

Board of Education Meeting
January 23, 2025 6:00 PM
Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
Pleasant Hill Elementary of Students
Mack Hargrove
Jake Dragon
Harley Cox
Elliana Fisher
3. Welcome to Visitors/Acknowledgement of Elected Officials
4. Charitable Fund
5. Special Student Recognition
CCHS-Marleigh Gargac
Phoenix-Logan Weir
SMHS-Hayden Houston
- 5.A. TDOE SEC
6. Roll Call
7. *Approval of 12/5/24 Minutes
8. *Approval of Agenda
9. Community Comments
10. Board Member(s) Report from Training(s)
11. Legal Report
12. Director's Report
- 12.A. *Joint Proposal of BOE Chair and DOS Contract
- 12.B. *Upper Cumberland Child Advocacy Curriculum
- 12.C. ***Athletic facilities assessment**
- 12.C.1. I. Discussion of options to address SMHS Tennis Courts
- 12.C.2. II. Discussