			\$24

Decorations	Price	Quantity	Cost
m+m	\$2	23	\$46
Peppermint	\$6		
Marshmallow	\$5	10	\$50
Gumdrop	\$3	10	\$30
			<b>TOTAL COST</b>
			126

Theenglishlabo

**GINGERBREAD HOUSE PLAN**

Look at your recording sheet and place ONLY the items that you have decided to include on your Gingerbread house.

Theenglishlabo



MES 5<sup>th</sup> Grade Students had a great time at Biztown!

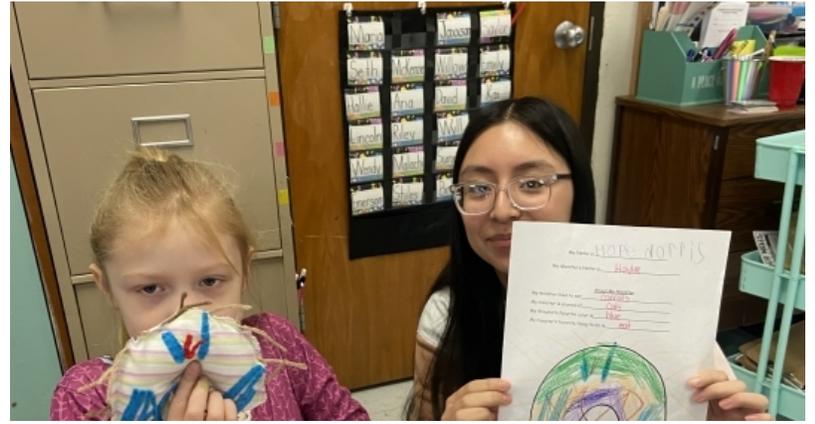
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MES Beginning and Advanced Bands preformed a holiday concert for our families.



Martin Beta Club helped welcome families to Spirit Night at Chick-fil-a.



Mrs. Johnson's Family and Consumer Science students collaborated with Mrs. Miles' Kindergarten students to create monsters.

---

Kindergarten students drew monsters then 7<sup>th</sup> and 8<sup>th</sup> grade students brought them to life!

Our 2<sup>nd</sup> Grade Students enjoyed watching Junie B. Jones at the Cumberland County Playhouse.





Students created their own obstacle courses in PE Class



PreK has been busy writing “how to texts” for making ants on a log, looking for the North Pole and performing in their holiday program.



We ended the semester with a visit from Santa!

# NCE



## Children First Excellence Always

### STEAM

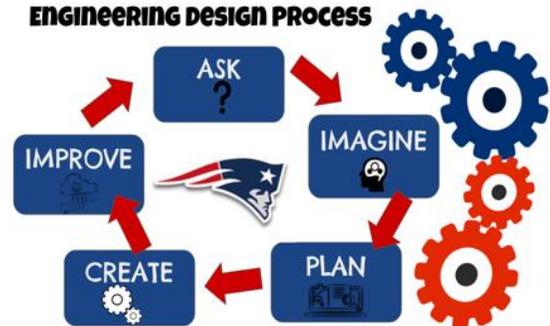
Kindergarten PBL this month focused on Nutrition. Topics they discussed were farm to table, and nutrition. Their focus problem was. The lack of nutritional resources and knowledge children have for nutritious meals. They discussed how students can improve their own dietary intake, why nutrition is important, and how food comes from the farm to our tables. In doing so, took a virtual field trip to a farm, made a t-chart of what comes from a farm and what does not, visited the agriscience class to see the incubation process of chicks, and looked at resources from MyPlate.com. Students made a lunchbox of pictures of food that we would like to put in our lunchbox as a pre-assessment, then revisited their lunchbox at the end of the lesson to make better choices and explain why those choices were made. Finally, they took a field trip down to our own cafeteria. They cafeteria staff gave the students a tour of the facility, and then gave us the healthiest snack full of vegetables and fruits. The students were able to not only learn about better choices to make when eating but also, got to try new things provided by the cafeteria.



### Upcoming Events

- 1/3 Universal Screening Begins
- 1/8 Grade Cards Go Home
- 1/15 MLK Jr. Day- No School
- 1/16 Parent Teacher Conferences
- 1/16 Rising 9<sup>th</sup> grade Parent Mtg.
- 1/30 Cross country Banquet
  
- 2/19 President's Day
- 2/26 Picture Day  
(Spring, Superlative, and Clubs)

### ENGINEERING DESIGN PROCESS



NCE is Engineering Excellence

## The Arts

Last December, the quilting club from Crab Orchard Christian Church volunteered their time to visit Mrs. Trivett's art class to teach the students the art of quilting. During the visit, students were shown many different patterns and quilts. The quilters then taught each child how to thread a needle, connect fabric squares, and then sew them together. These wonderful crafters work weekly in the ministry of making beautiful quilts to gift to people who are in need, and they were so excited to share their knowledge with the students. After the class, the ladies took each block that the students pieced, attached their names to them, and took them to be quilted into a beautiful keepsake for Mrs. Trivett to keep. The quilters have returned the quilt with all the names embroidered on it. The students are thrilled to see their name.



## Technology & Mathematics

7<sup>th</sup> grade CTE students in Mr. Hedgecoth's room studied geometric figures. They were given a problem of finding ways a skate park can be beneficial to the community, and how do we make that happen? They researched, built, and studied all about geometric figures of a skate park. At the end of the unit, completed parks were placed in the hall for students and teachers to vote on the best park.



## Science

Agriscience students studied soil science, and how the soil effects crop production. Students completed the unit with soil pudding cups.



## Athletics Activities

NCE Varsity basketball wrapped up the 23/24 tournaments. NCE Lady Patriots finished 6<sup>th</sup> in the county tournament. Our Patriots made it to the semifinals and finished in 3<sup>rd</sup> place. We are so proud of our teams.



## Academics Accolades

NCE has EPIC students! For the 2<sup>nd</sup> 9 weeks reward, 6<sup>th</sup>-8<sup>th</sup> grades took their positive school behavior trip to the movies, and to eat at Cici's pizza!



## Patriot Pulse

NCE is working diligently to become recognized as a STEAM-designated school by the Tennessee STEM Innovation Network. This prestigious accreditation highlights the school's commitment to integrating Science, Technology, Engineering, Arts, and Mathematics throughout their curriculum. The designation reflects North Cumberland's dedication to providing students with innovative and interdisciplinary learning experiences while emphasizing on critical thinking, problem-solving, and creativity across various fields. By becoming STEAM designated, we aim to prepare students for future career opportunities in a rapidly evolving work force.

## Parent & Family Involvement

Students at NCE geared up for a festive celebration as they embraced holiday cheer through their themed “12 Days of Christmas” school spirit days. Over the course of two weeks between Thanksgiving and Christmas break, each school day was dedicated to a different “themed day” students and teachers dressed accordingly to show their creativity and enthusiasm for the season. This event aimed to foster a sense of unity and joy within the school and community, bringing everyone together to celebrate the magic of the holiday season in a fun and engaging way.



## Teacher Feature



I am Kayla Patterson, 7<sup>th</sup> and 8<sup>th</sup> grade ELA teacher at NCE. I am a mom to a 12-year-old daughter and two teenage stepsons. In five years of teaching, I have had experience with first, second, fifth, and now middle school students. What I love about education is that, although students grow and mature in stature, inside they are all little humans who want to learn, grow, and be recognized and appreciated as the people who they are becoming. I love to get to know my students and incorporate their interests into our learning. My philosophy on education is as long as we put the needs of our students first, we will succeed!

## Para-professional Spotlight



I am Dixie Cole, 3rd-8th grade Sped Assistant at NCE. I am a mother to two, stepmom to two, and Nana to 13 with #14 to arrive soon. In the eleven years that I've worked at North, I've worked with grades K-8th. What I have loved about working in education is watching the minds of the children grow and learn. The "ah ha" moment when they finally get something and are so proud of themselves makes it all worthwhile. The joy of watching them go from Pre-k through 8th grade and watching their personalities grow and change is so fulfilling. My philosophy on education is to be there for your kids, always encouraging them, and never give up on them.

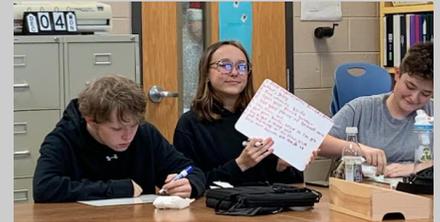
## Eating What They Grow....



Ag Science students recently harvested the cabbage they grew in the greenhouse and made kimchi.



## Phoenix Happenings



## Debugging....

Several students got an insight on the new Computer Science course to be offered in the fall. Students were debugging and writing algorithms to solve everyday tasks.

Students learned to measure with standard and non-standard units to determine how much of something would be needed.



**Math Reasoning.....Is it Enough?** Learning real life skills to prepare for the future.



## Attendance Pays Off...



Students received Taco Bell as their reward for excellent attendance.



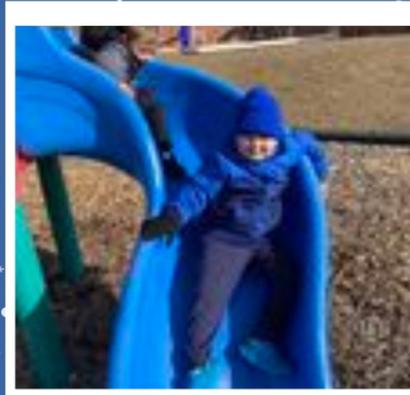
## Holiday Spirit



Students could paint Christmas ornaments during Power Hour for home or school.

# Pre-K enjoying the weather

Let it snow.





# PLEASANT HILL ELEMENTARY

*We Bring the Sting!!*

DEC/JAN 2024

There is a lot of learning going on!



5th Grade trip to BizTown



## Santa Sleigh Project

PHS was overjoyed to be this year's recipient school of books and toys for all students!

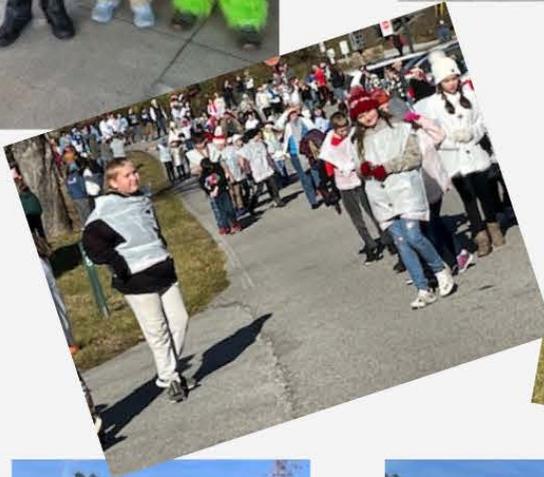




# Cocoa and Cookies with Santa



## We had lots of fun on our Holiday Parade to Uplands!!



January 2024

# SMHS NEWS

Senior Hannah Barnes is the January Lions' Club Student of the Month.



Two senior football players just received state-wide recognition.

TNFCA CLASS 4A ALL-STATE TEAM	TNFCA CLASS 4A ALL-STATE TEAM
<b>STATS</b> 46 RECEPTIONS 740 YARDS 10 RECEIVING TDS 15 RUSHES 83 YARDS	<b>STATS</b> 1941 YARDS PASSING WITH 24 TDS 770 YARDS RUSHING WITH 8 TDS
<b>WIDE RECEIVER BEAR ELDRIDGE</b>	<b>QUARTERBACK NICK OSMUN</b>

Mrs. Moore popped by to reward SMHS teachers and staff who maintained perfect attendance for December. Mrs. Lonna Schank and Ms. Alyxandra Johnson were the winners of the drawing. Both received gift cards for their dedication and modeling of excellence in attendance!

BASKETBALL HOMECOMING WEEK JAN. 8-12

MONDAY-PJ'S

TUESDAY-ADAM SANDLER DAY

WEDNESDAY-COUNTRY VS COUNTRY CLUB

THURSDAY-WHITE LIE T-SHIRT DAY

FRIDAY-SPIRIT DAY



# MONTHLY NEWSLETTER JANUARY '24

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

## A SEASON'S END

THE 2023-24 MIDDLE SCHOOL BASKETBALL SEASON HAS COME TO AN END FOR THE REBELS AND LADY REBELS. WE ARE GRATEFUL FOR THE EFFORT AND HARD WORK THAT OUR COACHES CAITLIN BROWN, ALLI SMITH, AND MATT CRAVENS PUT IN TO LEADING OUR STUDENT ATHLETES ON AND OFF THE COURT!



South  
Cumberland  
**REBELS**  
Every Child.  
Every Day.

X

## SCES DOG SHOW

MRS. SARAH HUNTER'S AG. SCIENCE CLASS PUT ON THE 1ST ANNUAL SCES DOG SHOW. THE STUDENTS CREATED THEIR BREEDS OUT OF CARDBOARD, AND THEN RESEARCHED THE TRAITS AND CHARACTERISTICS OF THEIR CHOSEN DOGS. ONCE THE SHOW WAS PUT ON, AWARDS WERE GIVEN. GREAT JOB!



# X LITTLE MONSTERS COME TO LIFE

OUR 2ND/3RD GRADE STUDENTS  
CREATED A DRAWING AND OUR  
7/8 GRADE HUMAN SERVICES CLASSES  
BROUGHT THEM TO LIFE! CHECK OUT  
THEIR ADORABLE STUFFED CREATIONS  
AND THOSE SMILES!



# X FFA BOOK DONATIONS

THANK YOU TO STONE MEMORIAL FFA  
FOR A WONDERFUL VISIT! BOOKS WERE  
DONATED TO OUR STUDENTS, AND WE  
HAD SOME SPECIAL GUESTS READ TO  
OUR CLASSES.



FOLLOW US ON



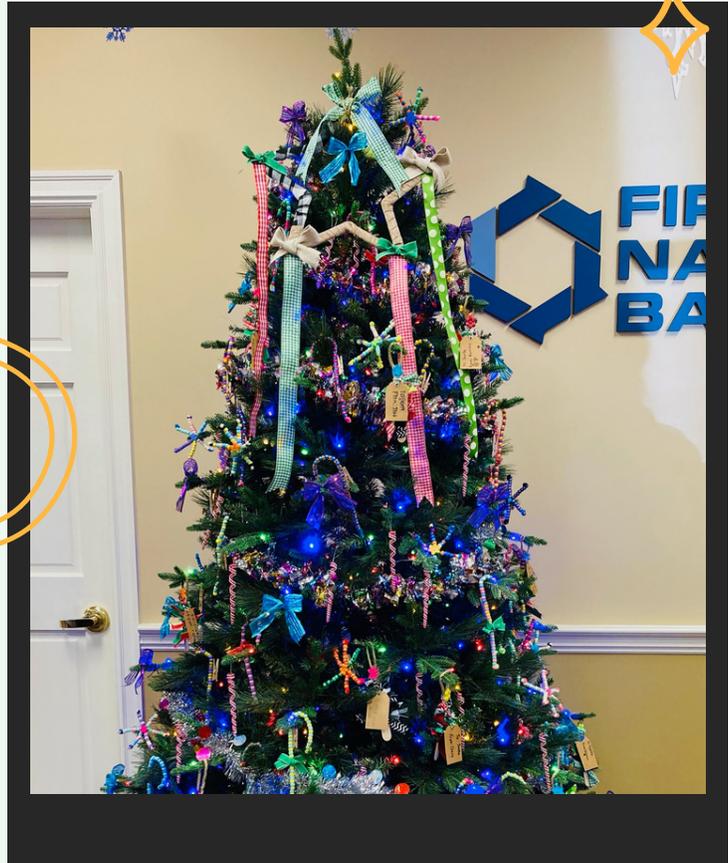
@SOUTH CUMBERLAND ELEMENTARY



# STONE ELEMENTARY

Stone Elementary's tree at the Parade of Trees. The ornaments were made by various art students in Mrs. Brown's art classes.

## What's Happening This Week?



## Pre-K 4

Our Stone PreK4 class has completed an in-depth study about the coral reef. We have read many books, learned new vocabulary, and worked together excitedly, painting, coloring, and gluing, to create a beautiful display in our classroom. We want to share this colorful masterpiece with our school community.



## CHALLENGE RULES

### Challenge Rules

- You need to make a working parachute for your rubber duck.
- This means the parachute works like it is supposed to and gets the rubber duck to the ground.
- You can test your parachute by tossing it into the air as high as you can to see if it works.

## RUBBER DUCK PARACHUTE PROJECT

### 5TH GRADE STEM

Can you create a working parachute for your rubber duck? Our 5th grade invasion of the duckie arm was a success!

## RULES CONTINUED

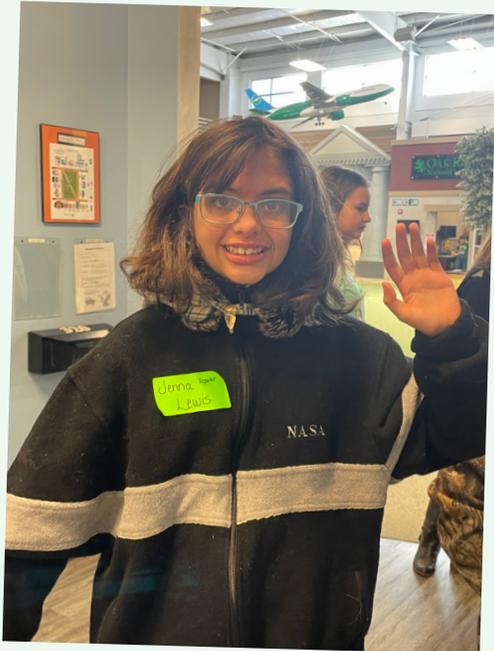
- The yarn will need to be attached to the parachute material.
- You can do this by tying the yarn to the corners of the material.
- There are many different ways to complete this challenge . Be creative!





## BIZTOWN 5TH GRADE

5th grade attended Junior Achievement's BizTown in Clinton, TN. They participated in a day-long simulation. This hands-on learning opportunity allowed them to experience being a vital part of a community. Students held positions at a bank, worked in boutiques, radio stations, and a movie theater, just to name a few. They also participated in voting for a mayor and other community recognitions.



# BIZTOWN 5TH GRADE



**The students in Mrs. Erika and Mrs. Sarah's classes are getting to experience their education through various settings and opportunities in their community thanks to the VECustomers Share Grant through the Volunteer Electric Cooperative's grant program. The grant program selected their classes to receive funds to provide their classes with funding to pay for bus transportation to help them experience their education in many different ways. We would like to take this opportunity to remind our community about the VECustomer Share Program and that by rounding-up on their electric bill, it helps provide funding for grant programs like ours.**





**LELIAH CRAWFORD, A SMHS STUDENT WORKED ON A BOOK GIFTING PROJECT THIS FALL. SHE SET THE GOAL TO PURCHASE AN AGRICULTURE LITERACY BOOK FOR EVERY PRE-K THROUGH 3RD GRADER IN THE COUNTY AS WELL AS PROVIDE THEM WITH A CUSTOM AGRICULTURE COLORING BOOK.**

# Stone FFA visit

# STUDENTS IN MRS. SHERI'S ESL CLASSES DECORATED GINGERBREAD HOUSES BEFORE CHRISTMAS BREAK. DENIS LEIVA'S HOUSE DID NOT MAKE IT HOME!



# Holidays At Stone

Wowzers! The winter performance were off the charts! Mrs. Lopez was an absolute superstar and the kids were no less than rockstars themselves!







**In the world of Coyote Boys basketball, our team gave it their all and poured their sweat and soul into this season. They wrapped things up with a 2-5 record, but they played like champions every step of the way!**



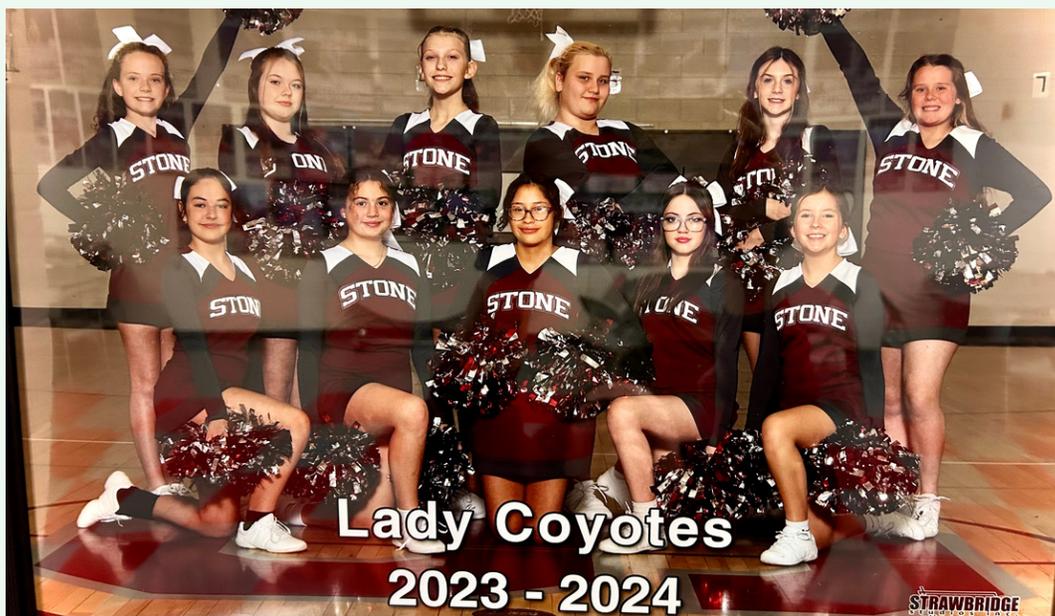
**Our fierce lady Coyotes balled out this season, giving it their all on the court! They wrapped up with a record of 6 wins and 2 losses, leaving us cheering for more.**

# Coyote Basketball

# Coyote Cheerleading



Our Stone Elementary Cheerleading squad smashed it this season, giving our basketball teams some serious pep! Our teams couldn't have done it without their endless spirit and cheers. Kudos, team!



# CCHS February 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 Bsktball 6pm vs White County	3
4	5 Bsktball 6pm @ SMHS  Progress Reports	6	7  GOLD CLUBS	8 Bsktball 6pm @ Upperman	9 Wrest-Region 2 Girls Tourn TBD	10 Wrest-Boys Ind Regional Tourn TBD
11	12	13	14   VDAY!	15	16	17 Wrest-Section 2 Boys Ind Tourn TBD
18	19 Teacher inservice- No students!	20	21  BLUE CLUBS	22	23  <div style="border: 1px solid black; padding: 2px; display: inline-block;">TSSAA State Tourn- weeklong</div>	24
25	26	27	28	29		

# Crab Orchard Elementary

## February 2024



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	31	1	2 COE Archery Tournament	3 COE Archery Tournament
4	5	6	7	8	9	10
11	12	13	14 Valentine's Day	15	16	17
18	19 Presidents' Day <b>No School for Students.</b> Teacher Inservice	20	21	22	23	24
25	26	27	28	29	1	2
3	4	Looking Ahead..... March 22-29 <sup>th</sup> Spring Break March 5 Spring Pictures				

# Homestead Elementary



 January 2024
 


Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Administrative Day No Students	3 First Day Back	4 Varsity BB @ Pleasant Hill 6:00p.m.	5 ✚ FCA @ 7:10am  Cookie Dough Rewards Day	6  <i>Varsity Lady BB</i> 9:00a.m. @ SMHS  <i>Varsity Boys BB</i> 3:15p.m. @ SMHS
7	8 Report Cards Go Home	9  Class Pictures, Clubs, Sports, Band & 8th Superlatives  <b>4:30 p.m.</b> <b>Varsity BB semi-finals</b> <b>SMHS</b>	10	11 7:45 a.m. Bulldog Backers  <b>School Spirit Day</b>  <b>6:00 Varsity BB Championship @ SMHS</b>	12  ✚ FCA @ 7:10am  <b>Concessions</b> 	13
14	15 Martin Luther King, Jr. Day No School	16	17	18 Parent/Teacher Conferences 3:00-6:00 p.m.	19  ✚ FCA @ 7:10am	20
21	22	23  HES Pizza Night Dominos	24	25  BOE Meeting 6 pm	26  ✚ FCA @ 7:10am  <b>SWPB PJ DAY</b> <b>(5 Bark Bucks)</b>	27
28	29	30	31			

## Looking Ahead...

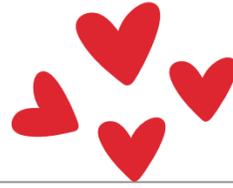
February 5th  
February 19th

Progress Reports Go Home  
President's Day- No School

# February 2024

Martin Elem



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
5 Progress Reports go home	6	7	8	9	10	11
12	13	14 	15	16	17	18
19 NO SCHOOL TEACHERS INSERFVICE	20	21	22	23	24	25
26	27	28	29			

My North Family makes  
my heart smile!



# February 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																																																																																		
Engineering Excellence @ North Cumberland Elementary facebook: North Cumberland Elementary				1	2	3																																																																																																		
4	5 Progress Reports	6	7	8	9	10																																																																																																		
11	12 Band Concert 6pm	13	14	15	16	17																																																																																																		
18	19	20	21	22	23	24																																																																																																		
25	26 Spring, Superlatives, Club Pictures	27	28	Be Mine																																																																																																				
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# February 2024



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2 PR Term Ends	3
4	5 Progress Reports Go Home Progress Monitoring	6 Progress Monitoring	7 Faculty Meeting	8	9	10
11	12	13	14	15	16	17
18	19 Teacher In-Service	20	21	22 Progress Monitoring	23 Progress Monitoring	24 Full Moon
25	26	27	28	29		

Pine View  
Elementary

# FEBRUARY

2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7 NAEP ASSESSment for 8th graders	8	9	10
11	12	13	14 Valentine's Day	15	16	17
18	19 Teacher InService Day-No School for Students Presidents' Day	20	21	22	23 6th Grade Vape Escape Room District Program	24
25	26	27	28	29 Annual PreK-8 Playhouse Trip sponsored by the Perrons		

Today



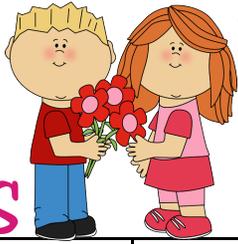
February 2024



Month



SUN 28	MON 29	TUE 30	WED 31	THU Feb 1	FRI 2	SAT 3
	WIDA Window ESL					
	<ul style="list-style-type: none"> <li>1:30pm R. Coleman IEP mtg</li> <li>5:45pm Youth Wrestling Practice (/)</li> <li>6pm Middle School Volleyball Tryo</li> </ul>	<ul style="list-style-type: none"> <li>8am H. Hall Re-eval/IEP mtg</li> <li>5:45pm Youth Wrestling Practice (/)</li> <li>6pm Basketball v White County HS</li> <li>7:15pm Middle School Make-Up Vc</li> </ul>		<ul style="list-style-type: none"> <li>11:20am Avalon set up during lunc</li> <li>5:30pm MS Volleyball Practice (Au</li> </ul>	<ul style="list-style-type: none"> <li>3:30pm Miss Winter Bliss Pageant</li> <li>5:30pm MS Volleyball Practice Mai</li> <li>6pm Basketball @ Livingston Acad</li> <li>8:30pm Premiere Athletics Set Up  </li> </ul>	<ul style="list-style-type: none"> <li>7am Miss Winter Bliss Pageant (At</li> <li>7am Premier Athletics (Main gym :</li> </ul>
4	5	6	7	8	9	10
WIDA Window ESL						
<ul style="list-style-type: none"> <li>12:30pm SSSB Rehearsal (Band Rc</li> </ul>						
MSAA ELA & Math 9th - 11th						
WIDA window						
PROGRESS REPORTS GO HOME		3pm Parent/Teacher Conferences	ASVAB Juniors	Club & Spring Sports pictures	CLUBS MEET Activity Schedule (MIF	SMHS Wrestling Individual Regions
5 more		3 more		2 more	<ul style="list-style-type: none"> <li>5:30pm MS Volleyball Practice Mai</li> </ul>	2 more
11	12	13	14	15	16	17
WIDA Window ESL						
MSAA ELA & Math 9th - 11th						
WIDA window						
<ul style="list-style-type: none"> <li>5:30pm MS Volleyball Practice Mal</li> <li>5:45pm Youth Wrestling Practice (/)</li> </ul>		RTI Data Meetings	Valentine's Day	3pm SMHS Faculty Meeting	SMHS Girls Wrestling Individual Sec	SMHS Wrestling Individual Sections
		2 more		2 more	<ul style="list-style-type: none"> <li>5:30pm MS Volleyball Practice Mai</li> </ul>	<ul style="list-style-type: none"> <li>12pm SSSB Concert (Auditorium)</li> </ul>
18	19	20	21	22	23	24
WIDA Window ESL						
MSAA ELA & Math 9th - 11th						
WIDA window						
County-wide SPED mtg		PLC F. Lang, PE- Well & SPED	PLC ELA & Social Studies	PLC CTE & Science	PLC Fine Arts & Math	7am Rotary: Father / Daughter Dan
5 more		2 more		<ul style="list-style-type: none"> <li>5:30pm MS Volleyball Practice Mai</li> </ul>		
25	26	27	28	29	Mar 1	2
WIDA Window ESL						
MSAA ELA & Math 9th - 11th						
WIDA window						
<ul style="list-style-type: none"> <li>11:15am Austin Peay Lunch Visit</li> </ul>		4pm SMHS JV Wrestling Regional		5:30pm MS Volleyball @ Sequatchi	First Day of Women's History Month	Softball Play Day @ Rockwood HS
2 more		2 more				<ul style="list-style-type: none"> <li>6am Spartan Deka Event (Main t</li> </ul>

SCES  **February**  2024

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p><b>Apex Fundraiser</b> Feb. 12-23</p>				1	2	3
4	5	6	<p>7 <b>FCS 7am</b></p> <p><b>Wellness Wednesday</b></p>	<p>8</p> 	9	10
11	12	13	<p>14 <b>FCS 7am</b></p> 	15	16	17
18		20	<p>21 <b>FCS 7am</b></p>	<p>22</p> 	23	24
25						

# Stone Elementary

## February 2024

### Mission:

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



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Board Game Night 4:30-6:30	2	3
4	5 3 <sup>rd</sup> 9 weeks progress reports go home	6	7	8	9	10
11	12 ELA Field Test: Grades 3-5	13 ELA Field Test: Grades 3-5	14 ELA Field Test: Grades 3-5 Spring Pictures, Superlatives, Clubs	15 ELA Field Test: Grades 3-5	16 ELA Field Test: Grades 3-5	17
18	19 Inservice Day – No School for Students	20	21	22	23	24
25	26	27	28	29		

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Annual Operating Budget</b>	Descriptor Code: <b>2.200</b>	Issued Date: <b>03/30/17</b>
		Rescinds: <b>2.200</b>	Issued: <b>02/05/04</b>

## 1 *General*

2 All school system budgets are the operational plans stated in financial terms which describe the programs  
3 to be conducted during the fiscal year beginning July 1 ending June 30 the following year.

## 4 *Central Office*

### 5 **PREPARATION PROCEDURES**

6 Budget planning shall include an analysis of previous staffing, curriculum and facilities, and projections  
7 requiring additional staffing, curriculum modifications, and additional facilities.

8 The budget proposal should be balanced, consistent with board policy and contract conditions, to include  
9 provisions for:

- 10 • Programs to meet the needs of the entire student body;  
11 • Staffing arrangements adequate for proposed programs;  
12 • Maintenance of the district's equipment and facilities; and  
13 • Efficiency and economy.<sup>1</sup>

14 Budget preparation shall be the responsibility of the director of schools. The director of schools will  
15 establish procedures for the involvement of staff, including requests from department heads and  
16 principals, all of whom shall seek advice and suggestions from other staff and faculty members. *This*  
17 *shall be completed no later than March 1 of each year. The Director of Schools and the Chairman of the*  
18 *Board will prepare and review the budget on the appropriate forms furnished by the Commissioner, no*  
19 *later than March 20.*

20 The director of schools and the chairman of the board shall develop a budget preparation calendar no  
21 later than January 1 of the current school year.<sup>4</sup> The calendar shall be used as a guide for coordinating  
22 the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems,  
23 and making budget decisions. *Director of Schools will present the budget to the Board of Education no*  
24 *later than April 1.*

### 25 **HEARING AND REVIEWS**

26 The proposed budget will be available for inspection by various interested citizens or groups in the office  
27 of the Director of Schools *April 15 – May 1 of each year.*

### 28 **FINAL ADOPTION PROCEDURE**

29 The board shall have a proposed budget in accordance with the budget timeline established by the board  
and county commission.<sup>2</sup> If a budget timeline is not agreed upon, the board shall submit a proposed  
budget to the County Commission no later than May 1<sup>st</sup>.<sup>2</sup> If the proposed budget is rejected, the board  
shall submit a revised budget proposal within ten (10) business days after receiving notice of the  
rejection.<sup>5</sup>

- 1 Within ten (10) days of adoption of the final budget, the director of schools shall file a copy with the
- 2 Commissioner of Education.<sup>3</sup>

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#### Legal References

1. *Tennessee Internal School Uniform Accounting Policy Manual*; Section 4-19
2. Public Acts of 2016, Chapter No. 1080 (d)(4)
3. TCA 49-2-301(b)(1)(Z); TRR/MS 0520-1-2-.13(2)(a)
4. *See* TCA 49-2-203(a)(10)
5. Public Acts of 2016, Chapter No. 1080 (d)(5)(B)

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Testing Programs</b>	Descriptor Code: <b>4.700</b>	Issued Date: <b>10/26/23</b>
		Rescinds: <b>4.700</b>	Issued: <b>02/23/23</b>

1 *General*

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

- 4 1. Assist in promoting accountability;
- 5
- 6 2. Determine the progress of students;
- 7
- 8 3. Assess the effectiveness of the instructional program and student learning;
- 9
- 10 4. Aid in counseling and guiding students in planning future education and other endeavors;
- 11
- 12 5. Analyze the improvements needed in each instructional area;
- 13
- 14 6. Assist in the screening of students with learning difficulties;<sup>1</sup>
- 15
- 16 7. Assist in placing students in remedial programs;
- 17
- 18 8. Provide information for college entrance and placement; and
- 19
- 20 9. Assist in educational research by providing data.<sup>2</sup>

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

- 22 1. Determining specific purposes for each test;
- 23
- 24 2. Selecting the appropriate test to be given;
- 25
- 26 3. Establishing procedures for administering the test;
- 27
- 28 4. Making provisions for interpreting and disseminating the results;
- 29
- 30 5. Maintaining testing information in a consistent and confidential manner; and
- 31
- 32 6. Ensuring that results are obtained as quickly as possible, especially when placement in a special  
33 learning program might be necessary.

1 State-mandated student testing programs shall be undertaken in accordance with guidelines published  
2 by the State Department of Education.<sup>3</sup>

### 3 **WEIGHTING TCAP SCORES**

4 TNReady<sup>4</sup> and End of Course (EOC)<sup>5</sup> scores shall be included in students' final grades as follows:

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

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

9 The Director of Schools may exclude these scores from students' final grades if results are not received  
10 by the district at least five (5) instructional days before the end of the course.<sup>4,5</sup>

11 Cumberland County Schools will use a Target Score Methodology for End of Course Score conversions  
12 from raw scores to scaled scores. The Tennessee Department of Education has provided the district with  
13 average raw score data for both the state and the district. Because the students testing in the fall are not  
14 always as diverse as the system population it was decided that the state average raw score would be used  
15 as a baseline score. That baseline score, the state average, will be assigned a scaled score of 84 (79). The  
16 max raw score and the baseline score will then be used to find a scale factor for each test. These numbers  
17 will be used in the formula below to develop a conversion table for each exam. The scaled score will  
18 count as 15% of the final grade of the course.

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

### 20 **INTEREST INVENTORIES AND CAREER ASSESSMENTS<sup>6</sup>**

21 Interest inventories shall be made available to middle schoolers. These will include assessments such as  
22 the Kuder assessment, Myers-Briggs Type Indicator, the ASVAB, or the College Board Career Finder.

23 Career aptitude assessments shall be administered to 7<sup>th</sup> and 8<sup>th</sup> graders in order to inform the student's  
24 high school plan of study. Upon receiving the results from these assessments, the school shall provide  
25 students with information on any available career and technical education opportunities in which the  
26 student is eligible to participate in.

### 27 **TESTING INFORMATION AND PARENTAL CONSENT**

28 Any test directly concerned with measuring student ability or achievement through individual or group  
29 psychological or socio-metric tests shall not be administered by or with the knowledge of any employee  
30 of the district without first obtaining written consent of the parents or guardian(s).<sup>2</sup>

31 Results of all group tests shall be recorded on students' permanent records and shall be made available  
32 to appropriate personnel in accordance with established procedures.<sup>7</sup>

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

- 4 1. The name of the test;
- 5
- 6 2. The purpose and use of the test;
- 7
- 8 3. The grade or class in which the test will be administered;
- 9
- 10 4. The tentative date or dates that the test will be administered;
- 11
- 12 5. The time and manner in which parents and students will be notified of the results of the test;
- 13
- 14 6. How parent(s)/guardian(s) can access the questions and answers on their student's state-  
15 required tests; and
- 16
- 17 7. If a board mandated test, how the test complements and enhances student instruction and  
18 learning and how it serves a purpose distinct from state-required tests.

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

#### 21 **TESTING TRANSFER STUDENTS FOR GRADE PLACEMENT OR AWARDED CREDIT<sup>9</sup>**

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

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

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

#### 32 **HIGH SCHOOL CREDIT EXAM FOR ELIGIBLE COURSES<sup>10</sup>**

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

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

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

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

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#### Legal References

1. TCA 49-10-108
2. 20 USCA § 1232(g)
3. TRR/MS 0520-01-03-.03(11)
4. TCA 49-1-617; State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.03(10); State Board of Education Policy 2.103; TCA 49-1-617
6. TCA 49-6-412
7. TCA 10-7-504(a)(4)(A)
8. TCA 49-6-6007; State Board of Education Policy 2.102; State Board of Education Policy 2.103
9. TRR/MS 0520-07-01-.03(3)
10. Public Acts of 2023, Chapter No. 269; State Board of Education Policy 2.103

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#### Cross References

Student Surveys, Analyses, and Evaluations 6.4001  
Student Records 6.600

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in July</b>	Descriptor Term: <b>Use of Personal Communication Devices in School</b>	Descriptor Code: <b>6.312</b>	Issued Date: <b>09/22/16</b>
		Rescinds: <b>6.312</b>	Issued: <b>11/04/04</b>

~~1 A student may possess a personal communication device such as a cell phone tablet, iPad, or any similar type  
2 device, in school, on school property, at after school activities and at school related functions, provided  
3 that during school hours and on a school bus the personal communication device remains off and concealed  
4 from view. High School students are permitted to use personal communication devices during class change  
5 and lunch.~~

6 Students may possess personal communication devices and personal electronic devices so long as such  
7 devices are turned off and stored in backpacks, purses, or personal carry-alls. Such devices include, but are  
8 not limited to, wearable technology such as eyeglasses, rings, watches that have the capability to record, live  
9 stream, or interact with wireless technology; cell phones, laptops, and tablets. However, a teacher may grant  
10 permission for the use of these devices to assist with instruction in his/her classroom, and teachers are  
11 encouraged to integrate the devices into their course work. The principal/designee may also grant a student  
12 permission to use such a device at his/her discretion.

13 Unauthorized use or improper storage of a device will result in confiscation until such a time as it may be  
14 released to the student's parent(s)/guardian(s). A student in violation of this policy is subject to disciplinary  
15 action.

~~16 At no time will any student utilize a personal communication device in an attempt to undermine  
17 instructional practices or violate an individual's privacy.~~

~~18 This does not restrict the use of communication devices as an instructional tool to be used at the  
19 discretion of the teacher.~~

~~20 Possession of a personal communication device by a student is a privilege which may be forfeited by  
21 any student who fails to abide by the terms of this policy.~~

~~22 Violations of this policy may result in disciplinary action against the student and confiscation of the  
23 personal communication device.~~

~~24 Any student possessing a personal communication device shall assume all responsibility for its care. At  
25 no time shall Cumberland County School System be responsible for preventing the theft, loss or  
26 damage to personal communication devices brought onto its property.~~

**Cumberland County Board of Education  
Administrative Procedures**

Revised: 7/18/23	Procedure: Use of Personal Communication Devices in School	Policy Reference: 6.312

A student may possess a personal communication device such as a pager, cellular phone, personal digital assistant (PDA), or similar type device, in school, on school property, at after school activities and at school-related functions, provided that during school hours and on a school bus the personal communication device remains off and concealed from view. Possession of a communication device is a privilege.

A “personal communication device” is a device that emits an audible signal, vibrates, displays a message, or otherwise summons or delivers a communication to the possessor.

Students in violation of this policy are subject to the following disciplinary action:

**First Offense:** Device will be taken and held for parent/guardian pickup and a documented warning.

**Second Offense:** Device will be taken for parent/guardian pickup and detention or in-school suspension.

**Third Offense:** Device will be taken for parent/guardian pickup and 2 detentions or in-school suspension.

**Fourth offense and subsequent violation will result in disciplinary action at the discretion of the administration.**

**NOTE: If the device is on and taken by a school employee, the device is subject to search (i.e.: text messages, pictures, videos, etc.)**

## **Budget Committee Meeting May 24, 2023**

### **Central Services Board Room**

The Budget Committee met on Monday, May 15, 2023, in the Central Services Board Room where Ms. Teresa Boston called the meeting to order at the approximate hour of 4:35 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

#### **PRESENT:**

Mr. William Stepp, DOS

Ms. Teresa Boston, District 8, Committee Chair

Mr. Chris King, District 6

Kim Bray, COO

Anita Hale, District 4

Marlene Holton, SPED Director

Bo Magnusson, Safety/Security Supervisor

Justin Whitttenbarger, Fed Prog Coordinator

Rebecca Hamby, District 7

Sheri Nichols, District 3

Shannon Stout, District 9

Elizabeth Stull, District 1

Mo Charnot, Media

Scott Maddox, HS Supervisor

Leslie Eldridge, CTE Director

#### **Absent:**

**Call to Order** – Ms. Teresa Boston

**Moment of Silence/Pledge of Allegiance** – Ms. Teresa Boston

#### **Approval of Minutes**

**Boston**-1st Order of business on the agenda is the May 10th and the May 15th minutes, and I know the May 15th just got emailed out. Has everyone had a chance to review it?

**King**-Move to approve.

**Hale**-Second.

**Boston**-So we have a 1st and a second, all in favor? All opposed? Motion carried, so the minutes have been approved.

#### **'23-'24 Proposed Budget**

**Boston**-OK. Second on the agenda. Is that the actual budget and I've noticed, are these new sheets that you provided to us?

**Stepp**-Yeah, I updated them from the last meeting.

**Boston**-Could we go over any updates that...

**Stepp**-Yes. So, on the back, the additional stuff that was added and we'll start from the bottom and go up. So, pre-K we got a pre-K curriculum that wasn't included in the Federal program or federal grant that we would like to add to the budget, it's \$36,000 for the pre-K curriculum.

**Boston**-Did we add that already Kim?

**Bray**-I've not changed a thing, I've just taken notes.

**Stepp**-If you all approve and make a motion to approve it, then she'll take notes to add it in.

**Boston**-Where do we-where would it be added?

**Bray**-On the Pre-K page. Towards the back. Under instructional materials.

**Boston**-What page is that?

**Bray**-Page 27. It is the account 429.

**Boston**-Is this something we were just notified of or...

**Bray**-Yes.

**Stout**-So we're picking up an extra \$36,000?

**Bray**-That's what we're estimating, but they're not-they just recently released the three vendors that they can go through, so I mean it's very preliminary. But we've not had any new curriculum in a long time, I believe.

**Stepp**-Like 6 years, I think. It's coming from the State Department. The recommendations come from the State Department, just like they do with their math textbook adoption.

**Boston**-Sure. OK.

**Nichols**-And so it was this to get ahead of the third-grade retention thing?

**Stepp**-This is pre-K. So, this is for the-our little 4-year-olds. And we have 12 of these classrooms.

**Boston**-Is this the only thing we added?

**Stepp**-We haven't added it in yet. This is brand new. So, this isn't on that executive summary. We're going to update the executive summary sheet after tonight.

**Boston**-OK.

**Hale**-What is this? Professional development that we're looking at?

**Stepp**-No #20, the pre-K curriculum.

**Hale**-Oh, ok.

**Stepp**-I started from the bottom and went up so that's one if y'all pass a vote on it, we'll add to it. The other one is number 19. The risk management notified us that it's going to be more than a

10% increase in our insurance policy. We only budgeted 5%, so we're asking that we make a motion to move that money up to 10%.

**Boston**-How much are we talking?

**Bray**-\$25,000, we'll need to put some on property and workers comp. The property insurance is on page 22 and then the workers comp is on page 17. But I've not added it in. That was just-well, I know we're going to have to pay. It's not really a request.

**Boston**-I mean, it's got to be paid. But that's about \$25,000 guesstimating it?

**Bray**-Correct. He just gave me a raw number, but that would put us where we need to be based on what I already had done.

**Boston**-OK, Mr. Stepp.

**Stepp**-So those two motions-then we would add 14 is for Ms. Diane. TSBA provides professional development for the boards admin assistants. So that's something that we haven't participated in the past few years and I think it would be beneficial for Diane. But we haven't added that in there yet. I think that's a motion, if y'all would add that.

**Boston**-What page would that be on and what line?

**Bray**-Probably page 17.

**Boston**-What line, do you know what line item? It would be for her training.

**Stepp**-Correct. And a lot of that is same time we're there, but it's like a one-day training or something like that.

**Bray**-Probably I would just include that in the travel line. Either travel or other charges, most likely travel.

**Boston**-355?

**Bray**-Correct.

**Stepp**-So the ones we just talked about are #20, which is pre-K curriculum. 19 is risk management and then 14 has a star by it also, so the committee would make the motion to approve those.

**King**-Madam Chair, I would move to approve 14, 19 and 20. To be added to the budget.

**Boston**-I'll second that. Any discussion?

**Hale**-When it says it's not-the pre-K is not federally included, so they're not going to provide for them?

**Boston**-Well, we get a Pre-K grant, but it only covers part of that it. Pre-K actually cost us-what about...What does pre-K cost us?

**Bray-**About a million. We have the grant money-well we have an estimate where we're going to get from them \$1,104,583 next year.

**Boston-**That's on page 27?

**Bray-**We put usually about \$200-250,000 towards that program.

**Boston-**Right. That's what I was thinking. It only cost us-because the total proposed is 1,387,111 and we get a \$1,059,450 grant.

**Bray-**We'll get a little bit more this year, we'll get about \$50,000 more.

**Boston-**So the program altogether, only cost us about \$200,000- \$250,000 for all our pre-K. We're adding \$36,000 to that for the curriculum. And that would be added in, right? OK, any further discussion? Ms. Anita, are you with me?

**Hale-**I'm with you.

**Boston-**OK. Any more questions?

**Hale-**No, I'm sorry.

**Boston-**No, no, no. I'd rather you understand it perfectly, Mr. King?

**King-**Yes.

**Boston-**Ms. Hale?

**Hale-**Yes.

**Boston-**And Ms. Boston votes yes, so motion carries.

**Stepp-**On the front of the page, we talked about #8, 9, and 10 last week and those would need a motion if that's something the committee would be looking at.

**Boston-**I don't know that I completely understand what we're wanting to do on the salaries.

**Stepp-**So #8 is that the one you're talking about?

**Boston-**Utilize one certified salary schedule.

**Stepp-**So, most school systems have one salary schedule and teachers are 10-month contract and then when you go further in leadership, they work more days. So basically, there's a 210-day contract, that's 10 more days, there's a 220 and a 240. So, we have two different salary schedules for those. We have a teacher one, for the 200-day. Or extended one if they do anything else, and then we have one just for the supervisors.

**Boston-**Why are we wanting to combine those?

**Hale-**Why do we want to combine them?

**Stepp-**That's a best practice. Most counties have one salary schedule that they use for teachers and supervisors in that. We add days is what we do.

**Hale-**That's still not a good argument, in my opinion. Just because other people are doing it, I don't see the difference.

**Stepp-**So, on the salary schedule, the supervisor one starts lower than the teacher one. So, we want to treat all employees the same. That would be my principle.

**King-**Why would we not have one schedule?

**Boston-**Well, because you've got one for licensed instructional personnel, which are our teachers, and whether they have bachelors, masters, education specialist EDS, or a doctorate, and then you have one for our supervisors.

**Hale-**And then one for a masters plus.

**Boston-**Right and assistant principal, principal, systemwide supervisors.

**King-**And they're all lower than the teacher's scale.

**Stout-**So if we're talking pros and cons, do we highlight the pros and cons of keeping it the way it is versus looking at changing it? Mr. Stepp?

**Boston-**But they also get the supplement.

**Hale-**Exactly

**Boston-**Which we have a supplement schedule for a supervisor or principal. Assistant principal, principal, system wide supervisor. So, they get the percentage based upon that, so it's not that it's lower. They get the percentage when they go into that position.

**Hale-**Right.

**King-**May I? Several years ago, there was a procedure made by the Board to make 2 scales to cut the pay for supervisors.

**Boston-**To cut the what?

**King-**To cut the pay for the supervisors, principals, etc. Instead of cutting the percentage scale, they made two charts for regular pay. Which they should have cut the percentages instead of the regular pay.

**Boston-**For seven years, those percentages have been a question to me.

**Hale-**Yes.

**Boston-**I don't understand them. I don't know where they came from.

**King-**So I think it would be incumbent on us to look at that part of it instead of the salary. Cause if you're certified to teach in Tennessee...

**Boston-**Well, I think that may be true, but I'm not sure that we have enough time to go into the percentages and dissect that part of it prior to approving this budget. Now that is something that the board can certainly look at and I would be very supportive of looking at these supplements.

But I mean you can say they're lower, but they're not because those supplements take effect. Once they go on the license and structural personnel salaries schedule. And I'm assuming, Chris, that this was before my time or your time that this was...

**King-**Yes. I was here when it happened.

**Boston-**But you were the employee at that point. So, you remember what-that was before my time, is that correct?

**King-**Yes. It was.

**Boston-**Because I don't remember that ever happening.

**King-**I think it was like 10 years ago. Or longer. It's been a while.

**Boston-**OK.

**Stepp-**And Ms. Bray, was this not one of the recommendations of Lean Frog?

**Bray-**For simplification process and they confirmed the same thing-we're one of the few districts that do this like this.

**Boston-**Well, I would certainly entertain looking at this, I just don't think we have time to do it between now and approving this budget.

**Hale-**To discuss it.

**Stout-**Well, what would it take to do it, I mean, if we're saying time wise, what are we looking at for switching into one for simplification processes and then revisit some percent...

**Bray-**You would have to look at that supplement-those percentages on that supplement page and that's where we would have to do some computations as far as supplementation, you just use the one scale divide-because this is per daily rate. These are all based on 200 days. You divide it by 200 days. That's your daily rate, and then multiply that by the number of days that the person works. So that's the 210, 220, 240 and then you add the supplement on top of that. But that's where-that's where it would have to say.

**Stout-**The supplement part would need to be revisited.

**Bray-**Yes, that would need to be revisited.

**King-**And the supplement schedule was made-up 40 years ago, I guess. A long, a long time.

**Hale-**How many years ago?

**King-**A long time ago. Before I came to Cumberland County.

**Boston-**I have no idea.

**King-**Been a long time.

**Hamby-**Yeah, it's been a long, long time ago.

**Boston-**And I'm not certain...

**King-**(First part is inaudible) might be computational increased like it does now, so if we visit that then that might help.

**Stout-**It all seems very cumbersome the way it's set up now.

**Boston-**It's always been very cumbersome, and I would certainly support looking into that. I just don't think we have time to do it this year. That is something we can put on our "we really want to do it", but we're going to have to look at those supplements before we...

**Bray-**And you would have to start early on that.

**Boston-**Yes, I think so.

**Bray-**But it is something going forward, like Mr. Stepp said, most counties do that and that's what made it very difficult for her to compare-to do the comparisons for us because of all the computations.

**Boston-**And I certainly appreciate that. I know it had to be. It's been complicated for me for seven years.

**Bray-**It's very complicated. Like I said, if we hand figure each one of these for each certified person to work off this many scales to make sure you get everybody's pay correct.

**Boston-** You'd have to. I just don't think that we've...well, that's my opinion.

**Hale-**Well, I totally agree. I think that we need to take a longer time to look at all of it if we want to alleviate this problem.

**Stout-**Is this something that has to be done at budget time and budget time only? If we're gonna make a change.

**Boston-**No.

**Hale-**People will still get paid by the old scale.

**Nichols-**Yeah, that's my only question. Can we work on this?

**Stout-**Like right away, as we go into the year, even though we're not doing it now, it's something that we can work on going into the year and we wouldn't have to wait until next budget.

**Boston-**Well originally we had developed a salary study group. When the salary study group met, these supplements percentages threw everybody for a loop. You really don't know what to do with them. And where to go with them. And if you look now...

**Hale-**This is what you're talking about, right?

**Boston-**Yes. And if you look now at the salaries that we have they're very-they're certainly within range, so I think it's going to take someone that can decipher those supplements to get rid of them. And just go to one salary scale and I'd certainly support that.

**Stepp**-One of the other things we talked about was to adopt Lean Frog's recommendations from last year's study about classified supervisors pay. We ended up not passing the full percentage for classified supervisors and then it also mentioned in Lean Frog that of our supervisors, the CAO's pay is lower than-not comparable to a lot of the other counties like us.

**Boston**-Well, they were talking about the CAO is only 5% lower than Bledsoe County. That's all. I mean, that's the only one other than that, our Central office leadership was well within average range.

**Hale**-Exactly.

**Bray**-And then you had asked me to do a proposal for the classified supervisor and that's what I did. My proposal is in the middle and I think Lean Frog's proposal was on the front. But then I made an alternate proposal, as you requested.

**Boston**-Right. OK, carry on.

**Stepp**-Ok. #10 is just-we've been talking about JROTC. The possibilities of that. I haven't received approval yet back or any other thing but the the gentleman from the 7th Brigade is going to be here tomorrow evening for the board meeting for Q&A. So, you'll have any questions and answers that you're looking for or that you have. He's going to be here to answer those about that program.

**Boston**-Now I think you had said during a conversation, or maybe that we're looking at somewhere between \$200,000 and \$220,000.

**Stepp**-Approximately with benefits.

**Boston**-Is benefits in addition to that, or is that including benefits?

**Bray**-That would be with benefits.

**Stepp**-Yeah, that's with benefits.

**Hale**-For one instructor?

**Stepp**-No, two instructors.

**Hamby**-This will be for CCHS and SMHS?

**Stepp**-One for each school to start out with. The number I think the army supports is going up to 150 then, you need 2 instructors because of all the extra stuff that goes on.

**Boston**-So, we would only have one to begin?

**Stepp**-To start out with, yes. I think economically that the smart way is to start out there and then if it grows the way we think it's going to then...

**Hamby**-One per school.

**Stepp**-And then hopefully we get on that Order of Merit list and then they pay half of our salaries, that's the goal.

**Nichols**-That was my next question.

**Boston**-And I'm just throwing this out there. Where would Phoenix fit into this if we had students that wanted to participate?

**Stepp**-We could figure out a way to work that out. It would be after school most likely for them. It'd probably be the Raider program. Really, I don't know what they'll call the nickname, but their PT competition programs, they'll be rifle programs, color guards. So, there's several. They got drone programs now. Yeah, they got all kinds of neat programs. And they also said they have an eighth-grade curriculum now, too. So, if we want it, if it worked out that we have these guys, you know it's possible we could get them out in 8th grade if the schedule would work. Mr. Dodson will be here tomorrow night to answer any questions you guys have.

**Boston**-OK, but that is something that we would need the Budget Committee would need because it's not in this budget.

**Stepp**-It's not in the budget, right.

**Boston**-So we would have to look at that and add that additional \$200,000 to \$220,000 whatever. But we would start out with one salary. Is that correct?

**Stepp**-It would be a salary for CHS and a salary for SMHS.

**Boston**-So we would start out with two positions?

**Stepp**-Yes. That's why it's 210.

**Boston**-OK.

**Stepp**-And that's an estimate because if you get a lower ranked person that's retired out of the military and their pay would be a little different than a higher rank.

**Stout**-Plus, we may go part of the year without having the position filled.

**Stepp**-Correct.

**Boston**-OK.

**Stepp**-No motion?

**Boston**-Not yet. I'd really like to talk-I'd like to hear what the gentleman has to say tomorrow night. And we'll have to have another meeting prior to.

**Stepp**-Ok. I think that's all the discussion stuff we have. The stuff in green is already included in the budget. I think #11 we talked about-wanted to do 7, but I started out with 4 and I didn't know if the board would want to go ahead and take care of all 7 now.

**Boston**-Well, how many... I have a question-were there additional SPED positions needed?

**Stepp**-Yes. So, due to population, caseloads are going up.

**Boston**-OK.

**Stepp**-So there's seven original positions that were under the federal programs money and those are certified positions, not assistants or anything like that. Normally those would be in general purpose fund, so that it's under the maintenance of effort. So, I'm asking to move seven of those from IDEA to our general-purpose fund. And then we need seven more positions, but I didn't know if you wanted to do 4 now and three next year, but this is to maintain services. Our challenges are the 9 buildings with 9 different grades. It's a challenge when your caseload gets too high of actually providing all those services between 9 grades, if you have kids in all of those grades.

**Boston**-So the seven are not new positions?

**Stepp**-No, those seven are moving from IDEA money.

**Boston**-They're just moving from federal to us.

**Stepp**-To GP to go under maintenance of effort and then IDEA money usually supplies teachers, assistants, programming, curriculums. All that stuff comes out of the actual federal bucket.

**Boston**-So the four is the only new positions?

**Stepp**-We actually need 7. If you look at our numbers, but we could do with four this year and three next year, I just didn't know the board wants to go ahead and look at doing all 7.

**Stull**-What was the total on 4 versus 7?

**Stepp**-The total money?

**Bray**-It would probably be an additional-because it depends on when you have a teacher, where their years of experience and all of that but I would say probably an additional at least \$200,000.

**Stull**-For the additional 3?

**Bray**-At least.

**Nichols**-We still have more people moving in so we're adding more kids.

**Bray**-There are 4 that are actually new positions.

**Stepp**-4 new positions, because the caseloads, we could actually use 7, but I didn't know if you want to just do four this year and three next year, or just take the hit this year and get them all done. But it is because of caseloads. It's student population.

**Nichols**-So do they need them? I mean, there's a need?

**Stepp**-To maintain our level of caseloads we want, 7 is what we need, but we could do a little transition and make it next year if we don't want to spend that much money this year, but our caseloads are going up at every school.

**Boston**-But it would add about \$200,000?

**Bray**-Probably \$200,000-\$250,000 depending on whether it's a teacher with 20 years or...

**Boston**-Or teacher with one.

**Stepp**-Correct.

**Nichols**-If you don't hire them, does that mean the other teachers have more of a caseload?

**Stepp**-Yes, over what our normal numbers would be.

**Nichols**-Could we get in trouble for that?

**Stepp**-No, we still maintain services. I would never put us in a position where we're not following the law, maintaining services. It's just these teachers will have additional students over what we normally set as our baseline. So, it's just more work for those teachers to make it through next year.

**Hale**-Now, are these teachers in one school or they travel?

**Stepp**-No, well, its different schools populations have grown, so they might be just at one school, like at Brown. They might be right there. I don't think any-none of these would be transitional.

**Holton**-All three of these positions were-principal requested these positions. I put seven in the budget; they said you only have this much money-I took 3 out. So, the three positions would be a half time at North, half time at Pine View and full-time SPED teacher at Brown and full-time SPED teacher at South. So, it would be to service students. So, our caseloads-I would like to keep on that 15 per SPED teacher. That means that they do several grade levels to cover those services and it spreads them thin. Then with the number of grade levels they have-if we don't get the three positions it puts people about at 20 which it puts twenty at some schools and not 20 in other schools. So, to provide equitable services.

**Boston**-This is probably something that you're going to go well, of course-but if we added 4 this year, could you maintain the services until next year and we can add the three, are you going to be OK with that?

**Holton**-We will be OK with it. I told the principals that the positions were cut, they were very sad. They say that this is one of their top needs in their schools. The student behaviors-the student needs-the students that are coming in. So, if the principals had feedback, they would say we can do it, but we would really like them.

**Boston**-Now these particular-tell me, I mean it's not SPED as we have it visualized. This is behavioral issues.

**Holton**-This is a SPED teacher, so it doesn't have anything to do-so for example Brown Elementary, we have two case managers currently and there are 40 students, so they have 20 students on their caseloads each right now. And to add another teacher, we could provide more services to those students if they had a third teacher. Right now they're covering four grade

levels and five grade levels at Brown and then this way they would each cover three grade levels and have, you know, 12 kids on each caseload.

**Nichols**-Forgive my ignorance, but are these children-the needs of these kids, this is like autism and other things like that or what?

**Holton**-It varies. So it could be autism, it could be other health impairment, it could be developmentally delayed. Those numbers do not include our students with speech impairments, speech only issues. But it includes all the other students. There's 13 categories.

**Stull**-Moving them over to the general fund was to go ahead and have TISA go ahead and cover them in the following year, is that correct?

**Stepp**-Well, TISA does cover them already in our formula through the unique learning need. Think we think it's somewhere between 3,000,000 and 3.5 million we earn through unique learning needs. So the reason we would put certified positions in the GP is that it's under the maintenance of effort. So that money will always be there from year to year. Whereas IDEA money, federal money can go up and down. As we found out last year. The title 1 money we lost, what, \$100,000 almost last year? Our title...

**Whittenbarger**-\$89,799 and one cent.

**Boston**-Justin, round it up, son round it up.

**Holton**-We lost \$100,000 in the federal IDEA budget this year.

**Stepp**-Yes, so it's fluctuating a lot.

**Hale**-Is this because we don't have the certified teachers that we need?

**Holton**-No, the federal budget is based on the census that different things, the number of students. They pull reports at certain times of the year. So, they pulled that number at a certain time of the year and then we might increase by 50 kids, I mean SPED changes every day. We're adding kids. Kids are leaving. Kids are moving in. So, it changes every week. So, it's really hard to keep the exact number for space, but currently we have I think 859 which is about 13% of our county.

**Boston**-859...

**Holton**-Special Ed students and it's about 13% of our population.

**Hamby**-Is that elementary and high school?

**Holton**-Yes.

**Boston**-OK, it's on the radar.

**Hamby**-Ms. Boston, before y'all move on, I have a question about #12 and 13.

**Boston**-OK.

**Stepp**-So that was just discussion that we had at the very beginning of these-process of all this, so I just listed it. It was a discussion originally-I think Ms. Boston and Ms. Bray and I had to discuss the options with South, since the federal money that was budgeted for that ran out. So those were discussion items.

**Hamby**-But we have that money already that we have voted on to allot for that.

**Stepp**-Yes, you have already voted on that.

**Boston**-Is this just a suggestion or?

**Stepp**-Those were just options we talked about.

**Boston**-Do not utilize GP funds for building projects, which is ideally South. And that includes maintenance schedules.

**Stepp**-Well, these were things we talked about. If we do South or don't do South-all that kind of stuff. It's just documented down what we were talking about.

**Hamby**-Since we've already voted to do South, that needs to be taken out actually, in my opinion. And 12 & 13 both say just about the same thing.

**Stepp**-That's why it's not green. Well, it's not green.

**Stout**-Question about that. We voted for that but the commissioners didn't approve the funds to be moved over for that so.

**Hamby**-That's because they were confused, but they cannot stop our money from being moved whenever it's there, from my understanding.

**Stout**-If it doesn't get approved, then we're back at square one, right?

**Bray**-They have to approve my budget.

**Stout**-If it doesn't get approved, we should be looking at what we're going to do regarding this going into the '23-'24 budget year because that's where it would fall.

**Hamby**-They have to approve that, though.

**Boston**-Well, if the county, if the finance committee doesn't approve, we have several options of how we can handle that.

**Stout**-From the '22-'23 budget?

**Boston**-No.

**Stout**-OK, so we would be looking at having to put it in '23-'24?

**Boston**-You'd have to put it in '23-'24 because it would just roll over. However, there are several different options that we can go in different directions as to looking at it. This board has approved it twice. This board approved that resolution so it's now in their hands, just like I told

Ms. Stone. It's now in their hands what they do with. Whatever actions they take then we'll have a reaction.

**Stout**-When's their meeting for that?

**Boston**-June 2nd.

**Stout**-So we have to present our '23-'24 June 1st and they're not voting on it...

**Bray**-Whatever that Thursday is, yeah.

**Stout**-So we have to present our '23-'24 before they'll vote on that.

**Boston**-Yes.

**Stout**-OK. So is that going to put us in a bad position if we don't put it in '23-'24 and...

**Bray**-It will just run back into the fund balance.

**Boston**-It will just roll back in.

**Bray**-And then I would just start all over.

**Stout**-OK. And then that would be something that they could approve, in addition, after approving this, so we wouldn't have a problem getting it approved later if they approved the '23-'24 without it?

**Bray**-I mean it would just roll back in. And then I would basically just repeat what I've done.

**Hamby**-It's not even in our budget, because we've already requested it to be removed.

**Boston**-It's not in the '23-'24 budget for consideration.

**Stout**-Right. And that's what I'm saying-I was clarifying, do we need to make sure we get it in there because they've already voted no...

**Bray**-Well, no they've not voted no, they just didn't consider it.

**Stout**-Right. So, if they do vote no after we submit our '23-'24 budget, that's where I was going with it. Do we need to make sure we account for it just in case or can we come back and make the adjustments?

**Boston**-It just rolls back over like we approve the position for HR and we gave a specific salary. That resolution goes to and that's probably a poor example, but let's say, for instance, that goes to Finance Committee to approve. We don't have an HR-it rolls back into the general fund.

**Stout**-So we just need to make sure in our minds as we're going through this, that we have enough allocated for that, if that's what we want to do?

**Boston**-It's already taken out-it has nothing to do with the '23-'24 budget.

**Stout**-Unless it doesn't get taken out.

**Boston**-No, it's taken out.

**Bray**-Like if they don't give the ok, it would just roll like when the year closes, that money would roll back into fund balance and then when we start over again. We start the process again.

**Stout**-OK. Thank you for clarifying. I just wanted to make sure we weren't in a bind.

**Bray**-I mean, the money's not going anywhere.

**Boston**-I mean, it's not no.

**Bray**-It's just the process would have start over again.

**Nichols**-We're new. We have a lot of questions. Sorry.

**Boston**-There are different avenues on what authority the Finance Committee has. So you know that you can also look at it from that standpoint. They only have so much authority. Over our funding, over what we can spend and where we can spend it. So if they don't approve it then we'll have to come back to the drawing board and see where we want to be.

OK. Just to clarify Ms. Hamby's, do not utilize GP funds for building projects, maintenance schedules or to maintain maintenance schedule. Is that what that's saying?

**Stepp**-No, I think that's supposed to be a period and not a comma. I wrote it down wrong.

**Boston**-So, we want to maintain our maintenance schedules and build up the fund balance, but we don't want to use it for South.

**Stepp**-It's just something we talked about. Yeah, it was just something we talked about originally.

**Hamby**-South needs it and we don't need to take that away from South.

**Stepp**-The rest of the stuff is in green. I guess you'd have to move that it's OK or that would be approved when you approve the budget or whatever.

**Boston**-I just have to ask this. Where we are right now from an incoming teacher first year right out-of-the-box, that's where we've got to get that salary up to \$50,000. That is what Governor Lee is saying. I want your base at \$50,000 brand new teacher coming in, OK? You have guesstimated 8,8 and 6.

**Bray**-That is correct.

**Boston**-So 8, 8 and 6- So, you're saying that 25%-Is that 25% or 24%, 24% would get us to that point?

**Bray**-Get us to the magic number. We would put 8 and the first year would put us at \$43,576, the next year put us at \$47,062. And in year three, it would put us at \$50,356.

**Boston**-OK. So that's the six percent, 8%.

**Bray**-23%.

**Boston**-So 23% is what we're looking at.

**Stepp**-And then each May the state sends out the minimum we can do for year one, year six, year 11 so on and so forth.

**Boston**-Have they sent that out?

**Bray**-I have it and we would be in compliance. We would be above what they recommend.

**Boston**-So on the step raises we would be in compliance?

**Bray**-Correct. I calculated and I think last week I finally received it.

**Hamby**-22%.

**Boston**-Did you get May's numbers for TISA, or do you get numbers for May...

**Bray**-I'll get them the 15<sup>th</sup>. They pull the 15<sup>th</sup>.

**Stepp**-So it'll be the end of the month. We got Aprils at the end of the month. I think I forwarded all that out.

**Boston**-OK. So, there were only three positions that we didn't put in here for SPED that you had requested. OK. And I think the TMSAA is on tomorrow night's agenda for the board to look at that, and we'll look at that.

**Stepp**-Yeah, those are just the numbers.

**Boston**-What other positions... one school counselor and one social worker. What positions did we not fill from last year?

**Bray**-The behavioralist, the general behavioralist. Two full time guidance counselors and a part-time guidance counselor.

**Boston**-We did not? 2 counselors...

**Bray**-2 full-time. And then there was a part of another one at another school that was never filled.

**Boston**-But those were not safe school counselors, were they?

**Stepp/Bray**-No.

**Bray**- These are guidance school-counselors.

**Boston**-OK, what did we not fill from the safe school?

**Bray**-We filled everything eventually we just did not fill them until later on.

**Boston**-Did we feel the behavioralist?

**Bray**-No, we did not. It's still open.

**Boston**-But wasn't that in the safe school?

**Bray**-No that was just in the General Fund-the behavioralist.

**Stepp**-I think we're interviewing right now for that. We've had some applicants, is that correct?

**Bray**-Correct.

**Boston**-OK. That was in the general fund. So, everything from the safe school last year was filled.

**Bray**-It was eventually filled. It just was not filled day one.

**Boston**-OK, I'm going to go ahead and take care of this right now while we're on it. The safe school counselors that we added last year were what-two positions? Is that all?

**Bray**-Correct. That was all we added in safe schools.

**Boston**-OK, they were only for a one-year contract. I'm going to make a motion that we put no limit. And we add those two-the regular safe school line, which I think they're included, but we put them as one-year contracts last year. I'm going to go ahead and make the motion that we make that permanent-reoccurring.

**Hale**-I'll second.

**Boston**-Any discussion? OK. All in favor?

**Hale/King**-Aye.

**Boston**-All opposed? OK. So that just a tidbit of business to take care of.

**Bray**-They're already included so we're good.

**Boston**-They're in the budget, so we're good there, I just wanted to make sure that we made those reoccurring positions. OK just need to make my note. OK, So what we have to consider is the ROTC, the SPED and the TMSSA, which is just \$2700, but that would be-it's on tomorrow night's agenda, so I'd really like to see what he has to say and let the full board vote on that program. Before we fund it.

**Bray**-We'll have the computer science stream coordinator. That's the new position.

**Boston**-Where is that?

**Bray**-It's under CTE, the first page.

**Boston**-Right here, I see it.

**Bray**-And then an additional social worker and an additional safe schools counselor. In addition to the SPED positions.

**Boston**-How did we do this year on safe school counselors?

**Bray**-We were able to hire those other two-It took us a while, probably October to get them.

**Boston**-But that gives us how many Bo?

**Magnusson**-Right now we have 5. So, 4 would be good. One thing I would like to add to this is yes, we were able to fill those positions, but unfortunately because we had such a hard time with counselors we had to give up a little time with one of our safe schools counselors to help with that as well, so the need is there and that put us at six, which would be one per 2 schools.

**Boston**-Explain that to me again.

**Magnusson**-Everybody has to jump on board whenever we're shorthanded and everybody has to fill in. So, we have one that was also a licensed school counselor that tried to assist. Because, like they said, certain schools didn't have a counselor for all year.

**Boston**-Did we keep them in the safe school program and then just lend them out?

**Magnusson**-Yes, yes, they're just helping out. But they were spread very, very thin.

**Bray**-Our other guidance counselors have actually stepped up and did a rotation.

**Magnusson**-Right.

**Bray**-To assist the schools that did not have counselors. Dr. Farley coordinated that with them and they all did their part so that the students at those schools would have a counselor at some point.

**Boston**-They did an excellent job covering. As best they could. And still maintain their own schools.

**Bray**-They did.

**Boston**-What is a computer science STREAM coordinator?

**Stepp**-So that's actually a coordinating position over-we're going to work on becoming a STEM county. So, the STREAM is an additional arts and reading, but we're looking at a STEM coordinator and computer science is going to be required the year after next. So, we want it-that person would be a dual position person. So they would cover us working on STEM in every building now, as you all saw in the innovative schools' model grant. So that person would coordinate all of that curriculum and all that stuff, and also the computer science, our transition into having computer science as required by law.

**Hale**-So you're talking another position in the central office?

**Stepp**-It would be a system wide position to coordinate those two new efforts.

**Boston**-Where would they fall on the salary scale?

**Stepp**-It would be a teacher right, certified teacher?

**Bray**-It would be on the teacher scale but that would just be in the system wide column.

**Hale**-It would be on the teacher's scale?

**Bray**-And the system wide like the coach. Like our academic coach.

**Boston**-Where have we put...

**Stepp**-And they'll be in the classrooms. Their job is to stay in those classrooms, helping everything transition.

**Hale**-And how are they going to be in the classroom? They'll have to go to all the different schools.

**Stepp**-They'll go to all the schools, yeah. Be stretched thin but this is just a need that we see in the coordination of these two new programs.

**Hale**-How's it getting done now?

**Stepp**-We don't have STEM set up until the ISM grant. We have STEM teachers in schools that-and some move schools, but now we're wanting a program in every school. So that's part of the ISM grant for the middle school CTE and all that kind of stuff.

**Stout**-And then he mentioned-I noted at least last time, Mr. Stepp that you mentioned that we'd be funding this budget but the next budget year, TISA.

**Stepp**-So, Dr. Eldridge, would this position actually be funded by TISA?

**Eldridge**-It would not.

**Stepp**-It would not. So that because they're not rostered students, so if I said that I misspoke.

**Stout**-(Inaudible) We'd be funding?

**Stepp**-Right.

**Boston**-Where have we got-on the safe school counselor, what approximately would that salary be?

**Bray**-With benefits I would say \$50,000. Because it's a 200-day position.

**Boston**-And what about your social behavior?

**Bray**-The social worker right now is like a 200-day position, but that probably-I think we'll have to look at that because the need is tremendous.

**Boston**-Is tremendous.

**Bray**-Even in the summer, people come in asking for assistance, and when there's no one here, everybody's just scrambling trying to get what they need so I would like to see that position maybe expanded to at least a 220. So, I would have some coverage before school starts and after school is out. Because people continue to come in here every day.

**Boston**-What salary?

**Bray**-It would probably be more in the \$40,000 range somewhere in there, maybe 40 to 45.

**Hale**-Like a beginning teacher.

**Bray-**Pretty much.

**Hale-**But what if they had come in with years of experience?

**Bray-**Well then it would be more than that, but they will not be paid on the teacher scale, they would probably be paid on that same scale that we use for our safe schools counselors.

**Boston-**OK.

**Hale-**Going back to the computer science person, you know, in the past, whenever we had one person doing something, it seems like they never get around to all the schools within a week. So I mean how would we escape...

**Stepp-**They're going to work directly with Dr. Eldridge. So, Dr. Eldridge would be, and Dr. Maddox and Ms. Hobby. So, we would all be working together for this coverage.

**Hale-**Because, you know, sometimes they, you know, the person that might need him won't see him for three weeks.

**Stepp-**So, the way I've handled the system wide coaches and the system wide anyone is we work through the supervisors, and we give them a very direct schedule. So they're not up here, so most of them are housed in other buildings so that they're in the buildings they're rotating. They're required each time they visit before they leave, they send an e-mail to their supervisor and the principal. This is who I met with. This is what we worked on and that provides our federal documentation, but they do that every time when they come in and out of the buildings. So we have a schedule so they can hit all the buildings. Before it was hit or miss. Teachers would have to request them.

**Hale-**Right.

**Stepp-**So now I'm being proactive and getting them out in the buildings. So that's so I've changed that process so that they're constantly in classrooms. That's the goal. Especially with the curriculum needs we have now in the core subjects, there's a lot, a lot of curriculum, CKLA, all that, all those things and new math textbooks, all of that. If those coaches are out system like people are out of this building and I encourage all my other people that work here-get out in the buildings. So, we're here to support the buildings.

**Hale-**Well, I'd like to see the Central Office people out in the schools doing the work that they need to help teachers do.

**Stepp-**That's what we're pushing-everybody out. So that's that is one of my mandates with the people in this building-get out in the buildings.

**Boston-**OK. So that covers pretty well the new positions that we're asking for, which is going to be a total of about \$900,000 for SPED, Computer Science STREAM coordinator. Going to add another \$104,000 I think you did give me an estimate and I apologize. So, it's about a million.

**Bray-**Total budgetary impact for the new positions is about a million dollars. I'll round up.

**Boston-**About \$1,000,000. Justin, you need to get with her.

**Whittenbarger**-In Federal we don't round.

**Boston**-I'll bet you don't.

**Hale**-We're asking for like another \$1,000,000 worth of people and still can't get teachers in our regular classroom, can't get bus drivers, can't get cafeteria workers. Can't get janitors to help. They don't want to stay in their positions because of salaries are low and I don't know what the answer is.

**Boston**-Well, the one thing that really, really concerns me is, and I understand these new positions are needed. But the two counselors-2 1/2 counselors we're missing in those schools is very detrimental to those children. Where do you find them? Where do you get them?

**Stepp**-We're searching everywhere. Job fairs, we're calling universities. I'm checking with other employees and other counties that live here to come back and work here, they're working in other counties. I've been successful with two or three of those positions and I'm working on more, so I'm out beating the bushes. Trust me, the surrounding counties know my name. I'm actively going out and trying to find people that live in this county to come back, but I'm also promoting this county, so people know where we're going right now in Cumberland County, it's being talked about in other counties. It's a good thing, it's good momentum right now.

**Nichols**-Well, computer one was going to be a required-it's coming in as required soon?

**Stepp**-It's a required curriculum that we're going to have to have so 2024-2025-Dr. Eldridge, do you want to speak to that real quick?

**Eldridge**-So, '24'25 computer science must be embedded K-5 in a curriculum across the board. Our students in grades 6th, 7th and 8th, have to have a credit in computer science and also in 9-12. That will have to have that one credit to graduate.

**Nichols**-And so right now, do we have teachers covering?

**Stepp**-That hasn't been in our curriculum for several years, so we're having to add it back in.

**Eldridge**-We have a few sections of computer science and coding that would count, but we only have one teacher in each school-each high school.

**Stepp**-So one is Julia Timpson. Aren't you teaching? Yep, there's one.

**Timson**-And the only one left, and now they're wanting to make it mandatory.

**Boston**-Who?

**Stepp**-The State Department.

**Boston**-OK, the State Department removed them all.

**Stepp**-No, it stopped being a requirement for the state, so when it stopped being a requirement, a lot of counties stopped investing money in that program, and now it's come back that it's required again. So now we got to invest money back into the program.

**Nichols**-Well the world is run on computers; it would only make sense that they would be getting computer knowledge.

**Stepp**-A lot of us principals at different schools started coding programs or had people like Ms. Timson continue teaching those. I had a very progressive librarian when I was a middle school principal, so she did coding and computer science and stuff like that. We still saw the need, it just wasn't required so they didn't fund it through the counties yet, the BEP formula didn't account for it.

**Hamby**-Don't we have a technology coach, Rachel Flowers? Could she not assume that role?

**Stepp**-She's covered up right now. She's probably the busiest coach we got. And she's phenomenal.

**Boston**-She is phenomenal.

**Hamby**-I'm just asking.

**Stepp**-No, that's a good question.

**Boston**-Question Ms. Bray. The \$1,000,000 on new positions. Is that already in the budget?

**Bray**-No.

**Boston**-So it is not in the budget?

**Bray**-No, these are just proposals. The only thing that I have put in the budget would be the four federal, the four SPED teachers that we moved from Fed to General. Well, excuse me, no I put the STREAM in. No, I'm sorry.

**Stepp**-Yeah, these are already included in the budget.

**Boston**-OK, that's what I need to know.

**Stepp**-Yeah, it's already included in this budget.

**Boston**-So the million, the 963 is already in this budget?

**Stepp**-Correct, and through the TISA formula, all of the unique learning needs that we're serving right now generated 3.5 million of TISA money, or \$3,000,000-three to 3.5. I'm still trying to match what I'm pulling to what the states pulling.

**Boston**-We just have to approve them, but they are included in this money that we're looking at?

**Stepp**-Current budget.

**Hale**-OK because I'm thinking where are we gonna find a million dollars?

**Boston**-That was my first thought.

**Stepp**-That's already included in this balanced budget right here.

**Stull**-So not the additional three though, that would make 7?

**Bray**-Those are not.

**Stull**-So, we would need to go ahead and find that?

**Nichols**-That was an additional...

**Bray**-3. So, you kind of get about \$50,000, just guessing, with experience of the teacher.

**Stepp**-And the ROTC is not included in this either.

**Boston**-ROTC and the TMSAA is not in there.

**Stepp**-Because we don't have approved to do it yet.

**Bray**-No, TMSAA is in there.

**Stepp**-Oh it is.

**Bray**- I put the additional coaching supplements and the fee.

**Boston**-So that's already in.

**Bray**-It's already in there.

**Hamby**-It's in there, but if it's not approved then it can be removed.

**Stepp**-Correct.

**Stull**-So, that's \$18,000

**Bray**-That's \$18,000 which a budget this size is not (inaudible).

**Boston**-But the safe school counselor, the social behavior, the social worker and the computer STREAM they're in this budget?

**Stepp/Bray**-Correct.

**Boston**- And the seven that we moved from fed to from the IDEA, is that what you said?

**Stepp**-It's included also.

**Boston**-No, we moved seven from the IDEA...

**Stepp**-Moved 7, and then four new.

**Boston**-And then four new.

**Bray**-I've only included 4 and 4 I believe, let me check.

**Stepp**-No, 7 is what's on the executive summary? Seven are moved and four are new.

**Boston**-So we're assuming the financial responsibility for the seven because that comes from the IDEA grant?

**Stepp**-Correct.

**Bray**-And then we would have 4 brand new positions.

**Boston**-And all of this...

**Stepp**-Is in the budget.

**Boston**-Is in the budget.

**Stepp**-So the executive summary that you originally got, that's all included in the budget. So that's why we created the summaries just so you could see what's different than what we had last year.

**Boston**-And I appreciate that, but I just about...when you said it was no, it was just a proposal...

**Stepp**-No.

**Bray**-It's removed I guess is my point.

**Boston**-OK.

**Hale**-We will get a chance to find out about this new coaching thing that's going to be going on. I know nothing about it.

**Boston**-The TMSAA? That's on the agenda for tomorrow night for discussion. I'm hoping that and once we approve, since it involves finances, then, we're required to approve or disapprove that program. So, at this point do we want to look at-Mr. King and Ms. Hale, do you want to look at possibly looking at the maintenance budget worksheet that is proposed? Because that is also in the budget that we are looking at. Is that correct?

**Hale**-You're talking about the \$1,885,000. 1000 and not the one that's going for the four million?

**Boston**-Yeah. No.

**Stepp**-That was that was just the original.

**Boston**-The maintenance budget worksheet, the \$1.885-that follows the current maintenance plan.

**Bray**-Correct.

**Hale**-That has not been budgeted yet? That has been. It's in there.

**Boston**-That is in there. Any discussion on the maintenance plan? Are we comfortable with that?

**Hale**-I like the idea of having a plan for us to continue to get our and keep our schools looking nice. I noticed that that a lot of renovation is going to be going on at north next year. I guess it's just time for it to...

**Stepp**-It is.

**Boston**-Well, we decided while they were tearing up 127, let's just tear up the school.

**Hamby**-You might as well-we have a mess up that way.

**Boston**-Mr. King?

**King**-If we do the maintenance worksheets for \$1.8 does that include contingencies? Storm contingencies, roofs, floors?

**Boston**-That would fall under our emergency fund balance.

**Bray**-I've also put in there in that same line-there's \$100,000 as needed for repair. Storm damage is usually covered by insurance so we rock on...

**Bray**-Correct, It's just not in that same line.

**Boston**-That's right. We rock on with our HVAC. I know we've invested a lot of money from ESSER into the HVAC, but that continues this on, right?

**King**-So I had a question. We've got a North renovation for \$750,000. And we've got North environmental cleaning, bathroom partition, door replacement and painting. Why is that not in the renovation?

**Bray**-It is, it's just broken out separately. It would all be done at the same time.

**King**- OK.

**Boston**-Part of this is also on the maintenance plan is it not? And the renovation is just every other year we do a renovation at 1 school. It is North's time.

**Hale**-And it's my understanding that when South had that they kind of didn't do it and that's why we're pushing hard for them to get what they...

**Boston**-They didn't do it. That is correct. Kim, you said you had done some things at South. What have you done? Can you tell us?

**Bray**-Well, they've got some new doors, we have approved their painting. That's about \$60,000 for that. There were some steps that she wanted to get repaired. We've done that, believe we're going to be able to get her second entrance done.

**Boston**-What do you mean? How much were the steps?

**Bray**-Like \$5000, I think between the steps and the painting is about \$65,000.

**Boston**-What was the new doors?

**Bray**-Out front. They're probably-I'm going to say \$25-30 thousand-something along that line and just some other smaller things. But the big things would be the painting and the doors and then her second entrance.

**Boston**-How much-have we done the second entrance yet?

**Bray**-Not yet. I think it's about \$20,000 if memory serves me correct, but now that will just be gravel, that will not be paved. She and Stone Elementary made the same request so that they would have two entrances in and out of the school.

**Boston**-Where did that money come from?

**Bray**-Well, we had some extra this year where we hadn't had to use it so we've been able to utilize some of that.

**Boston**-In the maintenance?

**King**-I have a question about the tennis courts at Stone Memorial.

**Boston**-So do I, go ahead.

**King**-Where do we have that money?

**Bray**-It's nowhere.

**Boston**-It is not there. I think you were going to check on utilizing off campus.

**Stepp**-Mr. Patton right now is reaching out to community groups. He's working on a quote from Fairfield Glade and wherever else, but they're reaching out right now to get quotes on what that cost would be to utilize other facilities until we decide to replace tennis courts.

**Boston**-I know at one time and Chris, you may remember this. I don't know what-we did at one time-we resurfaced, we patched because we didn't have the money. Are we beyond patching?

**Bray**-We are beyond patching. According to Mr. Chamberlin we are beyond the patching state.

**Boston**-And we know for a fact that we cannot do anything with CCHS because of the building of the auditorium.

**Bray**-We were over there today with the contractor discussing where they're going to save materials and their equipment and that sort of thing. And that will be that will be utilized. In fact, they're gonna use some of that fencing to fence in their equipment for their own security.

**Boston**-Chris, this particular budget carries about \$1.8 in fund balance. I'm a huge proponent of fund balance. Everybody knows that, but. I'm also a huge proponent of doing what we have to do. Doing that may not be necessarily a want, but that may be a need and I think it deserves at least some discussion on what it would look like if..

**King**-I think last year we looked at both schools.

**Boston**-We did. It was about \$1,000,000.

**King**-I think we decided we would put it off until this year.

**Boston**-We did.

**King**-OK, here we are.

**Boston**-We're at this year.

**King**-Now we can't do CCHS right now so that leaves Stone.

**Boston**-And it's going to be still about \$500,000, right?

**King**-I don't think it's going to be cheaper as we go.

**Stepp**-Then something else to consider on the Stone tennis courts, they're actually facing East to West, and normally you don't have tennis courts facing East West because it's in the afternoon. If I got homecourt advantage, I know which side I'm standing on. Put the sun in their face. So we'll have to look at that.

**Nichols**-Yeah, that's wild.

**Stepp**-So we'll have to look at possibly..

**King**-Reorienting.

**Stepp**-Yeah, if there's another way or something.

**Bray**-And I think there's some consideration about the foundation that they were actually poured on. It's not secure. Because I know we've had some trouble over there with some sink holes in the soccer field. And we had to go reinforce some things so we might look at a different location.

**Nichols**-It was almost a wetland over there, correct?

**Bray**-It's been pretty bad.

**King**-It was filled in. So, after it's filled in and sets for 10 years it kind of does that.

**Bray**-It tends to sink, but in certain places it's sunk a lot more than others.

**Boston**-Ms. Hale what would be your thoughts?

**Hale**-Well, you know, we've discussed this before that yes, we'd like to have the tennis courts, but golf people have to go to other-we don't have a golf course for them. We don't have a bowling alley for the bowlers. We have to use the facilities in the different cities. So, you know, but I don't know what kind of tennis courts we have around here to let the kids play on.

**Boston**-It would be solely dependent upon in my belief Fairfield Glade. I don't know that we have-I don't even know if Tansi has any.

**Hamby**-They did have tennis courts and they were nice at one time. I don't know anymore.

**Hale**-At one time.

**Boston**-I'm not a big tennis girl, so...

**Stepp**-Once Mr. Patton gets back with me, I'll forward that to you.

**Boston**-Do you have any idea of what kind of time frame we're looking at?

**Stepp**-I'm hoping I'll have it to you as quick as I can.

**Hamby**-State Park also has some.

**Stepp**-Well, he's been working on it.

**Bray**-But what's the one in the city?

**Hamby**-The rec park? Yes, it does. So that's another.

**Nichols**-Then we would be responsible for transporting the kids from schools to the courts.

**Boston**-Most of them drive themselves.

**Nichols**-And then what about insurance and stuff? Do we have to pay for insurance or...

**Bray**-They're covered. It's just like any of our other traveling teams.

**Nichols**-But if they're at a different place they're covered with our insurance?

**Boston**-Yeah.

**King**-It's a wear and tear situation (inaudible).

**Boston**-I think this this bears discussion-I know that we want to begin to build up our fund balance. Right now, it's at \$1.8.

**Bray**-Well, that's what's over what's required. The fund balance-what I projected for next year would be \$3.9. The \$1.8 is what would be in excess of the minimum.

**Boston**-And see and I'm not including the required because that's kind of off limits. You can't touch it unless something disastrous happens. So, what I'm looking at is the \$1.82. Also, when the federal runs out, we'll get that million back.

**Bray**-We'll get part of that-I've always had some front end in some but, but it's never been that large. But yes, that will roll back in.

**Boston**-So what I'd really like to talk about for the purposes of fund balance is the \$1.8 because that's what is accessible to us. So, if we work toward and what are we looking at as far as-I mean because you only have so much money. And I could spend the \$1.8 right now if y'all want to-doing things you know around the district but I'm comfortable with the \$1.8 to begin.

**Stout**-If we have other maintenance needs that come up over the year-other things pop up, it comes out of that one \$1.8, correct?

**Boston**-If we were to have and the perfect example is Martin and South electrical. The way it was explained to me and correct me if I'm wrong. Those systems, those parts, are beginning to be hard to find. You can't find them. If we have a cooler that goes down-number one, you're not going to get one for about 18 months and it's about \$1,000,000. So those systems are going to have to be switched out eventually. It could happen that the cooler goes down. Or the cooling unit, whatever it's called, goes down, but we would have the \$1.8 in which to do that. Until we can budget to do that.

**Stout**-So other maintenance needs that come up would be above rotation and the rotation once the \$1.885 have been included in the budget you'd be looking at \$1.8 for things going down or other maintenance things?

**Boston**-No, we have, I mean we have maintenance funds that could take care of...we're talking about a major expenditure.

**Stout**-So if we're talking electrical, which was the example you gave, would that come from maintenance or would that come from the \$1.8?

**Boston**-That would have to come from that would have to come from fund balance.

**Bray**-Unless we could do it like we've done North and do it in phases. Which is what we've been able to do with the North electrical.

**Boston**-And Kim said we could-not you, Kim, other Kim, Kim said we could do it. He checked with the company whatever company was doing it and we could do it in two phases. So that's roughly about \$740-\$750. So, you're talking about 325,000 just for phase one.

**Stout**-And is there anything else from the maintenance needs beyond the electrical and tennis courts that we may have to do this year?

**Boston**-Well, I mean there's always possibilities.

**Bray**-The only other two things that really concern me and it's because they're both old are the alarm systems at CCHS and at North because I was not able to do those. Because the price came back when we got the quote was too high. But the one at CCHS apparently is very old.

**Stepp**-It already went down once this school year and we had to call somebody in on emergency to get it set back up so we could run school.

**Boston**-How much is an old alarm system or a new alarm system?

**Bray**-In excess of \$300,000.

**Stull**-Is that part of the new bill that's been passed as well though, the alarm system?

**Stepp**-That's the fire alarm panel –that's what we're having issues with over at CCHS.

**Stull**-OK.

**Bray**-We're able to do something with Pine View and Phoenix because they both were in need of repair. So, we were able to do those. But the one at CCHS was just astronomical.

**Boston**-And that's about \$300,000?

**Bray**-At least.

**Stout**-And then how about that one time we had sprinklers and all on here for Martin. That's a safety...

**Bray**-Well, we ferreted out some money to get the Martin sprinklers taken care of this year. Now I'm not going to be able to do the vents and all the ceiling-We've replaced a lot of ceiling tiles. Not near as much as needs to be replaced, but those are kind of summer projects because

the kids have to be out of the rooms in order for us to do that, but I already signed off to do the sprinklers. Because their sprinklers, apparently are from the original construction.

**Boston**-How much was that?

**Bray**-I'm thinking \$25,000 but I could be wrong.

**Boston**-\$25,000? So it was not a great expenditure.

**Bray**-Not as much as I'd thought. It's just that you have to have a specialized company to do that. Not everybody can come in and replace the sprinklers and remove the old ones.

**Stout**-And then the fencing that have been on there, is that something you'd be concerned, about security or, you know safety wise?

**Bray**-A lot of the fencing had been what we we're going to do at Homestead and I think we probably might go in a different direction. It's just the way that building is laid out-I just don't think fencing-and we have some other people that have requested some fencing, so I'm gonna do some small fencing jobs, with what money that we had from the safety grant.

**Stout**-OK. So that would take care of any kind of security or safety at this point other than Homestead?

**Stull**-You know with the safety grant, the window film, is that in the budget as well?

**Bray**-The window film is not in the budget currently, but what we did with that is we continued to replace all the door locks, which we have to do and then we did get rid of the doors that had the windows in them at Homestead, which we had to do. And then we just had some money designated in by about, how much was left for fencing, Bo? It wasn't a lot. Somewhere, probably around \$35,000 we had left to just do some small fencing projects which we're going to be able to do that and then that grant is sun setting-it goes away.

**Stepp**-And we have applied for the competitive-it's a competitive grant called the COPS grant. So, we don't know for sure we'll get it. And that's \$550,000 what we proposed, \$550,000 for window film. And \$100,000 for the access buttons updating all security.

**Stull**-Because I did read in the new safety bill for the schools, the door locks for the inside the classrooms which we had already been working on. But it did talk about the bulletproof window film on entry doors, at least.

**Stepp**-And yeah, it also talked about new construction having to have certain kind of bulletproof doors and all kinds of things. There's a lot of requirements in there.

**Stout**-That's going to be actually a grant that we applied for through the Department of Education-they're splitting it up-The Department of Safety is the grant, I guess for the officers. And then the Department of Education is handling the grant for the rest of the safety items and I actually asked about that in our meeting.

**Stull**-That's not part of the COPS? It's a different grant?

**Stepp**-Well, the COPS grant is different, it's a competitive one. The other one is they're calling it a grant, but they're providing money to all 145 school systems and they got a whole section for private schools and charter schools. And a lot of the actual money for SRO's will go directly to the county agency. It won't come to the school system.

**Boston**-If we were to not get the COPS grant, and I think, Justin, you had said something about we should know in June. On the COPS grant?

**Whittenbarger**-Yeah, I think it will be late June when we find out about it.

**Boston**-If we do not get that grant, we've got \$167,000 that is in the maintenance line that we could go back and utilize for possibly other maintenance projects. It's a matching grant, right?

**Bray**-Right, we have to pay our portion.

**Boston**-So if we get the full \$550,000 or whatever it is, \$167,000 of that is our money, which is already budgeted for the film and for the access buttons. But if we were to not get the grant, then we're going to have to go back and revisit anyway for the film and tennis courts and the electrical. And different large items. And we can just revisit that once we find out all the information. Mr. King, I'm going to go back to you and your tennis courts.

**King**-Well, I think we've got to decide how are we going to do tennis, which will answer the question.

**Boston**-How we're going to do what?

**King**-Tennis. Are we going to do it on campus, or we're going to somewhere else?

**Boston**-Well, I don't think we have enough information right now to make that decision, do you?

**King**-So that means we're going to have to go somewhere else because we can't use the courts, is that right?

**Boston**-Well, if we had the courts, we wouldn't have them next year anyway. I mean, they'd be in the process. But we'd have to go off campus anyway. If we have access to other facilities then that is something that we could push out another year. And do CCHS and SMHS at the same time.

**King**-Hopefully it will not cost that much more then.

**Boston**-Oh, it's a gamble. Anytime you put a project like that off, it's a gamble at what it will come back as. Because Kim told us \$500,000 last year. I don't even know if it would come back as comfortable as that. I'm just wanting kind of-if y'all are very happy or comfortable with the \$1.8 in the maintenance budget worksheet-it's already budgeted in. We're comfortable with that. We can move forward and kind of leave this as it is.

**Hale**-I'm comfortable with \$1.8. It's working, and then we'll figure out what we need to do with the tennis courts. Because if we don't know what's out there, what's available?

**Boston-**Well, we're going to have to do something off campus anyway next year, even if they started construction building them. But I think—and that's one of the reasons why I brought up the fund balance, because you would have the money. It would just deplete our fund balance to about \$1.3 if we did SMHS tennis courts. Where do we want to be from there?

**Stout-**I think more information for sure before we can pull the trigger on anything like that and then I don't know what our chances are if we have a little time to maybe see if we get some sponsors to help chip in for filling the courts or something. Bucee's tennis courts.

**Boston-**I don't know that anybody's going to give us \$500,000. But they might.

**Stout-**But any little bit helps, right? If they want to contribute.

**Boston-**So do you want to just kind of put the SMHS maintenance or tennis courts on hold, and hopefully Mr. Patton would have us the information by next week.

**Stepp-**I just texted him again to see if he has it, because if he has it now, hopefully he'll shoot it to me.

**Hale-**I'm OK with that.

**Boston-**OK.

**King-**Since we're rebuilding them is that capital outlay or maintenance?

**Boston-**That would be maintenance.

**King-**So my understanding is we've got to take them completely out and start over.

**Boston-**We got to take what out?

**King-**The courts that we have.

**Boston-**Oh we do, we do.

**King-**And in the process we reorient if we need to. Put them somewhere else.

**Boston-**When Kim quoted us \$465-\$500,000 or whatever on the tennis courts that was on CCHS's bid and I think it was \$465,000.

**Bray-**Yeah, right at \$500,000.

**Boston-**Was that taking all of those out and then starting from scratch to rebuild?

**Bray-**Yes, I believe so.

**Boston-**And so he would have had—those bids would be fairly current because we just got that in, in March. So, you're looking at about \$465-\$500,000 equally for SMHS.

**King-**I think you mentioned something too about what they might run into when they do what's under there, but it might require some more work you don't know until you get under there.

**Boston-**You don't know that until you get under there. You're not going to know that information.

**King-**Might want to think about contingency for that coming out of fund balance too.

**Boston-**And there again how much-I know we want to build our fund balance up and it's you know like that never-ending savings account. You add a little bit here, a little bit there, a little bit there. And the next thing you know, three to four years from now we have a substantial fund balance that we're very proud of. Is \$1.8 where we want to start I guess is my question.

**King-**I think that puts us between 5-10% so we're good.

**Boston-**Well I was good with \$2.1 last year and was very comfortable with it. But I mean we've got to start somewhere and I took the liberty of going back and looking at our fund balances for the last six years and with the exception of last year, which was a specific purpose, there were two years we had zero fund balance. There was a year where we had \$638 dollars. '17-'18 we had \$257,000 dollars, 638 dollars. In 2021 we actually had \$1.3 so we've as a general practice, Cumberland County has never had a substantial fund balance. If we start, there again I'm fine with starting at \$1.8- I would probably be coerced to start at \$1.3. I think that's a committee decision. I just wanted to bring it up for discussion. So that we had somewhere to go.

**Hale-**So if we if we just so if we start at \$1.8, if like we said we'll, do the tennis courts, we're taking away 6 from that meaning we start at \$1.2?

**Boston-**You start at \$1.3. You take \$500,000 from it. I mean, we'd have to. There's nowhere else to find the money.

**Hale-**And like I said, we're going to have to, they're going to have to use something anyway, if we did...

**Boston-**They're not going to be able to use new tennis courts coming next October.

**Hale-**That will give us some time to see what other monies we'll come into the following year.

**Boston-**Well, you know the old saying is you got to start somewhere. You know, and we know at this point that one of the priorities for next year, we hope would be the electrical. Kim's talking, Martin- Mr. Chamberlain is talking, Martin and then he said that South is to follow, and that's a \$750,000 expenditure. So, we're looking at \$1.5 within the next two or three years that we're not going to have a choice. But we can do it in phases.

**Bray-**Correct.

**Hale-**I'm good with the \$1.8.

**Boston-** OK. Mr. King?

**King-**As long as we're looking forward we need to plan on something else too.

**Boston-**Plan on what?

**King**-How we're going to take care of those other needs before this time next year.

**Boston**-Well, I think we've had a very good maintenance plan. We have utilized-I think a lot of our money doing those things, I mean, I think we did a new roof at CCHS. We did a new roof at Stone.

**Bray**-Part of the roof at Stone is insurance.

**Boston**-OK. But I mean, we've covered a lot of large expenditures over the last few years. I don't want to get behind. But you know, if you take a small breather then you have a \$1.8 maintenance plan that follows our maintenance plan. And then we have fund balance, which is one of our goals. We just don't get to do the large extras, or at least we're choosing not to do them this year-we're pushing them out to see where we land.

**King**-And we're planning on revisiting that cycle for evaluation?

**Boston**-Absolutely. I think we'll have to. We're in a position now to where that need, needs to be done. Oh, I mean, it's just going to have to be. We've got a 7-year-old maintenance plan and I don't know what tile we need, what school at this point, who needs painting, how often do you need to paint? You know those things just need to be revisited.

**Stepp**-And as you requested, I talked to Mr. Chamberlin. Did you get that?

**Boston**- I got that I did. We had talked to Kim Chamberlin about doing-I think it was in the last meeting-in doing an assessment on our schools. And coming up with possibly a maintenance plan, I know the maintenance plan we are now operating under, the previous board approved and was created seven years ago. We created it. We didn't hire somebody to come in and say, you know, do this, do this, do this. We said we're going to do tiles and we're going to do painting and roofs and environmental, and we're going to do renovations.

**Stepp**-The last time there was an infrastructure study done was right at 20 years, maybe a little more. Mr. Chamberlin had did that with another company in Knoxville. The Knoxville company kind of focused on the growth side of Cumberland County, and Mr. Chamberlin and his team focused on the infrastructure side, but that was 20 plus years ago.

**Boston**-But we didn't follow. If you'll go back and look at prior budgets, we did not follow a maintenance plan, we just didn't spend-prior boards spent very little on maintenance.

**Stepp**-If we vote to use Mr. Chamberlin to do this study, I mean, that's part of strategic planning. That's the one part we didn't have included with what we're currently working on. So, I mean, I think it's a very smart move.

**Boston**-It's an \$82,000 move and considering it may save millions.

**Stepp**-That will save millions probably.

**Boston**-But at this point I just think you know we if we maintain what we've got and do the extras, to me, \$82,000 is not a drop in the bucket. That's a lot of money.

**Stout**-And that's the fee amount?

**Boston-**That's the fee amount to do a maintenance study and I think...

**Stout-**So, we're looking in that being in the '23-'24 budget?

**Boston-**Not at this point. It still bears some further discussion with the board. And I think we're going to have to approve our budget before we can put that on the agenda because we just got it.

**Stout-**And so then, what fund would that come out of?

**Boston-**It would have to come unless we found something in maintenance, it would have to come or, well, no, Mr. Chamberlain only has \$100,000 line-\$82,000 would take up all of that.

**Bray-**Correct. We will owe him probably more than that for just some-like with the South, there may be some additional things that so we would have to add that to the \$100,000.

**Boston-**See, I think that would have to come out of general fund. Which bears further discussion. I mean, I can sit here and chop away at our fund balance right now. It adds up real quick. So we have to put the priorities in line so if everybody's comfortable with the fund balance and with the maintenance, is there anything-I think set we've got to discuss salaries next. And the proposal is for the teachers 8%, right? OK. And we're calling them classified. And you've put that at 4%?

**Stepp-**Certified-teachers are certified. And classified would be the uncertified.

**Bray-**Correct.

**Boston-**Yeah, but we're I'm talking about just teachers.

**Bray-**8% for teachers.

**Boston-**Then you've got. And then you've got of course, supervisors and assistant principals and principals and...

**Bray-**Right now, all certified staff is at 8%.

**Boston-**OK, so in looking at that and I'm going to just shoot that out there. Our Lean Frog said that our assistant principals were below by 4 to 6 %. They also suggested that they work 220 days and they're 210 days. And then our teachers, I don't think there was a question there, we have to do the teachers, our principals were within average range. Our Central Office leadership was within average range, so what I would like to propose is we do assistant principals and below. And matter of fact, I'm going to go ahead and make a motion that we do, teachers-assistant principals and classroom teachers at 8%, Central office leadership, principles and above at 4% and classified at 4%.

**Bray-**Now if you do the Assistant Principals, I will have to create another schedule for them. Because they are on the schedule with the principals. They're on the same scale. So, we'll have to generate a different scale.

**Boston-**Can we do that?

**Bray-**I can do that.

**Boston**-OK, so it's not a problem to do that?

**Bray**-But there will be an additional scale

**Boston**-OK.

**Hale**-So that would bring up the salary for the assistant principals and the teachers?

**Boston**-Assistant principals and the teachers.

**Bray**-Or...you could just put the assistant principals on the teacher scale.

**Boston**-Well, that would be your area of expertise.

**Hale**-Or we could do what again?

**Bray**-You could just put the assistant principals on the scale with the teachers. Or I could just add a different column. Will really be 4 columns, to the scale that says assistant principal, principal and system wide system supervisor.

**Stepp**-So I wouldn't advise to discriminate against certain groups of my employees.

**Boston**-Well, in looking at it, I'm not discriminating against your employees, they're our employees as well. But if I take a teacher who makes an average salary of \$47,000 in three years, her salary will increase his or hers about \$11,000. If I take central office leadership, and I add the same 8%, in three years, they will be somewhere right around a \$26,000 increase. I've got to get the teachers up. That's my opinion.

**Bray**-The only thing you need to always keep in mind is that the pay for people in this office, part of the difference is they work more days. They work 40 more days and their average daily rate x 40 days; it looks bigger than what it actually is.

**Boston**-I understand that. They work more days. They work year around, or some of them do so of them don't.

**Stepp**-11 and 12 month is a lot of them.

**Boston**-Right, but I'm not discriminating, by the way, against anybody, I just think that our teachers, we're going to have to do something with and that's why we did the Lean Frog study. So, my motion is assistant principals and teachers-below any assistant principals and below 8% classified 4% and...

**Hale**-And what's the classified?

**Boston**-That is noncertified. We're just calling it something different; and then Central Office leadership at 4%.

**Hale**-That's a motion?

**Boston**-That's a motion.

**Hale**-I'll second it.

**Boston**-OK. Any discussion?

**King**-I don't think it's wise to do that.

**Boston**-May not be wise.

**King**-I don't think it's right.

**Hale**-We need to get the teachers raised up a little more.

**Boston**-And and the Lean Frog study said, our Central office leadership was well within average range.

**Stepp**-Currently, every county, every county around us is doing these raises for all of their employees.

**Boston**-But we have to be concerned with Cumberland County. Is where we have to be concerned.

**King**-That's why it's not wise, because our good employees can go elsewhere and get paid for what they do.

**Boston**-Well we may lose some and we may gain some. But I think 4% is a very fair raise. We gave our teachers 4% last year and principals. 2% to the supervisors. '21 and '22 we gave a 6.4% raise across the board. '20-'21 we gave nothing, '19-'20 we gave a 2.5 and '18-'19 we gave a 2%. Now those are the raises that we have given in the last 5-6 years.

**King**-So if I'm a teacher, a good teacher what incentive do I have to be a principal?

**Boston**-Have you seen the supplements?

**King**-I have.

**Boston**-OK, that would be one of your incentives. And if whether you want to go into management or not?

**King**-I think that's already answered when we do this kind of thing.

**Boston**-Where we do what?

**King**-Change what the raise should be.

**Boston**-Well, who said the rate should be 8% for all certified?

**King**-We should say.

**Boston**-Then why 4% for classified?

**King**-Ok, why?

**Boston**-I didn't propose that. So why 4% for the classified and 8% for everybody else?

**Bray**-Last year, the classified folks-we did a complete salary overhaul and a lot of them got an extremely large raise, which is long overdue. So that's why I proposed 4% this year for them. Because a lot of them got a very substantial raise. I mean we still had people, when we did that study, they were not making \$10.00 an hour.

**Boston**-Oh, I understand. I mean, I sat through that last year, so I understand. But I mean you can't look at it like that. The motion stands. I'll be glad for further discussion, let's see where it goes.

**King**-Mr. Stepp, what do you think?

**Boston**-Oh, he doesn't like it.

**Stepp**-I wouldn't recommend it. These are hardworking, great educators who rose to the top, wanted to get in leadership positions and make the schools better. So, they're very motivated, great people that do a lot for what they're getting paid for.

**Boston**-And our teachers do not.

**Stepp**-Don't put words in my mouth. I did not say that. I said everybody's doing a great job, so everybody should receive the same raise. That's what I said.

**Boston**-8% so even the noncertified.

**Stepp**-That was my recommendation, yes.

**Boston**-The classified should get 8%?

**Stepp**-They, if you look at it over 2 years, they have gotten this substantial of a raise compared to what we're doing now with certified. So you have to take the whole thing-the big picture into view.

**Boston**-In reviewing Lean Frog and trying to stay within their recommendations of what we could do, where everybody fell, that certainly falls within the recommendation.

**Stepp**-And like I said, that's current, but the counties around us are about to do exactly what I recommended to do. This is what they're going to be-the Lean Frog study won't be correct after this year. This the raises are happening around us, it is happening.

**Boston**-Ok.

**Nichols**-Do you not have the money to give these raises?

**Stepp**-Yeah, it's not-There's not fiscal reason we can't. It's balancing the budget.

**Boston**-The money's there. The money's there. It's just if you look at the teachers and that was our focus for the Lean Frog is to look at the teachers and then Governor Lee came in behind us and said, look, you're going to get that base pay up. Here's where I want our teachers to be so that we have more people going into education. Well, if you've got an average teacher and in three years he/she will only increase \$11,000. And then our supervisors, you're looking about

some of them would be in the range of about in three years, they would have an increase of \$125,000. That's reoccurring expenses. That's a lot of money and that's an excellent raise for the next three years when you've got your classroom teachers-we're working hard to get them up for the \$11,000 raise, so I mean, there's been years we've focused on others and not like last year, we focused on classified which is noncertified instead of focusing on everybody else because we knew we had to get them up to maintain and that's my motion and I 'm going to stand with it.

**Nichols**-So the supportive services, that central office gives supports the teachers. If we lose these people, then how do we keep moving?

**Boston**-You're not gonna...well, I'm not gonna say you're not gonna lose these people.

**Nichols**-God forbid.

**Boston**-And you may not. If that's the case, why have we not lost teachers? Why have we not lost everybody?

**Nichols**-I think we've held everybody because they love what they're doing and they love the kids, but I think we need to honor them for that as well if we have the money. Why can't we honor them with that?

**Boston**-Well, you have the money. You have the money. It's in this budget. But I'm also looking at last year, we concentrated on classified. This year, let's concentrate on teachers and then see where we end up next year.

**Stull**-They're still also getting a raise, they are not getting the exact same percentage of a raise as the others, but they're still getting a raise. We're not, not giving them one.

**Nichols**-I get that.

**Boston**-Oh, absolutely.

**King**-Mr. Stepp, we've got some supervisors in the room. Would you mind if they talked?

**Stepp**-I wouldn't mind at all.

**King**-Would any of you all like to say something?

**Maddox**-Where do we start, where do I start with because I know that as a principal of Stone Memorial High School I was part of that group that didn't get a raise from the assistant principal on up. I was also part of it last year when it was knocked down from 4% percent to 2%. If you look at the salaries that people are making in education outside of Cumberland County, it may surprise you. You know you're talking about a 4% raise and we're dealing with 8 and 9% inflation. Tell me how that's going to work for us. You know, because we're faced with inflation just like everybody else. You know, I don't quite understand it, but I do, I do understand it because I know the attitude that everybody has for the supervisors here in this main office. You know, it's been said many times been quoted in the newspaper by the County Commission last year that we made too much money. That was quoted by a county Commissioner. And that's the attitude that this board has.

**King**-Not all the board.

**Maddox**-I'm sorry Mr. King, you're exactly right. Part of this board seems to think too much is money being made when you're dealing with 8 and 9% inflation. And we stood in the line to be supervisors and principals and administrators. We applied for the job. And how much money have we spent personally on our education? This is the only profession I know of that we have to spend \$20,000 to get a \$3000 raise. Out of our pocket we do that.

**Boston**-And that's a personal choice.

**Maddox**-That is a personal choice. And if you're a classroom teacher, that's also a personal choice.

**Boston**-That is correct.

**Maddox**-I think it's embarrassing, to be honest. It's embarrassing to me after 34 years to sit up here and listen to this and look at these people out here and knowing what we do. Just like today, look at how much extra time we put in this week, guys. For what we did today, we started at 7:30 and we're still going. But yet we don't deserve this.

**Eldridge**-Some start before 7:30.

**Magnusson**-I'll say something. It's arrogance to say, well, it's not like they're gonna leave.

**Boston**-That is not arrogance.

**Magnusson**-I think it's threatening. Well, it's not like they're going to leave. I'm not saying you said it. I'm saying other board members have said that. It's not like they're gonna leave. Not true.

**Boston**-That is not coming from me.

**Magnusson**-We got two positions that we can't fill now. And that's the start. OK. The second thing I'd like to say is that what message are we sending to everyone below a principal right now. Stay where you're at. You stay right there. Don't you dare aspire to lead. Don't you dare aspire to take on that additional responsibility. Because when you get up here, we no longer value you. You are no longer valued as an employee. You just stay right there in the classroom. But that's where we'll take care of it. That's a clear message that's being sent by this board.

**Boston**-Well, my question would be I'm going into a classroom at \$42,000.

**Magnusson**-We went into the classroom for less than that. Every one of us.

**Boston**-I'm not coming into central office at \$42,000.

**Magnusson**-Every one of us started in those classrooms.

**Boston**-Listen, I appreciate our supervisors. I certainly appreciate...

**Magnusson**-The clear message again, I think it was asked for us to speak-the clear message that's being sent and that this board right here is going to face just around the corner-some of us are knocking on the door of getting out of here and some of us may leave sooner than we

planned because if we're not valued, what's the point? When we can be valued elsewhere, so the clear message that is being sent and I want everyone out there, that's a teacher, that's an administrator, that's anybody, to hear the clear message. Don't go beyond the-currently with the way it is right now-don't go beyond the vice principal because you will no longer be valued. You don't deserve anything and back to the big raise, the big percentage, back to what Ms. Kim said, there's 40 days more that we work, so that raise is disproportioned. It looks bigger. But yeah, part of that is because we're working 40 more days. That's not a raise. When you leave the classroom, and again, I want them to hear this, when you leave the classroom, and you work 40 more days, that's not a raise. That's working 40 more days. Then when you get a supplement on top of that for the additional duties or the responsibilities of being a supervisor, that's the raise. And again, it just amazes me that we're sending a message to every single employee in Cumberland County schools. Don't you ever leave that classroom because you will no longer be valued.

**Boston**-Well, that's not my intention-value has nothing to do with it.

**Magnusson**-Then why...

**Boston**-We appreciate the service that you do.

**Magnusson**-It's a relative thing-how is giving-and back what you said about Mr. Stepp there, I totally disagree with that. So, the teachers don't deserve it? Nobody said anything about taking their 8% away, they absolutely deserve it. We were teachers.

**Boston**-You're not now.

**Magnusson**-Nobody said anything about taking anything away from them. They deserve it, but so do we.

**Boston**-Well, I'm gonna stop, I'm gonna stop this conversation right now because look, I understand where you are. And I understand that Mr. King asked for you to speak for this very purpose which is very detrimental. Because then it becomes on us, if we don't give you...

**Nichols**-It is on us, Teresa. It is very much on us, disrespecting them by not giving the raise, they're going to leave-these people, getting offered jobs to go other places, and they're going to leave. We can't do it without her or her or her or him.

**Magnusson**-And we've been in for two years...

**Nichols**-We are a team of people. And in sending that message out that we don't respect them, you know, when I came into this, I came into this last year at this very thing when you voted that 4% and the faces and the anger and the disappointment that came out the door, I wasn't on this board. I was just checking things out. And I've never seen such disappointment. Honestly, I don't know why they work here.

**Magnusson**-Because we have to. There's a point where it goes from doing what you love to then you got to take care of your family when people sit there and say it's not like they're going to leave us.

**Boston-**And it is not a show of disrespect at all.

**Stout-**I think as we're looking at the budget and where we're going to put our buckets of money, we need to make sure that we're looking at our strategic plan. And one of the big parts of that was making sure that we're retaining and attracting top talent. So of course, that that plays into the budget that we're looking at for salaries. I'm a little-if you could just for our information, tell us, once again, what you put in the budget as far as raise percentage wise for the positions because I have a sheet in front of me, but I want to make sure that what's on average.

**Bray-**What I proposed is in the 3rd column. 8% for all certified staff and 4% for classified

**Stout-**OK. So we did, last year, the board did the study for the classified. And we did a raise based on that and then..

**Bray-**This is all over the board, based on the position.

**Stout-**And this year, we approved doing for the certified because it didn't cost...and so my understanding is the certified is not just the teachers, it includes...

**Boston-**It includes everything.

**Bray-**It includes everyone with a license.

**Boston-**So the motion on the table is to do 8%, 4%, and 4%. And I'm going to do a roll call vote. Mr. King?

**King-**No.

**Boston-**Ms. Hale?

**Hale-**Yes.

**Boston-**And Ms. Boston votes yes. So it will go to the full board as that. So, Kim, could you give us some salary scales that reflect that?

**Stout-**And will you breakdown again 8% for the teachers and 4...

**Boston-**4% for classified and 4% for principals and up.

**Bray-**I may just make a complete different scale.

**Boston-**Ok. However, it works because we got to look at those salary scales anyway. Anything else that you wanted to review on the budget? We made a motion. We've got to look at a couple of things for the ROTC. What else do we have in there?

**Bray-**We still haven't come to any consensus on the non...the classified supervisor proposal.

**Boston-**The what?

**Bray-**The classified supervisor proposal.

**Boston-**What are you asking?

**Bray-**You had asked me to present a couple of different things from the Lean Frog, and then I've had an alternate schedule and we're not discussing any of that.

**Boston-**Well go over it with us.

**Bray-**Ok, basically, the Lean Frog is what you folks saw last year. Which is the (inaudible) at 15 years. It started at \$65,000, then you top out at \$90,000.

**Boston-**Do we have a salary scale that shows us this?

**Bray-**Yes ma'am.

**Boston-**Which one is it?

**Bray-**Lean Frog is in the upper left-hand corner-proposed schedule.

**Boston-**OK, OK, got it.

**Bray-**And then you should have a schedule that says noncertified supervisor and safe schools counselor.

**Boston-**OK.

**Bray-**And basically the safe school counselors work a 200 day I had given them the 4%. And then I took the current-the last column is the current non or classified supervisor scale 260. And then the middle scale was my proposal. Obviously, that's why we've had to work a couple of these off of this scale, because nobody's going to take one of those jobs for \$37,000. So I proposed starting that still at \$50,000.

**Boston-**So where are you now? Are you still on the Lean Frog?

**Bray-**No, I'm on the one that I proposed. One has just three columns. It's right after the classified scales.

**Boston-**So at 200-day, 260-day, 260 day.

**Bray-**Correct. The last column is currently the way it is. The middle is what I proposed.

**Boston-**What does this do? I mean, what percentage is this?

**Bray-**It varies, it just basically starts it at \$50,000.

**Boston-**So the middle one is what has changed?

**Bray-**The middle, yes, well, the left-hand columns are the safe schools. I added 4% to that, but the middle is just my proposal for what this should look like.

**Boston-**So what is a non-certified supervisor that works 260 days.

**Bray-**That would be like your maintenance supervisor, your transportation supervisor, your food service supervisor. Those folks. Would be your HR director, could be your...

**Boston-**Well, our HR director, we specified that salary.

**Bray-**But this will give you some options if you put them back on this scale. Our technology supervisor.

**Boston-**And the and the percentages are not...

**Bray-**Basically, I said that to hire a supervisor, in my mind, you would have to start at \$50,000. Which \$50,000 divided by 260 days as a base is 192 dollars a day. Which is a little less than a starting teacher would make.

**Boston-**So in changing this scale, how much are you looking at?

**Bray-**It's not that significant because there's not that many people on it.

**Boston-**How many people are we looking at?

**Bray-**Let's see, technology, maintenance, food...

**Bray/Stepp-4.**

**Bray-**And depending on what you decided to do with human resources and the fiscal job, they could or could not be on this scale.

**Boston-**Well, right now we've got HR as a specific salary. We approved a special individualized. OK.

**Bray-**And the previous fiscal person was a certified person, so they were on the certified scale.

**Boston-**What is the 260 day non certified supervisor? What did you do to that scale, or did you leave that alone?

**Bray-**Well, no the one in the middle is my proposal off of the one from the right. The one on the far right is the current sale. The one in the middle is my proposed new scale.

**Boston-**So that's a \$13,000 increase coming in.

**Bray-**But that's why we were not able to hire a transportation supervisor's off of this scale.

**Boston-**Where did we hire a transportation supervisor?

**Bray-**You gave us permission to go off the scale.

**Boston-**So she's not on the scale?

**Bray-**Correct. But I would like to get everybody back on the scale. So there's some consistency.

**Boston-**Is food service on the scale? What about maintenance?

**Bray-**Maintenance, food service, technology and transportation.

**Boston-**But you said transportation is not on scale.

**Bray-**Not currently, but they were at one time they were. I would like to get her back on the scale.

**Boston-**You're going to have to give me some time to digest because I didn't realize this. But we only have four employees that fall on that scale?

**Bray-**Currently, correct.

**Boston-**Maintenance Supervisor, does she have an employee?

**Bray-**She has lots of employees.

**Boston-**No, I'm not finished.

**Bray-**Oh, I'm sorry.

**Boston-**She has an employee that if they get the 4% raise would make more than she would?

**Bray-**Correct. And you have the same thing if our technology person were to leave and we would hire someone that could conceivably be someone that works for them in technology, that would make more than they would on the current scale.

**Boston-**OK, go back to your Lean Frog. Non-certified supervisor A, a non-certified supervisor B and safe school counselors. What are those?

**Bray-**That was just what they proposed. Their B is their equivalent to my middle column.

**Boston-**Has that been approved.

**Bray-**No, you haven't approved any of these.

**Boston-**So, OK, so why is that?

**Bray-**I just thought perhaps you wanted to see what was there. You mentioned that you wanted to revisit it so that you could see what they proposed versus what I have proposed.

**Boston-**So that's not been approved by the board?

**Bray-**Correct. There was no action taken on those last three columns.

**Boston-**That was what the proposal last year? I'm going to have to take a look at those. And see where we fall. Are there any other changes to the salary scales?

**Bray-**No ma'am.

**Boston-**OK. And you were wanting to combine-and I just don't think we can do it without looking at these supplements at this time? OK. I'd like another few days to review these and see where we stand.

**Hale-**To review these right here?

**Boston-**Yeah, the salary scales. I didn't realize that we had changed. One was proposed and one was current well, it says proposed and current, but apparently, I missed that. I'd like to look at that. And you're saying we only have four that fall within?

**Bray-**Correct.

**Boston**-Any further discussions?

**Hale**-What are we doing about the JROTC-are we're waiting to discuss this?

**Boston**-He's supposed to be here tomorrow night to make a presentation.

**Stepp**-That's a Q&A. Yeah. Any questions you have.

**Hale**-I do not want us to drop that.

**Boston**-Well, that would have to be added that and you said TMSAA is already in there, but the ROTC is not?

**Stepp**-No.

**Boston**-OK. So we would have to and we've got to come back probably early next week to revisit this anyway. We voted tonight to make some changes. And get those changes on and get us another working budget so that we see where we are and then I'm comfortable we'll have to have a special called to approve the budget. Because if we have to present June 1st, we got to get this rolling.

**Bray**-So just so I can recap, you would like me to go ahead and change this working document. I'll add what we discussed previously about the board meals, DOS supplies, Pre-K and then property insurance. Do you want me to put the proposed salaries into the budget or just revamp the scale to look at?

**Boston**-Go ahead and I mean the motion passed for right now. So go ahead and change this budget, as it would reflect. And then the only thing we have to really look at is the ROTC and what else?

**Bray**-If you wanted to put Mr. Chamberlin's cost in there too.

**Boston**-The \$82,000.

**Bray**-And there is the \$1500 for the board secretary professional development.

**Boston**-Did we not vote that?

**Bray**-We did, and I'll add that.

**Boston**-Ok.

**Stepp**-Did you say the pre-K curriculum too?

**Boston**-We added that. We voted that, the insurance, and Ms .Diane's and that passed. The only thing that is-well, and the SPED positions, which is another \$200,000.

**Stepp**-So go ahead and put all seven new ones in?

**Boston**-Well, I mean, it's a proposal.

**Stepp**-I'm good with that.

**Bray**-The seven and the four are currently there.

**Stepp**-Correct.

**Boston**-Right. Moving the seven over. And you said, Marlene, that you were comfortable with the four this year and the three next?

**Holton**-I told the principals it would be cut and like I said, we make it work, we always do. But you know the principals have requested that they would love these positions, so I'm just speaking for them.

**Hale**-7 in?

**Boston**-No, no, just 4 and 3. I mean, we can always go back and discuss it. It's a proposal to add three more positions, but I'd like to see the working budget before to see what we look like and what we've got. With the changes that we've made. And go from there.

**Hale**-Make a motion we adjourn.

**Boston**-There's no further business, we'll adjourn and then I'll second that all in favor.

**Hale/King**-Aye.

**Boston**-All opposed? Once you those fixed, could you e-mail them out to us and let us take a look at them. And then we'll set something next week to finalize it.

## **Adjournment**

VOICE VOTE:

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

MOTION:

Carried unanimously.

The meeting was adjourned at approximately 6:44 pm.

Mr. William Stepp, Director of Schools

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Ms. Teresa Boston, Chairman of the Budget Committee

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Diane McCartney, Executive Assistant for the Director of Schools and BOE

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## **Budget Committee Meeting May 30, 2023**

### **Central Services Board Room**

The Budget Committee met on Tuesday, May 30, 2023, in the Central Services Board Room where Ms. Teresa Boston called the meeting to order at the approximate hour of 5:04 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

#### **PRESENT:**

Mr. William Stepp, DOS	Elizabeth Stull, District 1
Rebecca Hamby, District 7	Sheri Nichols, District 3
Chris King, District 6	Shannon Stout, District 9
Anita Hale, District 4	Kara Spicer, Pine View Principal
Teresa Boston, District 8, Budget Chair	Mo Charnot, Media
Dawn Hall, South Cumberland, Principal	Stephanie Barnes, Stone Elem Principal

**Absent: NONE**

**1. Call to Order** – Ms. Teresa Boston

**2. Moment of Silence/Pledge of Allegiance** – Ms. Teresa Boston

**3. Approval of Minutes** - Ms. Teresa Boston told everyone that the last set of minutes was 48 pages and that Ms. Diane had just got them finished from the last meeting, so therefore they were not added to this one.

#### **4. 2023-2024 Proposed Budget**

**BOSTON**-Next on the agenda is the '23-'24 proposed budget with recommendation changes. We have a new budget printed and in looking at it, what I'd like to do is go through and bear with me folks, I think I've got this organized. Don't bet on it. The TMSAA has got to be removed from this budget. Which it's already included-because the board has not approved that yet. So, I don't think we can budget something that we've not approved. We can go back in once the board has and at our Thursday's meeting, we move that out to June in order to get some notifications out and everything so I'm just going to throw this out there before I even make a motion or before we do a motion. The TMSAA, I think that's got to be removed at this point.

**HALE**-Where is that?

**BOSTON**-It is on-Kim what page is that on? Is that going to be on the...

**BRAY**-It says Mr. Patton and I think my name is at the top of the page. It's on page 9.

**BOSTON**-And I think once the board approves it, we could always, correct me if I'm wrong, we can always do...now is the supplements in here as well?

**BRAY**-The supplements are up under salaries and wages, and then the fees or whatever you want to call them-association fees are under other charges.

**BOSTON**-OK. So we're looking at 189, is it included in that line item?

**BRAY**- Correct.

**BOSTON**-OK. And I think that's only, what, \$15,000?

**BRAY**-Correct.

**BOSTON**-If we remove it for right now we can always go back and do a resolution, is that correct?

**BRAY**-That's correct, we can, because it will just flow back into the fund balance. And we can take it back out and put it back in the budget.

**BOSTON**-Also, I would like to look at the sheet that says executive summary. These positions, the new positions that we are adding, I think we've got to have a motion to approve those positions. And it would be the computer science, STREAM coordinator, 4 new additional SPED teachers-moving 7 from federal to general fund-safe school counselor and social worker.

**STEPP**-On the special education classroom teachers, I only put four. We actually need 7, so I asked a couple of times if we could add all of them but...

**BOSTON**-Right, but the 4 was what was on the proposed sheet. I think we discussed that the last time-doing the 4 this year, the 3 next year. Is everybody following me, where I'm at?

**HALE**-What page?

**BOSTON**- It's on the executive summary, page 23. So essentially, we've got 4 SPED, a approval to move 7 from federal to general. One computer science, one school counselor and one social worker. That's the new positions that we would be adding, so we've got that. Kim, was there anything else in SPED that I needed to look at? Just the positions, OK? I'm going to go ahead and make a motion to remove the TMSAA and the supplements until the board has approved that and to add the positions or approve the positions for the computer science, 4 special Ed-moving 7 from federal to general, one safe school counselor and one social worker.

**KING**-I'll second that.

**BOSTON**-Any further discussion?

**HALE**-I'm good, I'm looking at it.

**BOSTON**-OK. All in favor?

**BOSTON/KING/HALE**-Aye,

**BOSTON**-All opposed? OK, so those have been done. The next I would like to-and this is not all about me, but bear with me. After some reflection and looking at it and talking to several individuals, I'm going to propose, in a new motion, that we do 8% for all certified and 4% for the classified. So, I'd like to go back and change that for this year.

**KING**-I'll second that.

**BOSTON**-OK, so we have a 1st and we have a second. Ms. Hale, any discussion?

**HALE**-I understand why we're wanting maybe to do a percent across the board but I have reservations because of the supplement that is provided within our system.

**BOSTON**- Well, I'm going to get to that next if you'll bear with me. Let's go ahead and talk about this while we've got it on the table. My thoughts are we've got some salary scale problems and I think

everybody will agree to that. I would like to task this budget committee to start looking at those salary scales. And to try to get those to where they makesomesense. And I was going to address that next, but that is something that we can look at and by this time next year, we should not have this problem.

**HALE**-OK. So, we're going to give 8% across the board.

**BOSTON**-To all certified and 4% to classified.

**STEPP**-And this is the standard-I've polled the directors-15 directors of the Upper Cumberland and they're all giving certified the same rate, whatever that is.

**BOSTON**-But, there's a condition, which I will make a motion next. But the condition is that we visit those salary scales and get those-I don't want to say cleaned up but cleaned up for lack of a better word.

**KING**-I think we need to, yes.

**HALE**-OK. Thank you. Thank you.

**BOSTON**-Any further discussion on that?

**KING**-Does your motion include putting them all on the same scale?

**BOSTON**-Not yet, I think that's going to come once we visit them and take a look at them. Does that make sense? Because right now I couldn't put them all on the same scale. Because we're working on two different scales, and that's what's been proposed to us this year. Now, hopefully by this time next year we will have one scale.

**HAMBY**-So, your motion is to give 8% across the board to certified 4% to classified, that is your motion?

**BOSTON**-Yes, and quite frankly, Mr. King, we can address that when we approve the salary scales. Because nobody's acted on those yet.

**KING**-Right, I think we need to look at that and I'd like to do this study soon as we can to get it straightened out.

**BOSTON**-Hey, look, I'm all for it. After looking at it and some points being brought up, that was brought up, there are some things that we have to work around and I think that we would have a sufficient amount of time in which to do that if we take this one step at a time.

**HALE**-I feel like, you know, when I look at this scale, I mean, teachers don't have this opportunity to have this kind of scale given to them after they've been there 4 years, 7 years, 10 years, 28 years. We didn't get any supplements for hanging into Cumberland County for all those years.

**BOSTON**-And those supplements have been a contingency of discussion for about the last five or six years.

**HALE**- You know, and I get it that everybody is important in education, everybody. So, you know, why haven't we all these years been giving teachers that have remained in the system these kind of supplements? Can't answer that-I understand that's a rhetorical question, but that's just my one thing about giving 8% across the board. I was ready to give like an 8% to principals on down and possibly 6% to supervisors but that's not a motion-you've got it 8% across.

**BOSTON-** You know there again until those salary scales and hopefully we can clean all that up once we revisit the salary scales. Any further discussion? All in favor?

**BOSTON/KING/HALE-**Aye

**BOSTON-**All opposed? So, Kim, we're going back to 8 and 4.

**BRAY-**Got it.

**BOSTON-OK.** Now the next motion would be to task this budget committee to start looking at the salary scales as Mr. King says, as soon as possible. And get this cleaned up. And I think we can do it. Somebody smarter than me is just going to have to give me some guidance. And I'm willing to do it. I just need some place to start.

**KING-**I think we should ask Mr. Stepp to do a study and give us, you know, something to look at-a proposal. So, we can start from there.

**HALE-**What kind of study are you suggesting?

**KING-**See what we need to do.

**HAMBY-**To get rid of the supplements and fix the salary schedule.

**BOSTON-**Well before we go any further, do I have a second?

**KING-**I'll second.

**BOSTON-OK,** now let's go into some discussion.

**HALE-**Well, we've spent money on the Lean Frog and did a study on all that and they said that we were giving our supervisors, you know, a good amount more than what the surrounding counties get.

**KING-**When we look at it, we may need to go up or down so I don't know. But the key is paying everybody off of the same scale and then adjusting the supplements to make it come out right.

**BOSTON-**Well, and we've got to look at those supplements, which is the very reason we need to look at the salary scales. I am kind of including that as part of the salary scales. Those supplements have got to be revisited.

**HALE-**Right. Because if we're going to give supplements like this, then we need to entertain the idea of giving teacher longevity supplements.

**KING-**I think that's in the scale going to 30 years. It stops at 25. We need to look at that too.

**STEPP-**Correct. That's what a lot of the counties are doing and allowing teachers growth all the way up to 30 years and they're changing their salary schedules right now. I've already started talking to other school systems, looking at their salary schedules. How are they handling the raise right now? Our Lean Frog study will be out of date July 1 because everyone is doing raises. So, everybody is trying to compete with each other. So, if we don't do something now that Lean Frog study will next say, we're behind. That would be the next-not that we're going to do another one. But so with that being that I've already started looking at all that and I have some good ideas. A lot of the other counties are doing to align everything up so that you're not going straight up a mountain on a pay scale you know it's more linear, but the people in their certain jobs get paid what they get paid because they're in certain jobs.

**BOSTON**-Could we get...but we're the only county that has that percentage.

**STEPP**-Similar, I know some counties use percentage supplements, especially with principals because of the amount of time and work they put in, they have to find a way to supplement, you know, being there at basketball for 16 hours, you know two or three times a week and stuff like that. At the Central office level I gotta do a lot more research on that part of it.

**BOSTON**-Well, we have tasked this budget committee to start looking at that.

**STEPP**-Yeah, I can get all the information you need to look at it and the recommendation.

**BOSTON**-Thank you very much. That was my next question.

**STEPP**-I can do all of that. My team is excellent.

**HALE**-Yes, because I mean, I know that principals put in a lot of extra hours, but teachers put in a lot of extra hours too.

**STEPP**-Absolutely everybody has.

**HALE**-You need to remember what it was like when you were in the classroom.

**STEPP**-Absolutely. I 100% support teachers. You won't find an administrator or Director of Schools more proactive.

**STOUT**-We need to be competitive across the board in all the positions and I think you know with the new law that's coming into place, we do have some guidelines already for the teachers.

**BOSTON**-We've got some guidelines for the teachers. I mean, I think Kim said in the next three years we got 23% that we've got to increase. But if we do 23% to everybody, that's not really concentrating on our and when I'm talking teachers-I'm talking about in the classroom with under 20 children that all need to go to bathroom at the same time.

**STEPP**-So I know for sure there's multiple counties restructuring the teacher pay to show them (inaudible). I'm going to grab those. I have already talked to those Directors of Schools. All that stuff I've already been collecting, so we can put it together for you guys and have a recommendation because they're wanting to compete. And they want to pay those teachers as much as they can. So they're looking at payout all the way up through 30 years whereas two of the school systems stopped at 20. It's 25 here but everybody's moving to that 30 mark, so every teacher can continually gain value as they teach.

**BOSTON**-The motion on the table is to task this budget committee to start looking at those. Mr. Stepp, I think if you start collecting information and give us a place to start then we can and hopefully the ultimate would be come to one pay scale. With whatever we need to do to get everybody where they need to be. You know my concentration obviously this year is teachers. Because they have been-even the governor recognizes they've been-they're the classroom. I'm not devaluing anybody's position. At all. It's not discriminatory. It's no disrespect. I understand. But I'm looking at those people who are in front of those 20 to 25 students. That all have to go to the bathroom at the same time. Any further discussion on that? OK. All in favor?

**BOSTON/KING/HALE**-Aye.

**BOSTON**-All opposed? I think you have your work cut out for you.

**STEPP**-And I'm aware of how the teachers' days go. I'm out in the schools every day. I've watched teachers classes so they could go to the restroom. I've sat and ate with their kids. I know it's a challenging time to be a teacher for sure.

**BOSTON**-It is and quite frankly if you want to know, it's a challenging time to be in education. It doesn't matter which direction you go in.

**HALE**-And it's not just with the classroom. They, too, come to school at 6:00 and 6:30 in the morning and stay till 5:00 and 5:30 in the evening. You know, many, many, many a time they do it. You know, maybe not everyone but when I was in the classroom, everyone would be there way before school started and long after school started and, on the weekends, when you know, things couldn't get done, they were back there on the weekends, even on Sundays.

**STEPP**-Yeah, I had an English teacher that was her Sunday was grading papers.

**HALE**- Doing lesson plans.

**BOSTON**- Let's don't even discuss testing. I mean, everybody turns into people with three heads. I mean it's a very it's a very tough time to be an education.

**STOUT**-I will say at your point for everybody, because they're just more regulations, more tracking, retesting going on.

**BOSTON**-Look, we're going to get through this, I promise. It may just take a little bit of time and a little bit of patience. In this new budget that you're looking at that we just received our fund balance is \$1.728903. They have added on that same page #28 \$82,200 for an engineering expense to look at our facilities and come up with a proposed maintenance plan. I would like for the entire board to look at that and approve that before we budget it, to see if you know if that's the direction that the entire board wants to go in. So I'm going to make a motion that we remove that \$82,200 from this budget until the entire board has time to discuss that and look at the maintenance one that we are now under and maybe discuss where we want to be.

**HALE**-I second that.

**BOSTON**-OK, any discussion, Chris?

**KING**-I'm just thinking, we're going to have to put it back in there, if we want it, right?

**BOSTON**-And it increases our fund balance to \$1.814393. So, it just rolls back into the fund balance. So, but I think that is something that certainly has the merit for the full board to discuss and see which direction we want to go. And put the current maintenance plan that we've got for everybody to see.

**HALE**-Yes.

**STOUT**-So can we plan to put that on the June agenda?

**BOSTON**-June, July, one of the two.

**STOUT**-So I think in his proposal, he was talking about if we approve it doing the reviews of the schools in July, when the kids are out of school. So, then we've got our plans for the school year as we go in.

**BOSTON**-Right. Any further discussion? All in favor?

**BOSTON/HALE**-Aye.

**BOSTON**-All opposed?

**KING**-No.

**BOSTON**-OK, motion carries. So, moving forward we've got to look at salary scales. Is there anything else that you can think of that we need to look at before we get to the salary scales? So, let's take these one at a time. So, the first salary scale that you're going to look at is the classified pay scale. This is the one we adopted last year with 4%. They will get a 4% increase.

**HALE**-That's the non-certified you're saying?

**BOSTON**-Did you run everybody new copies?

**HALE**-Oh, I do have this one. Yes, it starts with custodian/mowers.

**BOSTON**-Yes, OK, that is the classified.

**HAMBY**-And classified is the non-certified. We just started calling it classified.

**BOSTON**-And the proposal is-this includes the 4%, right?

**BRAY**-The grid that you had previously included the 4 %.

**BOSTON**-OK, and this is-correct me if I'm wrong, but this is where we get the bus driver averaging \$100 a day? It all depends on where you fall.

**BRAY**-Yes ma'am, your experience.

**HALE**-It starts off with \$72.80.

**KING**-Yes. That's one dated 5/2.

**BRAY**-Correct.

**BOSTON**-Do you have a copy of that?

**STOUT**-We're sharing one.

**BOSTON**-Any questions on that one? Then the next would be-it's not dated-it is the non-certified supervisor/safe school counselors salary schedule. On this, we have got a proposed and then we've got a current. The safe school counselor is just your 4%?

**BRAY**-Correct.

**BOSTON**-OK, so proposed and current and there is only I think 5 or 6 on this scale?

**BRAY**-Well, actually, there's 4 and one of those is not funded through GP, which is Ms. Hamby, so even though she's paid off this scale it's not out of our budget, the GP budget.

**KING**-Move to approve.

**HALE**-Second.

**BOSTON**-Well, you've got a motion to approve. You can't approve a proposed and a current. You got to pick one.

**KING**-Move to approve the proposed.

**BOSTON**-We don't have a second on that, so...

**HALE**-So, are we just going to do this one right here?

**BOSTON**-Well, if you-there's a \$13,000 difference in the dollar in the proposal right off the bat. On just your base pay. I think that's kind of dramatic in my opinion, but I don't know why this has been proposed.

**BRAY**-Well, basically I took the Lean Frog, but you have to keep in mind these are year-round jobs. And that nobody-we are not going to hire a supervisor for maintenance, transportation at \$37,000. And even if you move up-we have been turned down already for a transportation supervisor, because the starting pay is going to be \$43,000. It looks dramatic, but quite frankly, this schedule is very, very out of date.

**BOSTON**-Is this the one that we did not...

**BRAY**-Correct.

**BOSTON**-So take me back. We did not approve it last year because it was on Lean Frog.

**BRAY**-And I had proposed something a bit different because Lean Frog-it was much more dramatic than this. So, I split the difference. Because they're starting with \$55,000. And I split the difference and stretched it out over a longer period of time. They did from zero to 15 years, and it topped out at 15. So, it's much more dramatic. This way it stretches it out over a longer period of time, but quite frankly, you're not ever going to get anybody at this current rate. They're not going to be a supervisor of a department. They're not going to do it. And I've been turned down twice already.

**BOSTON**-For what position?

**BRAY**- Transportation. That's why she's off-she is currently not on the scale.

**BOSTON**-Is she on a certified scale?

**BRAY**-No. You approved for her to be off the scale.

**BOSTON**-Because we approved her separately.

**BRAY**-Correct. But you will be in the same situation if you were looking for maintenance or if you were looking for technology.

**BOSTON**-Let's say that that transportation, I think it's Kathleen. Kathleen decides to go to Walmart tomorrow, she resigns. Would we fall under the salary that we proposed for her? Or would we come to this scale?

**BRAY**-I think you would have the discretion to do either. Because you hired them under special circumstances. That's why I like the scale. So, someone is taking-they're considering coming here-I've posted the job-these are all published. They can look at this scale and say, OK, this is where that salary range is. I don't want them to see this scale because I know what the answer is going to be-No.

**BOSTON**-So we only have four positions?

**BRAY**-Right. Like I said Ms. Hamby is not paid out of GP, so really it doesn't play into the general fund budget.

**BOSTON**-But she goes off this scale?

**BRAY**-Correct.

**STOUT**-Remind me Ms. Bray, was the proposed already included in the budget template?

**BRAY**- It is not included but the impact I had is like \$14,000 more.

**STOUT**-And that was on the executive sheet?

**BRAY**-Correct.

**BOSTON**-So the only impact that we've got from the proposed, but it will affect us moving forward.

**BRAY**-Correct. Just as any change to a scale. But the current scale is just terribly outdated.

**HALE**-Current scale is like the third one over here starting at \$37,000?

**BRAY**-Correct, but these are year-round positions.

**BOSTON**-Mr. King, would you like to remove your motion?

**KING**-I think the motion was to adopt-move for approval of the proposed non-certified supervisor scale.

**BOSTON**-As well as a safe school counselor?

**KING**-Yes.

**BOSTON**- I'll second that. Any further discussion? All in favor?

**BOSTON/KING/HALE**-Aye.

**BOSTON**- All opposed? OK. So, we're going to take the current off. Is that correct? OK. Next is the licensed Instructional personnel below assistant principal-that you've said is teachers. And that is an 8% and that's what this reflects?

**BRAY**-Correct. And that's what you saw-that hasn't changed from the beginning.

**BOSTON**- OK, and then you've got assistant principal, principal, system wide supervisors and this one shows 8%.

**HALE**-Does that show then with the supplement in here?

**BOSTON**-Yes, that includes their supplements.

**HALE**-This right here includes the supplement?

**BOSTON**-Yes. If they are now in those positions, that supplement is shown.

**BRAY**-Now the budget, the second one-I took them down to the 4% as you were talking about, but in your original budget, yes.

**BOSTON**-Yes. Well, if you're a principal you've already recieved your supplement.

**BRAY**-Well, you receive your supplement with each paycheck, it's not paid separately.

**BOSTON**-OK.

**BRAY**-Is an annualized thing.

**BOSTON**-But it is reflected on the salary scale? Is that correct?

**BRAY**-It will be on the budget...

**HAMBY**-So it's reflected on this.

**BRAY**-It's not in that scale per se, that's why you have that separate piece of paper.

**HAMBY**-So you're going to take what's on this and then add this?

**BRAY**-Yes. What you have to do is you take that scale you have and you divide that by 200 days. And then that is their average daily rate. You take that and add that supplement percentage, wherever they fall, and then you multiply that by the number of days they work to get their annual salary because some principals are 240, some are 220, 210.

**BOSTON**-OK, Ms. Anita, I apologize, I was wrong. So, if we go on these, then you add the supplement to get what their salary would be.

**HALE**-So this does not have the supplement added?

**BRAY**-No, it does not have the supplement added.

**HALE**-It does not. That's what I was thinking.

**BRAY**-But the budget does. When you look at the budget lines, it doesn't look like that.

**BOSTON**-That's what this is what we want to review. To get this in line with what we need. And then the last is the grandfather master scale, we only have six participants. And they are at 8%.

**BRAY**-Yes ma'am.

**BOSTON**-With the exception of the one that we have individually approved which we had to choose. I'll make a motion that we approve all of our salary scales.

**KING**-Second.

**HALE**-But this scale that I'm looking at, it has the 8%, but it doesn't have the supplement. So, it's going to be actually higher than this scale. Is that correct?

**BRAY**-That is correct, but that scale is based on 200 days so you will never be able to look at that and calculate based on the number of days. You have to get the average daily rate and then go from there, it's very confusing. But it really isn't. I've got a template that I use when I calculate it because everybody's days are different.

**HALE**-It's not confusing, you know, supervisors, if they spend 28 years here, they get 28% onto whatever else we're giving them. 27 percent, 26 and 25 and 22.

**BOSTON**-This is what we want to clean up. That is the concession and I think that is something that we're going to have to clean up.

**HALE**-Yes, because this is deceiving to say, oh, this is how much you're getting because you're not getting this. You're getting more than this.

**BOSTON**-Right, plus the percentage.

**HALE**-Absolutely a lot more.

**NICHOLS**-The supervisors, correct me if I'm wrong, the supervisors were teachers?

**BOSTON**-Some are certified, some are not. It all depends if they hold their teaching certificate.

**NICHOLS**- Most of them start out as teachers and then they work their way up to supervisors positions?

**BOSTON**-Yes. It all depends on the position, but yes.

**STEPP**-Yeah, they're all teachers, except for the four that we're talking about. They all were teachers in classrooms. And fought the same battles.

**BOSTON**-They've had those twenty students that had to go to the bathroom at the same time in front of them.

**HALE**-Let's try 28. I sat with 28.

**BOSTON**-I'll stick with 20 if you don't mind.

**HALE**-I can go back and count the pictures.

**STEPP**-I can guarantee you these supervisors are essential. They're accountable for millions of dollars. I mean we're trying to be a great support system for the principals who earned their right to be there from being great teachers.

**NICHOLS**-Well, and then, because their supervisors now they understand the role of the teachers, because they were once there.

**STEPP**-Correct.

**STOUT**-And having been in the workman position and supervisor positions over the course of my career, I can tell you there's a whole different level of accountability when you start stepping into the supervisor positions.

**BOSTON**-There's a motion and 2nd on the table to approve. With the exception which we have already done individually. And I think we have to...

**HAMBY**-Before you vote on that. I just took say 22 years and I did it for the supervisor, their daily rate would be around \$272.46. And then if you put in that supplement, that's only like 76 more dollars.

**BRAY**-Depending on their level of education and years of experience. It just depends on the percentage and where they're at, I mean, it just can vary, but yes, it can be \$80.

**HAMBY**-OK, so I was just trying to make sure that I understood what you were saying cause you were saying divide by 200 days.

**BRAY**-You've got to get it down to the daily rate because all of those scales are based on 200 days.

**BOSTON**-But now our teachers are 200 days, our supervisors are not.

**BRAY**-Correct. The scale is based on 200. You multiply by the number of days they work. They're all based on 200 days.

**BOSTON**-What do we do with the additional days?

**BRAY**-That's where you take this and get that average daily rate.

**BOSTON**-At 200 days.

**BRAY**-At 200 days, you add that supplement and then you multiply that number by the total days they work whether it's 240, 220, 210.

**BOSTON**-Most of our supervisors work...

**BRAY**-Your high school principals are-everybody in this building is a 240, that's a supervisor. And then your high school principals are 240. Your elementaries are 220's.

**STEPP**-So those numbers translate to 10-month contracts, 11-month contracts, 12-month contracts. So, supervisors are 12-month, year-round.

**HAMBY**-That makes a little more sense to me and thank you for explaining. It's hard to understand, especially with the the supplement scale.

**NICHOLS**-That's good cause it's not hundreds of dollars.

**STOUT**-That's great. Well, maybe elaborate on also the time off for the positions, because that's different between the different positions, correct?

**BRAY**-Yes, because like in a teacher contract, they get fall break and spring break and that's their 10 days. Their sick days are based on the number of months they work, so that's the same, they're loaded up front and then basically your supervisors here, depending on how long they've been here, get 20 unpaid vacation days +2 personal days, which is like any other certified.

**STOUT**-So there's a difference in pay too, because we've got folks who get paid time off. And we've got folks that can take time off, but it's unpaid, so they're supplementing that out of their salary. So that makes a difference as well.

**HALE**-As someone pointed out to me one time, if somebody in the central office is absent for the day Central Office would still go on. But if a teacher is absent and you can't get anybody in there for that classroom, what do you do with those kids?

**STOUT**-They double up. That's what they've been doing is my understanding, unfortunately.

**HALE**-You've not been in a classroom.

**BOSTON**-Any further discussion?

**KING**-I've been in a classroom with 35 students. I was a teacher assistant first, then I was a teacher, an assistant principal, CTE director. And a whole lot of other things depending on what it was, but I fully understand what's going on.

**BOSTON**- Did all 35 had to go bathroom the same time?

**KING**-Sometimes.

**BOSTON** -Was that back in the day whenever we didn't have restrictions on the number of students we could have?

**KING**-No, there were restrictions, but that didn't matter sometimes. You got students anyway.

**BOSTON**-Any further discussion? All in favor?

**BOSTON/KING/HALE**-Aye.

**BOSTON**-All opposed? OK, so your salary scales are approved. Have I forgotten anything, Kim?

**BRAY**-I'm going back through my list. I'm like Santa, I'm checking it twice.

**BOSTON**-I just want to make sure-now we took care of the two positions last time right for our safe school counselors. We approved those to be...

**BRAY**-You did the safe schools and the social worker tonight.

**BOSTON**-Yeah, but we did that. Those two positions that we approved last year, we made them full time positions with no contract restrictions.

**BRAY**-Right, right. I think that's all that I have.

**BOSTON**-OK, we're going to take the \$82,200 off and the TMSAA with the supplements. We've approved the positions-the positions are already in here, right? They reflect in this budget.

**BRAY**-They do.

**BOSTON**-Salary scales we've approved, SPED we've approved. We did Ms. Diane, board meals, supplies, 5% insurance and pre-K We did that last meeting, right?

**BRAY**-Correct. That was an additional 5% on the interest above what I already had.

**BOSTON**-So you added that into the current budget that we've got?

**BRAY**-I have added it.

**BOSTON**-OK. Mr. King, have I forgotten anything?

**KING**-I don't think so.

**BOSTON**-Without having a motion on the table and without...

**STEPP**-I have a couple things.

**BOSTON**-Can you give me two minutes? OK, well, what I wanted to add or to subtract is, y'all have looked at the current budget that's been proposed. That's going to change a little bit before it goes to the full board which is tomorrow afternoon. So, this is going to have to be published pretty quick.

**BRAY**-Yes, I will work on this first thing in the morning.

**BOSTON**-OK. I want to give, if we'll post it in the morning, I want to give everybody the opportunity to go through it as well. Most everybody that will be here is here tonight, with the exception of Mr. Davis and then Ms. Hamby will not be here. So y'all have listened. Do you have any questions?

**STEPP**-The only thing I still have on my list is approval of the funding for two JROTC positions. I have not received word back from the 7th Brigade yet. I'm pretty sure that if we fund those two positions, they're going to give us that ROTC program. So having that money ready, if we go that route, and hire people it would be great. It's on that green sheet, number 10.

**BOSTON**-I would feel more comfortable with the full board approving that totally.

**HALE**-So we'll bring it before the full board tomorrow?

**BOSTON**-Well, we can put that on the agenda for tomorrow. Because everybody will be here, Mr. Safdie is out of the country, so he's out. Ms. Hamby will be having surgery, so she's out but Mr. Davis will be here.

**STEPP**-If we're going to put it on there do we need to reflect it in here or wait to see if it's approved and then reflect it in here?

**BOSTON**-I would just make it a separate item. And then let us discuss it and then if it does, if it approves it approves, if it doesn't, then we go from there.

**STULL**-What was the total on those positions?

**STEPP**-If you look at number 10 on the green sheet, it talks about what it costs. The highest would be like an officer, like a Colonel. And then as you go down in rank, it's less cost.

**STULL**-But what would you, what are you proposing for that?

**BOSTON**-\$220,000. Does that include benefits?

**BRAY**-Yeah, I think that we originally said between \$200,000 and \$220,000 with benefits for both.

**BOSTON**-But does the \$220,00 include the benefits?

**BRAY**-Yes.

**HAMBY**-And that's for both positions. \$220,000 is for two positions.

**BRAY**-That's best estimate.

**BOSTON**-Ms. Diane when you're doing the agenda, put that as a single item.

**STEPP**-You want to vote on that first and then go to the full budget?

**BOSTON**-Yes, if you don't mind and that way if it's approved then we can just amend that budget and include those in that. Because that will take our fund balance down to about \$1.5 something.

**STEPP**-And you have a huge amount of community support for this. Everywhere I speak, I speak 10-15 times-everybody's asking about it and everyone is supporting it. From the military officer's associations to the noon rotary.

**BOSTON**-I just prefer to...

**STEPP**-No, I understand. I just wanted to let you know this has been talked about ever since I got here. I guess because my military relation maybe I'm not sure.

**BOSTON**-I don't know. I know very little about the program and so I'm kind of in the dark. I have to trust other people's (inaudible). And you had something else? Is that the only thing we wanted to...

**STEPP**-Well, I was just going to ask for the three extra SPED teachers.

**STOUT** -We had already approved the 4, correct, and that's in the budget. So it was the 3 that were pending out there?

**STEPP**-That was the thing I mentioned earlier.

**NICHOLS**-That is a need, not a want.

**STEPP**-It's based on caseloads, so we're getting more students who qualify for special education, and that is paid for through TISA. So, there are those unique learning needs-those 10 categories, so those are...

**BOSTON**-That was my next question.

**STEPP**-Yeah, if you fit in those unique learning categories, that's where these teachers serve those children.

**BOSTON**-Do we expect an influx? Or do we have the influx now?

**STEPP**-It's now and we've got more students with (inaudible) so at three or four different schools the caseload is going over what we try to keep them at. And the reason is there's nine grades that these special education teachers are covering. So, if you have, let's say, 15-20 kids, whatever that number is, and they're split over 4 grades, some principals split them just as elementary in the middle. There's a combination depending on the size of the school that they serve directly in the classrooms with the teachers and including classrooms and. They run all, they work all the stuff in the classrooms, for extra services and all that kind of stuff.

**HAMBY**-So instead of 4, can we amend that and do 7?

**BOSTON**-Well, that's what I'm fixing to ask. How much money are we talking about?

**BRAY**-Probably between-well it's hard to say whether they're going to have a master's degree in 20 years-it's going to be somewhere between another \$150,000 and \$200,000.

**STULL**-For the 3 positions?

**BRAY**-For the 3 positions. With benefits, taxes, retirement.

**BOSTON**-And this sounds so so tacky, but I'll say it anyway, these students that we already have are already on the TISA sheet. We're already collecting money from them?

**STEPP**-Correct. Ms. Marlene and her department go through those codes monthly and make sure every kid is coded correctly so that we get credit for them with the TISA money. The TISA money-we figured it up, and correct me if I'm wrong Ms. Holton, is about \$3.5 for the unique learning needs. Now that doesn't mean we have to spend it on all \$3.5 because it's a funding formula, not a spending formula. But we have these extra students over the caseloads, and can the teachers make it work? They always do- teachers are survivors. They do amazing things, but this would help the principals out. This would help teachers out, teacher assistants. I mean, they're getting more help where the need is directly needed. And it's recorded in TISA, that's 4 part of where our money is.

**NICHOLS**-Ms. Boston, could we ask some of the principals? About your need.

**HALL**-So the problem that we have is I currently have two SPED teachers and I cover-we are starting to have kids that qualify for special education services even in pre-K so that puts me at ten grade levels. Well then I only have two teachers, in some grade levels. So like in my 6th 7th and 8th grade, normally you stagger your schedule so that you know you might have your inclusion class second period and then you could get some covered in first period and some covered in second. But when you only have two classes, then you know in 6th grade, 7th grade, 8th grade, 5th grade, they've all got an inclusion class at the same time. So that's four classes with two teachers and again has to do with my size. A different school with bigger numbers may not be affected as much, but you know there's RTI classes. Marlene, how many are we pushing now?

**HOLTON**-32 with (inaudible).

**HALL**-So you know when you figure in those that you're trying to get tested with that it's a scheduling nightmare to make sure that your kids are getting the services they need. So, we could definitely benefit from that.

**BOSTON**-So if we had seven positions, what elementary schools would benefit from those seven positions?

**SPICER**-I only have a halftime position right now because we're the smallest school in the county, but I still have pre-K through 8th grade with service needs in all of those and so my teacher, who is spread among ten grade levels and she's only half time SPED. So having her as a full time SPED teacher would just be amazing for her to be able to cover all of our student needs.

**BOSTON**-Would that get you a full-time position?

**HAMBY**-If we approve those, yes.

**STEPP**-That's part of these positions is making a couple of them full time. Marlene could probably tell you the whole part of that.

**BARNES**-And just so you know, this year, Stone Elementary, we had one full-time SPED teacher, and we chose to use assistants. But we're going to need 3 special education teachers. Because our caseload is 50 plus.

**NICHOLS**-Kids?

**BOSTON**-Is what?

**BARNES**-50 plus. One SPED teacher has been writing all the IEP's.

**BOSTON**-So you're going to go from 1 to 3?

**BARNES**-Not in new positions, but we will incorporate like we'll take special education assistants-like two of them will be one teacher, but I'm just saying the caseloads are there, it's valid. It's very needed in every building.

**BOSTON**-Principles raise your hands, if you think that that would benefit your students, raise your hands.

**NICHOLS**-Definitely a need. Thank you for what you do.

**HOLTON**-I will just say that the unique learning needs that pulls the \$3.7 million for just special ed students, does not touch the base. So that additional \$3.7 million for the SPED, the base still stays for the students in the GP for their classroom teachers and those things. So I don't remember exactly how much of an increase we had, but we were not near the \$3.7 that was pulled for Cumberland County, but like you said, it's not a spending formula. It's just this is how much money you get.

**BOSTON**-Well, and I don't think well, I'm going to speak for myself. I don't want to look at students as an income. If they've got a problem, we need to service that problem. It's not an income based, "Oh, they've got a problem, so we get so much money". I don't ever want to look at it that way. What I do want to look at is are we giving the services that we need? Now on the proposed sheet, it was only proposed 4 positions. And it was discussed that we think three more next year. I think it's certainly open for discussion.

**HALE**-So what I think that we're hearing is that we really need 7, not just four.

**BOSTON**-Well, we discussed that before.

**STOUT**-Yeah, cause #11 does say we actually need 7 new but graduated in the budget over the next two years. It is possible to add this year all seven new positions. But on the executive summary is where the four...

**BOSTON**-Right, that's what was proposed. What number did you say, Shannon that is?

**STOUT**-Number of 11 on the new one.

**STEPP**-Yeah, the first part is green because y'all had already...

**STOUT**-Approved the four.

**STEPP**-And the reason I graduated them is I was just looking at total budget and 7 positions is a lot. So, I just wanted to make sure everyone understood I am going to be fiscally responsible when adding these and if we had to wait for whatever reason at the end of the budget, then Marlene and I will talk to figure out how to make it work, but it is a need.

**HALE**-Are any of these positions paid through this through SPED or through the federal programs, or no?

**HOLTON**-So the recommendation from the state was that all certified teachers that are needed positions need to be in the GP budget, so that we meet the maintenance of effort. So that's why we were moving the positions from federal and the only positions we added were in the general budget.

**HALE**-OK. Thank you.

**STEPP**-I think that recommendation was because federal could fluctuate. It was more than we could handle.

**BOSTON**-It said recommendation from state consultant.

**STEPP**-We got audited this year at the beginning of the year.

**HALE**-So I can make a motion that we entertain the idea of hiring 7 SPED.

**BOSTON**-You would only have three additional because we've already approved four.

**HALE**-Oh, 3, 3 additional.

**BOSTON**-Right, because we've already approved the 3.

**HALE**-We need 4 more then?

**HAMBY**-No we approved the four we need 3. So, you're making a motion to add the 3.

**HALE**-So I make a motion to approve to add the three.

**KING**-Second.

**HAMBY**-And with these added positions, that should mean there will be absolutely no excuse for any child to be overlooked. Or left behind.

**BOSTON**-Ms. Bray, is the 4 in this budget?

**BRAY**-Correct.

**BOSTON**- We would only be adding the three?

**BRAY**-There's the seven that we moved from federal to general...

**BOSTON**-And that's in here?

**BRAY**-That's in there, there's the four. And then we would be adding an additional 3 that's not in there.

**HALE**-Can we afford it?

**STOUT**-Well, it says it's possible to have all seven this year. So what was that based on?

**BRAY**-No, it's just saying is it possible? They would just like-he would like to do that they would like to do that.

**STOUT**-OK, that's more of a question than we can do it.

**BRAY**-But it's just, I mean you add those positions and your fund balance goes down. There's no where else to take it from right and that's you folks' decision not mine. .

**BOSTON**-Well and I and I hate to say, there again, I think I've quoted this before. I've gone into a budget with \$36,000 fund balance and never blinked. In past years. Having \$1.8 and I'm comfortable in taking off of that if it puts teachers in the classroom and student's needs met.

**STOUT**-If it accomplishes the goals that we're going for.

**BOSTON**- I mean right now I can go ahead and spend your \$1.8 with no problem. But I don't think that's really a wise move on my part.

**STEPP**-And this is aligned to our strategic plan.

**BOSTON**-We've got a motion. We've got a first and a second to add the other additional 3. Discussion? I'm open.

**HALE**-Can we afford it? If we can't afford it, I'll remove my motion.

**BOSTON**-We can afford it. I mean, the money is there. It just takes down the amount of money in your fund balance.

**HAMBY**-Which is OK if it's something that's a need.

**STULL**-I think it's the right thing to do and the right way to spend the money that's there.

**BOSTON**-Well, spending money on students is never a bad way to spend money. If y'all are ready. All in favor?

**BOSTON/KING/HALE**-Aye.

**BOSTON**- All opposed? OK, so we'll try to add those 3. And Kim, are you were you making notes as we go along? Would you recap what all we've done?

**BRAY**-OK. As far as pay increase 8% for all certified. 4% for classified. We approved the proposed classified supervisor scale. We have now added seven special educational classroom teachers. We're going to move 7 from the federal budget to GP. We have approved an additional safe school counselor

and additional social worker. We are removing the TMSAA dues and the additional coaching supplements. We removed the study by Mr. Chamberlin's firm until Board approved and you had previously approved the new pre-K curriculum and the additional property insurance increase.

**BOSTON-OK**, is the safe school counselor and the social worker reflected in this budget?

**BRAY**-It is.

**BOSTON-OK?** It was hard for me to kind of decipher what was included and what wasn't.

**STEPP**-Everything that was on the executive summary is included and then that additional stuff I tried to put-documenting on that budget goals and considerations. I try to keep them separate so we know which and where.

**BOSTON**-So we're only adding to this particular budget the three positions? Everything on this sheet was included? OK, now you've changed that-we've changed that, right? So, the new updated 5/30 that will change and you said that would add or that would take about... No, it was it was in the original budget, so we know what that was.

**BRAY**-The 3 additional positions-it's probably going to add between \$150,000-\$200,000. I'll just have to get an estimate.

**BOSTON-Ok**. Ladies and gentlemen, are we forgetting something? Yes, we've got to approve the federal budget and the food services. I'll make a motion we approve both the federal programs 142 budget and the cafeteria operations budget/nutrition program budget.

**KING**-Second.

**BOSTON**-Any discussion, all in favor?

**BOSTON/KING/HALE**-Aye.

**BOSTON**-All opposed? So, we've got those two and they are presented at the same time we present, right?

**BRAY**-Yes ma'am.

**BOSTON**- OK, ladies and gentlemen. I think we've got a working budget-one that I can support that can go to the full board tomorrow afternoon. Any questions while all of us are here.

**HAMBY**-I think it looks good.

**BOSTON**-If not, I'll entertain a motion to adjourn.

**KING**-Move to adjourn.

**BOSTON**-2<sup>nd</sup>. All opposed? Motion carries.

## **5. Adjournment**

VOICE VOTE: King

MOTION: Adjourn

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

Carried unanimously.

The meeting was adjourned at approximately 6:09 pm.

Mr. William Stepp, Director of Schools

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Ms. Teresa Boston Chairman of the Budget Committee

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Diane McCartney, Executive Assistant for the Director of Schools and Board

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

**DRAFT / PRELIMINARY**

141 General Purpose School		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget	Total	Actual	Encumbered	% of Avg
							Estimate				
<b>Revenues</b>											
40110	Current Property Tax	1,863,921.00	1,069,467.60	1,069,467.60	0.00	57.38%	155,326.75	505,087.42	505,087.42	0.00	325.18%
40120	Trustee's Collections - Prior Year	163,519.00	60,147.52	60,147.52	0.00	36.78%	13,626.58	5,659.46	5,659.46	0.00	41.53%
40130	Ctr Clk/Clk & Master Collections-Pr Yr	108,155.00	38,152.06	38,152.06	0.00	35.28%	9,012.92	6,501.78	6,501.78	0.00	72.14%
40140	Interest And Penalty	91,724.00	32,831.59	32,831.59	0.00	35.79%	7,643.67	7,900.86	7,900.86	0.00	103.36%
40210	Local Option Sales Tax	16,680,255.00	6,755,651.21	6,755,651.21	0.00	40.50%	1,390,021.25	1,366,010.01	1,366,010.01	0.00	98.27%
40270	Business Tax	4,855.00	2,270.50	2,270.50	0.00	46.77%	404.58	399.00	399.00	0.00	98.62%
40275	Mixed Drink Sales	80,465.00	31,367.53	31,367.53	0.00	38.98%	6,705.42	5,743.10	5,743.10	0.00	85.65%
43517	Tuition - Other	110,000.00	57,438.00	57,438.00	0.00	52.22%	9,166.67	8,806.00	8,806.00	0.00	96.07%
43570	Receipts From Individual Schools	60,000.00	33,948.00	33,948.00	0.00	56.58%	5,000.00	7,816.69	7,816.69	0.00	156.33%
43990	Other Charges For Services	26,000.00	7,689.50	7,689.50	0.00	29.58%	2,166.67	7,689.50	7,689.50	0.00	354.90%
44120	Lease/Rentals	7,719.00	1,469.46	1,469.46	0.00	19.04%	643.25	680.25	680.25	0.00	105.75%
44145	Sale Of Recycled Materials	5,000.00	2,580.32	2,580.32	0.00	51.61%	416.67	1,105.00	1,105.00	0.00	265.20%
44170	Miscellaneous Refunds	110,000.00	53,072.84	53,072.84	0.00	48.25%	9,166.67	18,871.50	18,871.50	0.00	205.87%
44530	Sale of Equipment	0.00	5,250.00	5,250.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
44540	Sale of Property	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
44560	Damages Recovered From Individuals	500.00	379.50	379.50	0.00	75.90%	41.67	0.00	0.00	0.00	0.00%
44570	Contributions & Gifts	15,000.00	15,736.35	15,736.35	0.00	104.91%	1,250.00	520.00	520.00	0.00	41.60%
44990	Other Local Revenues	14,000.00	8,607.50	8,607.50	0.00	61.48%	1,166.67	6,542.25	6,542.25	0.00	560.76%
46511	Basic Education Program	47,198,485.00	24,025,319.33	24,025,319.33	0.00	50.90%	3,933,207.08	5,286,361.47	5,286,361.47	0.00	134.40%
46515	Early Childhood Education	1,059,450.00	234,877.27	234,877.27	0.00	22.17%	88,287.50	0.00	0.00	0.00	0.00%
46590	Other State Education Funds	738,274.96	346,742.66	346,742.66	0.00	46.97%	61,522.91	77,432.40	77,432.40	0.00	125.86%
46591	Coordinated School Health - ARRA	113,000.00	0.00	0.00	0.00	0.00%	9,416.67	0.00	0.00	0.00	0.00%
46594	Family Resource Centers - ARRA	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
46610	Career Ladder Program	100,000.00	42,712.03	42,712.03	0.00	42.71%	8,333.33	0.00	0.00	0.00	0.00%
46640	Vocational Equipment	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
46981	Safe Schools-ARRA	282,868.89	132,280.46	132,280.46	0.00	46.76%	23,572.41	82,125.96	82,125.96	0.00	348.40%
46790	Other Vocational	6,137,431.04	615,773.13	615,773.13	0.00	10.03%	511,452.59	144,873.34	144,873.34	0.00	
47401	American Rescue Plan Grant #1	0.00	60,184.08	60,184.08	0.00	0.00%	0.00	60,184.08	60,184.08	0.00	#DIV/0!
47990	Other Federal Direct Revenue	333,000.00	0.00	0.00	0.00	0.00%	27,750.00	0.00	0.00	0.00	0.00%
48610	Donations	0.00	100.00	100.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
48990	Other Revenue	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	#DIV/0!
49600	Proceeds from Sale of Capital Assets	0.00	32,400.00	32,400.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
49700	Insurance Recovery	0.00	17,452.67	17,452.67	0.00	0.00%	0.00	17,452.67	17,452.67	0.00	#DIV/0!
<b>Total Revenues</b>		<b>\$ 75,303,622.89</b>	<b>\$ 33,683,901.11</b>	<b>\$ 33,683,901.11</b>	<b>\$ -</b>	<b>44.73%</b>	<b>\$ 6,275,301.91</b>	<b>\$ 7,617,762.74</b>	<b>\$ 7,617,762.74</b>	<b>\$ -</b>	<b>121.39%</b>

**Expenditures**

71100	Regular Instruction Program	(30,355,462.00)	12,551,261.17	12,551,161.17	100.00	-41.35%	(2,529,621.83)	2,301,753.87	2,301,753.87	0.00	90.99%
71150	Alternative Instruction Program	(346,710.00)	151,539.65	151,539.65	0.00	-43.71%	(28,892.50)	#VALUE!	29,751.65		0.00%
71200	Special Education Program	(5,427,421.00)	2,215,122.71	2,214,200.46	922.25	-40.81%	(452,285.08)	461,084.61	461,151.73	(67.12)	101.95%
71300	Career And Technical Education	(3,799,515.00)	2,365,428.71	2,304,103.71	61,325.00	-62.26%	(316,626.25)	431,699.36	509,534.11	(77,834.75)	136.34%
71400	Student Body Education Program	(681,239.00)	374,820.27	374,820.27	0.00	-55.02%	(56,769.92)	305,324.19	305,324.19	0.00	537.83%
72110	Attendance	(220,842.00)	96,454.17	96,364.17	90.00	-43.68%	(18,403.50)	13,048.73	12,958.73	90.00	70.90%
72120	Health Services	(767,563.00)	356,588.79	344,998.94	11,589.85	-46.46%	(63,963.58)	86,623.96	78,091.95	8,532.01	135.43%
72130	Other Student Support	(2,141,340.00)	675,313.10	675,313.10	0.00	-31.54%	(178,445.00)	142,327.74	142,327.74	0.00	79.76%
72210	Regular Instruction Program	(1,378,911.00)	680,452.65	680,452.65	0.00	-49.35%	(114,909.25)	85,485.04	85,485.04	0.00	74.39%
72220	Special Education Program	(800,703.00)	483,704.52	482,694.55	1,009.97	-60.41%	(66,725.25)	125,982.61	125,072.64	909.97	188.81%
72230	Career And Technical Education	(539,796.00)	218,387.19	218,189.59	197.60	-40.46%	(44,983.00)	48,005.01	47,909.38	95.63	106.72%
72250	Technology	(1,578,682.00)	968,563.94	964,797.15	3,766.79	-61.35%	(131,556.83)	70,178.51	71,326.99	(1,148.48)	53.34%
72310	Board Of Education	(1,154,080.00)	602,850.49	602,850.49	0.00	-52.24%	(96,173.33)	64,019.08	69,903.08	(5,884.00)	66.57%
72320	Office Of The Superintendent	(329,165.00)	142,374.11	142,374.11	0.00	-43.25%	(27,430.42)	20,781.68	20,855.42	(73.74)	75.76%
72410	Office Of The Principal	(4,629,221.00)	2,010,219.59	2,010,219.59	0.00	-43.42%	(385,768.42)	406,849.86	406,849.86	0.00	105.46%
72510	Fiscal Services	(299,611.00)	116,735.91	116,735.91	0.00	-38.96%	(24,967.58)	21,802.14	21,802.14	0.00	87.32%
72520	Human Services/Personnel	(210,792.00)	71,317.56	70,008.76	1,308.80	-33.83%	(17,566.00)	11,597.23	11,597.23	0.00	66.02%
72610	Operation Of Plant	(5,788,084.00)	2,659,632.86	2,651,396.58	8,236.28	-45.95%	(482,340.33)	310,546.25	317,055.24	(6,508.99)	64.38%
72620	Maintenance Of Plant	(4,146,920.00)	1,295,384.15	715,429.85	579,954.30	-31.24%	(345,576.67)	200,247.00	103,078.94	97,168.06	57.95%
72710	Transportation	(3,931,857.00)	1,535,138.63	1,398,124.58	137,014.05	-39.04%	(327,654.75)	279,609.13	251,146.58	28,462.55	85.34%
72905	American Rescue Plan Act Expenditure	0.00	0.00	0.00	0.00	0.00%	-	0.00	0.00	0.00	0.00%
73300	Community Services	(160,274.00)	56,875.70	56,675.70	200.00	-35.49%	(13,356.17)	(6,799.58)	(6,799.58)	0.00	-50.91%
73400	Early Childhood Education	(1,423,112.00)	596,434.72	588,234.01	8,200.71	-41.91%	(118,592.67)	118,801.31	118,801.31	0.00	100.18%
76100	Regular Capital Outlay	(235,000.00)	57,433.27	57,433.27	0.00	-24.44%	(19,583.33)	8,588.15	8,588.15	0.00	43.85%
82130	Education Debt Service	(24,328.00)	0.00	0.00	0.00	0.00%	(2,027.33)	0.00	0.00	0.00	0.00%
82230	Education Debt Service	(61.00)	0.00	0.00	0.00	0.00%	(5.08)	0.00	0.00	0.00	0.00%
99100	Transfers Out	(1,000,000.00)	0.00	0.00	0.00	0.00%	(83,333.33)	0.00	0.00	0.00	0.00%
<b>Total</b>	<b>Expenditures</b>	<b>\$ (71,370,689.00)</b>	<b>\$ 30,282,033.86</b>	<b>\$ 29,468,118.26</b>	<b>\$ 813,915.60</b>	<b>42.43%</b>	<b>\$ (5,947,557.42)</b>	<b>#VALUE!</b>	<b>\$ 5,493,566.39</b>	<b>\$ 43,741.14</b>	<b>#VALUE!</b>
<b>Total</b>	<b>141 General Purpose School</b>	<b>\$ 3,932,933.89</b>	<b>\$ 3,401,867.25</b>	<b>\$ 4,215,782.85</b>	<b>\$ (813,915.60)</b>	<b>-86.50%</b>	<b>\$ 12,222,859.32</b>	<b>#VALUE!</b>	<b>\$ 2,124,196.35</b>	<b>\$ (43,741.14)</b>	<b>#VALUE!</b>

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

Month	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Budget	FY 23-24 Actual	Difference
August	\$ 801,418	\$ 838,289	\$ 870,571	\$ 1,020,777	\$ 1,166,927	\$ 1,351,767	\$ 1,432,873	\$ 1,434,099	\$ 1,226
September	\$ 780,570	\$ 819,089	\$ 865,871	\$ 952,467	\$ 1,107,995	\$ 1,364,864	\$ 1,446,756	\$ 1,362,368	\$ (84,388)
October	\$ 765,307	\$ 825,937	\$ 846,819	\$ 919,285	\$ 1,083,881	\$ 1,264,424	\$ 1,340,289	\$ 1,298,385	\$ (41,905)
November	\$ 779,901	\$ 787,757	\$ 859,937	\$ 973,849	\$ 1,106,688	\$ 1,299,471	\$ 1,377,439	\$ 1,294,789	\$ (82,650)
December	\$ 732,522	\$ 806,666	\$ 871,317	\$ 983,974	\$ 1,132,259	\$ 1,289,256	\$ 1,366,611	\$ 1,366,010	\$ (601)
January	\$ 751,619	\$ 779,663	\$ 827,204	\$ 977,133	\$ 1,159,721	\$ 1,298,903	\$ 1,376,837		
February	\$ 898,277	\$ 942,493	\$ 1,057,209	\$ 1,278,153	\$ 1,304,344	\$ 1,471,897	\$ 1,560,211		
March	\$ 643,613	\$ 676,708	\$ 731,082	\$ 897,298	\$ 965,550	\$ 1,156,878	\$ 1,226,291		
April	\$ 652,075	\$ 690,817	\$ 710,630	\$ 828,199	\$ 999,451	\$ 1,131,461	\$ 1,199,349		
May	\$ 781,890	\$ 815,144	\$ 854,049	\$ 1,178,207	\$ 1,264,205	\$ 1,398,362	\$ 1,482,264		
June	\$ 758,856	\$ 825,043	\$ 828,973	\$ 1,096,183	\$ 1,185,985	\$ 1,309,063	\$ 1,387,607		
July Accrual	\$ 814,461	\$ 878,558	\$ 947,306	\$ 1,114,903	\$ 1,298,919	\$ 1,399,744	\$ 1,483,729		
<b>Total</b>	<b>\$ 9,160,509</b>	<b>\$ 9,686,164</b>	<b>\$ 10,270,968</b>	<b>\$ 12,220,428</b>	<b>\$ 13,775,928</b>	<b>\$ 15,736,090</b>	<b>\$ 16,680,255</b>	<b>\$ 6,755,651</b>	<b>\$ (208,318)</b>

RESOLUTION # \_\_\_\_\_  
Cumberland County, Tennessee  
TVA Battelle Education Grant School Fund

WHEREAS, the school district has been awarded the following new competitive grants that were not included in the original Fund 141 School Budget: TVA Battelle Education Grant. Whereas, the grants will provide additional money to STEM projects at PineView Elementary, North Cumberland Elementary and Cumberland County High School.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 25th day of January, 2024, and by the Cumberland County Commission meeting on this 19th day of February, 2024, that the following resolution be adopted:

---

**NEW GENERAL FUNDS GRANT: TVA Battelle Education**

Increase Revenues:		
46851	General Funds- TVA Battelle Education	\$13,500.00
	<b>Total Increase:</b>	<b>\$13,500.00</b>
Increase Expenditures:		
141-71300-429	Supplies and Materials	\$ 3,500.00
141-71300-730	Equipment	\$ 10,000.00
	<b>Total Increase:</b>	<b>\$13,500.00</b>

SPONSORED BY:  
\_\_\_\_\_  
BOE Member

APPROVED BY:  
\_\_\_\_\_  
Chairman of the Board

ATTEST:  
  
\_\_\_\_\_  
Director of Schools

Ayes: \_\_ Nays: \_\_ Abstain: \_\_\_\_\_

Sponsor: \_\_\_\_\_ County  
Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote: Ayes: \_\_ Nays: \_\_ Abstain: \_\_

RESOLUTION # \_\_\_\_\_

Cumberland County, Tennessee  
Federal Program School Fund

WHEREAS, the Federal 901 budget requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 25th day of January 2024, that the following budget amendment be adopted:

---

Federal Budget Amendment

Decrease Expenditures

142-901-71200-429	Instructional Supplies & Materials	\$	26,000.00
142-901-71200-499	Other Supplies & Materials	\$	70,000.00
142-901-71200-725	Special Education Equipment	\$	44,000.00
Total Decrease of Expenditures		\$	140,000.00

Increase Expenditures

142-901-72710-729	Transportation Equipment	\$	140,000.00
Total Increase of Expenditures		\$	140,000.00

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

RESOLUTION # \_\_\_\_\_

Cumberland County, Tennessee  
Federal Program School Fund

WHEREAS, the Federal 911 budget requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 25th day of January 2024, that the following budget amendment be adopted:

**Federal Budget Amendment**

Decrease Expenditures

142-911-72220-355	Travel	\$	<u>1,000.00</u>
Total Decrease of Expenditures		\$	1,000.00

Increase Expenditures

142-911-71200-116	Teachers	\$	<u>1,000.00</u>
Total Increase of Expenditures		\$	1,000.00

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

**BOE APPROVED: NO COMMISSION ACTION REQUIRED**

Amendment # \_\_\_\_\_  
Cumberland County, Tennessee  
Federal Program School Fund

WHEREAS, the Perkins Basic Grant required a revision to account for a change in needs.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 25<sup>th</sup> day of January, 2024, that the following budget amendment be adopted:

---

Federal Grant Perkins Basic Budget Amendment

Decrease Expenditures:

142-72230-524-801	In-Service/ Staff Development	\$ 1,000.00
	<b>Total Decrease:</b>	<b>\$ 1,000.00</b>

Increase Expenditures:

142-72130-399-801	Other Contracted Services	\$ 1,000.00
	<b>Total Increase:</b>	<b>\$ 1,000.00</b>

SPONSORED BY:

\_\_\_\_\_  
BOE Member

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes:\_\_\_Nays:\_\_\_Abstain:\_\_\_\_\_

**BOE APPROVED: NO COMMISSION ACTION REQUIRED**

Amendment # \_\_\_\_\_  
Cumberland County, Tennessee  
Perkins Reserve Consolidated Federal Fund

WHEREAS, the Perkins Reserve Consolidated Grant requires a revision to increase equipment funding and decrease Other Supplies and Other Contracted Services.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 25th day of January 2024, that the following budget amendment be adopted:

---

<b>FEDERAL GRANT: Perkins Reserve Consolidated</b>			
Increase Expenditures			
142-802-71300-730	Vocational Equipment		34,000.00
		<b>Total Increase</b>	<b>\$34,000.00</b>
Decrease Expenditures			
142-802-71300-429	Other Supplies & Materials		21,000.00
142-802-72130-399	Other Contracted Services		13,000.00
		<b>Total Decrease</b>	<b>\$34,000.00</b>

SPONSORED BY:

\_\_\_\_\_  
BOE Member

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes: \_\_\_ Nays: \_\_\_ Abstain: \_\_\_\_\_

**RESOLUTION # \_\_\_\_\_**

Cumberland County, Tennessee

**CENTRAL CAFETERIA FUND**

WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved for additional USDA funds designated to minimize charges incurred for storage and distribution of USDA foods from state-contracted warehouses.

WHEREAS the Departments of Agriculture and Education receive formula-based federal funds for state administrative expenses (SAE), and USDA has a specific list of allowable state-level expenses for which these funds can be used. Included in USDA’s definition of “state-level” is the storage/distribution costs paid by SFAs to state-contracted warehouses. The availability of funds will fluctuate each year, and the rebate program may or may not occur in the future depending on funding levels.

THEREFORE, be it resolved that the following budget amendment be approved by the Cumberland County Board of Education meeting this **25<sup>th</sup>** day of **January 2024** and adopted by the Cumberland County Commission meeting this \_\_\_\_\_ day of **February 2024**.

**INCREASE REVENUES:**

143.47114 USDA Other \$9,930.96

TOTAL INCREASE: **\$9,930.96**

**INCREASE EXPENDITURES:**

143.73100.354 Transportation – USDA Foods/Commodity Delivery \$9,930.96

TOTAL INCREASE: **\$9,930.96**

SPONSORED BY: \_\_\_\_\_  
BOE Member

SPONSORED BY: \_\_\_\_\_  
County Commissioner

APPROVED BY: \_\_\_\_\_  
Chairman of the Board

APPROVED BY; \_\_\_\_\_  
County Mayor

ATTEST: \_\_\_\_\_  
Director of Schools

ATTEST: \_\_\_\_\_  
County Clerk

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

**RESOLUTION # \_\_\_\_\_**  
Cumberland County, Tennessee  
**CENTRAL CAFETERIA FUND**

WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved for additional USDA funds designated to school food authorities (SFAs) administering the National School Lunch Program (NSLP) and School Breakfast Program (SBP) to provide local operators direct financial relief for those impacted by disruptions to programs due to supply chain issues.

THEREFORE, be it resolved that the following budget amendment be approved by the Cumberland County Board of Education meeting this **25th** day of **January 2024** and adopted by the Cumberland County Commission meeting this \_\_\_\_\_ day of **February 2024**.

**INCREASE REVENUES:**

143.47114 USDA Other	\$170,995.48	
<b>TOTAL INCREASE:</b>		<b>\$170,995.48</b>

**INCREASE EXPENDITURES:**

143.73100.422 Food Supplies	\$170,995.48	
<b>TOTAL INCREASE:</b>		<b>\$170,995.48</b>

SPONSORED BY: \_\_\_\_\_  
BOE Member

SPONSORED BY: \_\_\_\_\_  
County Commissioner

APPROVED BY: \_\_\_\_\_  
Chairman of the Board

APPROVED BY; \_\_\_\_\_  
County Mayor

ATTEST: \_\_\_\_\_  
Director of Schools

ATTEST: \_\_\_\_\_  
County Clerk

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X 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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By MarySelle Lea Date of Trip February 21-22, 2024  
 Destination Legislative Breakfast City Nashville State TN  
 Departure time February 21, 2024 Return February 22, 2024 Admission per student: \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: MarySelle Lea # of Students 5  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

MarySelle Lea Sponsoring Teacher's Signature Cell Phone # \_\_\_\_\_  
[Signature] Principal's Signature Date 1-5-2024

*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 \_\_\_\_\_

## Cumberland County Board of Education Administrative Procedures

Issued: July 2004	<b>Procedure:</b>  Field Trip and Excursions	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X Out of State \_\_\_\_\_

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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By MarySelle Lea Date of Trip March 8-9, 2024  
 Destination UT Martin Officer Prep Course City Martin State TN  
 Departure time March 8, 2024 Return March 9, 2024 Admission per student: \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: <u>MarySelle Lea</u>	# of Students <u>5</u>
_____	_____
_____	_____
Total: _____	Total: _____

Additional Chaperones (if needed) \_\_\_\_\_

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

MarySelle Lea \_\_\_\_\_ 1-5-2024  
 Sponsoring Teacher's Signature     Cell Phone #     Principal's Signature     Date

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

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

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure:  <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X 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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By Jason Atkinson Date of Trip March 23-27, 2024  
 Destination FFA State Convention City Gatlinburg State TN  
 Departure time March 23, 2024 Return March 27, 2024 Admission per student \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: Jason Atkinson # of Students 32  
MarySelle Lea  
Danny Wilson  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

Jason Atkinson 931-267-2373 John C. Bell 4-5-2024  
 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 \_\_\_\_\_



# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X 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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By Danny Wilson Date of Trip April 29-May 3, 2024  
 Destination National Soils City El Reno State OK  
 Departure time April 29, 2024 Return May 3, 2024 Admission per student: 5  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: Danny Wilson # of Students 5  
MarySelle Lea  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

[Signature] \_\_\_\_\_ Cell Phone # \_\_\_\_\_ [Signature] 1.5.2024  
 Sponsoring Teacher's Signature Principal's Signature Date

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

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

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X 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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By Jason Atkinson Date of Trip June 22-30  
 Destination Go FFA City New England States State \_\_\_\_\_  
 Departure time June 22, 2024 Return June 30, 2024 Admission per student: 3  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: Jason Atkinson # of Students 3  
MarySelle Lea  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

Jason Atkinson 931-267-2373 [Signature] 1.5.2024  
 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 \_\_\_\_\_

## Cumberland County Board of Education Administrative Procedures

<b>Issued:</b> July 2004	<b>Procedure:</b>  <h3 style="text-align: center;">Field Trip and Excursions</h3>	<b>Policy Reference:</b> 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X 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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By Jason Atkinson Date of Trip July 1-5, 2024  
 Destination FFA Leadership Camp City Doyle State TN  
 Departure time July 1, 2024 Return July 5, 2024 Admission per student 5  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: <u>Jason Atkinson</u> <u>MarySelle Lea</u> <u>Danny Wilson</u>	# of Students <u>32</u> _____ _____ _____
Total: _____	Total: _____

Additional Chaperones (if needed) \_\_\_\_\_

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

Jason Atkinson     931-267-2373     [Signature]     1.5.2024  
 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 \$ \_\_\_\_\_

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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 \_\_\_\_\_

# Cumberland County Board of Education Administrative Procedures

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

In State/Pre-approved \_\_\_\_\_ Overnight X Out of State \_\_\_\_\_

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 Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By Jason Atkinson Date of Trip July 15-21, 2024  
 Destination Washington Leadership Conference City Washington D.C. State \_\_\_\_\_  
 Departure time July 15, 2024 Return July 21, 2024 Admission per student: \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: Jason Atkinson # of Students 5  
MarySelle Lea  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

Jason Atkinson 931-267-2373 [Signature] 1-5-2024  
 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 \_\_\_\_\_

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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Cumberland County Schools  
Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight  Out of State \_\_\_\_\_

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

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

School Cumberland County High School Subject/Grade Level FFA  
 Trip Requested By MarySelle Lea Date of Trip February 23-24, 2024  
 Destination FFA Alumni Convention City Burns State TN  
 Departure time February 23, 2024 <sup>return</sup> February 24, 2024 Admission per student: \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: MarySelle Lea # of Students 5  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_

Additional Chaperones (if needed) \_\_\_\_\_

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

MarySelle Lea 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*



**CRAB ORCHARD  
ELEMENTARY SCHOOL**

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

Dear Mr. Stepp and School Board Members:

Crab Orchard Elementary's 8th grade class would like to participate in an overnight field trip to Pigeon Forge and Gatlinburg, TN. The trip would begin after school on May 17, 2024 and return on May 18 at approximately 10:00pm. The trip would include dinner at CiCi's Pizza, an overnight stay at Ripley's Aquarium and a day trip to Dollywood. Estimated cost for students is \$250.00 each.

Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Debbie Beaty". The signature is written in black ink and is positioned to the right of the typed name.

Debbie Beaty  
Principal

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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## Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight  Out of State \_\_\_\_\_

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

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

*Ripley's Aquarium  
Dollywood*

School Crab Orchard Elementary Subject/Grade Level 8<sup>th</sup> grade  
 Trip Requested By Erin Jackson Date of Trip 5.17.24  
 Destination Pigeon Forge/Cantlinburg City \_\_\_\_\_ State TN  
 Departure time 4:00 pm Return 5.18.24 10 pm Admission per student \$ 250 estimated  
 Special Services needed such as school nurse, handicap vehicle, etc. N/A

Please check type of Activity:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Academic Field Trip  | <input type="checkbox"/> Competition                                       |
| <input checked="" type="checkbox"/> Incentive Field Trip | <input type="checkbox"/> Sports  |
| <input type="checkbox"/> School Clubs                    | <input type="checkbox"/> Special Classroom Trip (description)              |
| <input type="checkbox"/> Band/Chorus                     | <input checked="" type="checkbox"/> Other <u>8<sup>th</sup> grade Trip</u> |

Teachers: Erin Jackson # of Students 39  
Brianna Kerley  
April Shelton  
 Total: 3 Total: 39

Additional Chaperones (if needed) Jennifer Davis

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

Erin Jackson (931) 200-1709 Jublie Beaty 1-4-23  
 Sponsoring Teacher's Signature    Cell Phone #    Principal's Signature    Date

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

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



**CRAB ORCHARD  
ELEMENTARY SCHOOL**

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

Dear Mr. Stepp and School Board Members:

Crab Orchard Elementary's Archery teams are scheduled to compete in the following 3 tournaments:  
March 13-15 State Tournament in Murfreesboro, TN - Will be a day trip but exact date to be determined  
May 9-11 National Tournament in Louisville, KY - Will be overnight stays  
June 6-8 World Tournament in Daytona Beach, FL - Will be overnight stays

For each of these trips, parents/guardians will be responsible for transportation to and from the tournament. Fundraisers will be conducted to help in reduction of motel and food expenses.

Thank you for your consideration for each of these trips. Our students/teams have been very successful in their previous tournaments and we are excited to carry on the tradition.

Sincerely,

Debbie Beaty  
Principal

# Cumberland County Board of Education Administrative Procedures

<b>Issued:</b> July 2004	<b>Procedure:</b>  Field Trip and Excursions	<b>Policy Reference:</b> 4.302 Exhibit B
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## Cumberland County Schools Field Trip Request

In State/Pre-approved       Overnight \_\_\_\_\_      Out of State \_\_\_\_\_

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

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

School Crab Orchard Elem      Subject/Grade Level Archery  
 Trip Requested By Cindy Miniard      Date of Trip March 13-15, 2024  
 Destination TN Miller Coliseum      City Murfreesboro      State TN  
 Departure time TBD      Return TBD      Admission per student: \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. n/a

Please check type of Activity:

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

Teachers: Cindy Miniard      # of Students \_\_\_\_\_  
Debbie Beaty      \_\_\_\_\_  
 \_\_\_\_\_      \_\_\_\_\_  
 Total: \_\_\_\_\_      Total: 42

Additional Chaperones (if needed) Parents/Guardians of Archers

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

Cindy Miniard      931-979-2009      Debbie Beaty      1-4-24  
 \_\_\_\_\_      Cell Phone #      Principal's Signature      Date

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

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

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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## Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X Out of State X

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

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

School Crab Orchard Elem Subject/Grade Level Archery  
 Trip Requested By Cindy Miniard Date of Trip May 9-11, 2024  
 Destination KY Expo Center City Louisville State KY  
 Departure time TBD Return TBD Admission per student \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. N/A

Please check type of Activity:

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

Teachers: Cindy Miniard # of Students \_\_\_\_\_  
Debbie Beaty \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: 42

Additional Chaperones (if needed) Parents/Guardians of Archers

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

Cindy Miniard 931-979-2009 Debbie Beaty 1-4-24  
 Sponsoring Teacher's Signature    Cell Phone #    Principal's Signature    Date

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

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

# Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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## Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight X Out of State X

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

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

School Crab Orchard Elem Subject/Grade Level Archery  
 Trip Requested By Cindy Miniard Date of Trip June 16-18, 2024  
 Destination Ocean Center City Daytona Beach State FL  
 Departure time TBD Return TBD Admission per student \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. N/A

Please check type of Activity:

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

Teachers: Cindy Miniard # of Students \_\_\_\_\_  
Debbie Beaty \_\_\_\_\_  
 \_\_\_\_\_  
 Total: \_\_\_\_\_ Total: 42

Additional Chaperones (if needed) Parents / Guardians of Archers

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

Cindy Miniard 931-979-2009    Debbie Beaty 1-424  
 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 _____	

## Cumberland County Board of Education Administrative Procedures

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

In State/Pre-Approved  Overnight  Out of State \_\_\_\_\_

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

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

School Martin Elementary Subject/Grade Level FCCLA 6th-8th State Convention  
 Trip Requested By Kelly Johnson Date of Trip March 20, 21, 22  
 Destination Gatlinburg, TN Con. Center City Gatlinburg State TN  
 Departure Time \_\_\_\_\_ Return \_\_\_\_\_ Admission per student \$ 130.00  
 Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

Please Check Type of Activity

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

Teachers Going: Kelly Johnson # of Students 6

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 6

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

Sponsoring Teacher's Signature Kelly Johnson Cell Phone # 931-265-5435 Principal's Signature Christie Vandunka Date 12/14/23

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

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

# Cumberland County Board of Education Administrative Procedures

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

In State/Pre-approved \_\_\_\_\_     
 Overnight      
 Out of State \_\_\_\_\_

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

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

School SmHS      Subject/Grade Level 9-12  
 Trip Requested By Kylee Johnson      Date of Trip 4/14-17/24  
 Destination Chattanooga Conference Center      City Chattanooga      State TN  
 Departure time 4pm      Return 4/17/24 3pm      Admission per student: \$ \_\_\_\_\_  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: Kylee Johnson / Ivan Hawn      # of Students 34  
John Long / Marcella St. Onge  
David Seay  
Chris Bennett  
 Total: 6      Total: 34

Additional Chaperones (if needed) \_\_\_\_\_

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

Substitute requested (if needed)

Kylee Johnson      931-200-2576      [Signature]      1/4/24  
 Sponsoring Teacher's Signature      Cell Phone #      Principal's Signature      Date

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

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

## Cumberland County Board of Education Administrative Procedures

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

In State/Pre-Approved \_\_\_\_\_ **Overnight**  \_\_\_\_\_ **Out of State**  \_\_\_\_\_

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

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

School SMHS Subject/Grade Level FFA  
 Trip Requested By Rachel McClanahan Date of Trip 3/5-3/8  
 Destination Dallas/Ft. Worth TX - Nest Gen Caf. City TX (Dallas/Ft. Worth) State TX  
 Departure Time 8 am Return 8 pm Admission per student \$ 100

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

Please Check Type of Activity

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

Teachers Going:	# of Students
<u>Rachel McClanahan</u>	<u>1</u>
_____	<u>* Leilah Crawford</u>
_____	
_____	
_____	

TOTAL # of TEACHERS: \_\_\_\_\_ TOTAL # of STUDENTS 1

Additional Chaperones (If Needed) \_\_\_\_\_

- |   |  |
|---|--|
| <input type="checkbox"/> Cafeteria Notified               | <input type="checkbox"/> Purchase Order Requested                |
| <input type="checkbox"/> Substitute Requested (If Needed) | <input type="checkbox"/> Permission Slip Obtained (Take on trip) |

Sponsoring Teacher's Signature Rachel McClanahan Cell Phone # (615) 653-8147 Principal's Signature [Signature] Date 1/2/24

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

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

March - State FFA Convention

### Cumberland County Board of Education Administrative Procedures

Issued:	Procedure:	Policy Reference:
July 2004	Field Trip and Excursions	4.302 Exhibit B

#### Cumberland County Schools Field Trip Request

In State/Pre-Approved \_\_\_\_\_

Overnight  \_\_\_\_\_

Out of State \_\_\_\_\_

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

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

School SMHS Subject/Grade Level FFA  
 Trip Requested By Rachel McClanahan Date of Trip 3/25 - 3/27  
 Destination Gadlinburg convention center City Gadlinburg State IN  
 Departure Time 11 am Return 3 pm Admission per student \$ 100

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

#### Please Check Type of Activity

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

Teachers Going: \_\_\_\_\_ # of Students 20  
Rachel McClanahan  
Chloe Phillips  
Chris Burnis

TOTAL # of TEACHERS: 3 TOTAL # of STUDENTS 20

Additional Chaperones (If Needed) \_\_\_\_\_  
 Cafeteria Notified  Purchase Order Requested  
 Substitute Requested (If Needed)  Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature Rachel McClanahan Cell Phone # 615-653-8147 Principal's Signature [Signature] Date 12/15/23

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

To be completed for out-of-state and overnight school sponsored trips only  
 Approved  Denied  
 Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_

## Cumberland County Board of Education Administrative Procedures

Issued:	Procedure:	Policy Reference:
July 2004	<b>Field Trip and Excursions</b>	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved \_\_\_\_\_ Overnight X \_\_\_\_\_ Out of State \_\_\_\_\_

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

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

School Stone Memorial High School Subject/Grade Level 9, 10, 11, 12 (HOSA)  
 Trip Requested By Nicole McKie Date of Trip March 25  
 Destination 3 days Chatt. Convention Cntr City Chattanooga State TN  
 Departure Time 7:00 AM Return 2:00 pm Admission per student \$ 85 plus lodging

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

Please Check Type of Activity

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

Teachers Going: \_\_\_\_\_ # of Students 8 (eight)  
Nicole McKie

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 8 (eight)

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

Sponsoring Teacher's Signature \_\_\_\_\_ Cell Phone # 518-435-5335 Principal's Signature \_\_\_\_\_ Date 1/5/29

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

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

Approved  Denied \_\_\_\_\_  
 Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_

"Spring Wildflower Pilgrimage" Field Trip Request  
 This is an environmental science based trip led by  
 professionals in their field. Information is provided.

## Cumberland County Board of Education Administrative Procedures

Issued: July 2004	<b>Procedure:</b> Field Trip and Excursions	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_      Overnight   X        Out of State \_\_\_\_\_

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

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

School Stone Memorial High School      Subject/Grade Level Mycology Club, 9-12  
 Trip Requested By Brent Hunter      Date of Trip May 1st-3rd  
 Destination Cades Cover Campground      City Cade's Cove      State TN  
 Departure time 8am, May 1st      Return 10am, May 3rd      Admission per student: \$ 25  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_

Please check type of Activity:

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

Teachers: Brent Hunter      # of Students ~15  
               Marcela St. Onge      \_\_\_\_\_  
               \_\_\_\_\_      \_\_\_\_\_  
               \_\_\_\_\_      \_\_\_\_\_  
 Total:   2        Total: \_\_\_\_\_

Additional Chaperones (if needed) Possibly parents. The board will be notified if there are volunteers.

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

Brent Hunter      931-265-5207      Kelly Smith      1/5/24  
 Sponsoring Teacher's Signature      Cell Phone #      Principal's Signature      Date

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

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



## PROPOSED FUNDRAISING ACTIVITIES

School: Crab Orchard Elem

Fund/account name: 8<sup>th</sup> grade

Proposed fundraising activities: Dance, dress up days, bake sale

Proposed uses of funds raised: 8<sup>th</sup> grade trip

Planned purchase date: May 2024

Contingency for funds not utilized: Purchase items for 8<sup>th</sup> graders

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

Method by which school will receive profit: Ticket sales, donation

Requested by: Erin Jackson / Teacher Date: 1.2.24

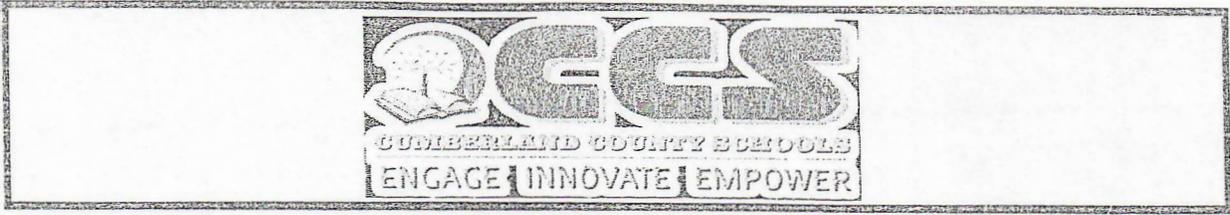
Approved by: <sup>Name/Title</sup>  
Debbie Best Date: 1-2-24  
Principal

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_

Director of Schools\*

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

Updated 8/19/2021



PROPOSED FUNDRAISING ACTIVITIES

School: Pine View

Fund/account name: Washington DC Trip 6-8

Proposed fundraising activities: Valentine Candy Gram

Proposed uses of funds raised: Students in 6-8 who have signed up for trip will split the profit to off set their trip cost

Planned purchase date: Feb. 2024

Contingency for funds not utilized: NA

Expected student involvement (school-wide or specific school organization) Whole school will participate (school-wide)

Method by which school will receive profit: Profits after presale ~~will be~~ estimate 40%

Requested by: Jessica Cowley Trip Coor. Date: 1-5-24

Approved by: Kara Spencer Name/Title: Principal Date: 1-8-24

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_

Director of Schools\*

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

Updated 8/19/2021



## PROPOSED FUNDRAISING ACTIVITIES

School: Pleasant Hill Elementary

Fund/account name: PHS PTO

Proposed fundraising activities: PopCorn Fundraiser "Smokey Mt Popcorn"

Proposed uses of funds raised: Student and Staff appreciation, rewards, food, fun, Bigger items the school / staff need.

Planned purchase date: 2/2/24 - 2/16/24

Contingency for funds not utilized: For end of year rewards and staff workroom/breakroom.

Expected student involvement (school-wide or specific school organization) school wide

Method by which school will receive profit: \_\_\_\_\_

Requested by: Sarah Matthews / PTO President / School Nurse Date: 12/8/23

Approved by: *Janie Bunker* Name/Title \_\_\_\_\_ Date: 12-11-23  
Principal

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_

Director of Schools\*

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

Updated 8/19/2021



**PROPOSED FUNDRAISING ACTIVITIES**

School: Stone Memorial High

Fund/account name: Student Council

Proposed fundraising activities: Winter Formal Dance

Proposed uses of funds raised: Homecoming Activities,  
future expenditures,

Planned purchase date: 2024

Contingency for funds not utilized: Continuation of expenses for  
the next year

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

Method by which school will receive profit: Cash

Requested by: Tonia Wyatt / teacher / Student Council Date: 12/5/23

Approved by: [Signature] Date: 12/5/23  
Name/Title  
Principal

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_

Director of Schools\*

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



**CRAB ORCHARD  
ELEMENTARY SCHOOL**

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

January 8, 2024

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,

Todd Kuffel  
AP Crab Orchard Elementary

Tag #	Item Description	Reason to Retire	Purchase Fund
3567	Stackable Washer/Dryer	Broken/Won't wash	CTE
3228	DVD/VCR Combo	Outdated/No warranty	CTE
1001577	TV	Outdated/broken	CTE
45094	Apple MacBook Pro	Outdated/No warranty	Gen
46244	Apple MacBook Pro	Outdated/No warranty	Gen
4700	Charge Sync Cart	Outdated/Doesn't work	Gen
48001	Apple MacBook Air	Outdated/Broken/No Warranty	Gen
52541	Apple MacBook	Outdated/No warranty	Gen
52546	Apple MacBook	Outdated/No warranty	Gen
S00242	Dell Chromebook	Outdated/No warranty	Gen
S001059	Lenovo Chromebook	Outdated/No warranty	Gen
S003010	Lenovo Chromebook	Outdated/No warranty	Gen
S03031	Lenovo Chromebook	Outdated/No warranty	Gen
180150100	Bookcase	Broken shelves/Cracked	Gen
180151432	Washing Machine	Broken/won't wash	Gen
180151433	Clothes Dryer	Broken/won't dry	Gen
180152378	DVD/VCR combo	Won't turn on/Broken	Gen
180352623	Apple Mac Mini Computer	Outdated/no warranty	Gen
36932	Water Cooler	Broken	Gen
36940	Epson Projector	Broken/Outdated	Gen
36975	Charge Cart	Won't hold charge	Gen
36998	Digital Camera	Buttons broken on it	Gen
37144	Sanyo Projector	Outdated/No warranty	Gen
37161	Harbinger Speaker	Wires are broken/won't play	Gen
37162	Harbinger Speaker	Wires are broken/won't play	Gen
37259	Apple Macbook core	Outdated/no warranty	Gen





Mitch Lowe, Principal

---

The Phoenix School  
931-456-1228  
203 Taylor Street  
Crossville, TN 38555

Phone:

Fax: 931-456-9862

December 11, 2023

Dear Ladies and Gentlemen:

On behalf of The Phoenix Campus, I am requesting the retirement of the following surplus item by the Cumberland County Board of Education.

Item to Retire: Item #27549.  
See attached.

Sincerely,

Sharon Miller  
Assistant Principal

Room Number: 85-TO RETIRE  
Room Name: INVENTORY~BOE-RETIRE  
Holding  
Room Type: VIRTUAL

**Room Inventory Report**  
The Phoenix School

Date Printed: 12/14/2023

HON Charge/Sync Cart		Product No.:	H1616
 H1616	Manufacturer:	HON	SKU:
	Model:	unknown	Projected Life: 0
	Product Type:	CHARGE CART	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
	Other 1:		
	Other 2:		
Other 3:			
Tags	Count:	Accessories	Price Units
27549	1	No Accessories Issued With This Item	



**ELEMENTARY**

1219 Cook Road, Crossville, TN 38555

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

Stephanie R. Barnes, Principal

stoneel.ccschools.k12tn.net

January 3, 2024

Mr. Stepp and the Cumberland County Board of Education:

Stone Elementary respectfully requests generally funded item # 1002040 be retired from the school's inventory.

Sincerely,

Bridgette Cox

Assistant Principal

Stone Elementary School

**Tournament start time changed -**  
 • impacts weigh-ins  
 • needs overnight due to early weigh ins

## Cumberland County Board of Education Administrative Procedures

Issued: July 2004	Procedure: <b>Field Trip and Excursions</b>	Policy Reference: 4.302 Exhibit B
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### Cumberland County Schools Field Trip Request

In State/Pre-approved \_\_\_\_\_ Overnight **X** Out of State \_\_\_\_\_

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

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

School Stone Memorial Subject/Grade Level Wrestling  
 Trip Requested By Brian Parker Date of Trip 1-26-24  
 Destination Karas HS (Knoxville) City Knoxville, State TN  
 Departure time 11A @ 6PM Return 1120/24 @ 8PM Admission per student: 5  
 Special Services needed such as school nurse, handicap vehicle, etc. \_\_\_\_\_  
*↳ Parker will drive bus*

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

Teachers: Brian Parker # of Students 30  
 \_\_\_\_\_ # \_\_\_\_\_  
 \_\_\_\_\_ # \_\_\_\_\_  
 Total: 1 Total: 30

Additional Chaperones (if needed) 2 Asst. Coaches

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

B. Parker (931)261-2443 Kelly J. Smith 1/5/24  
 Sponsoring Teacher's Signature    Cell Phone #    Principal's Signature    Date

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

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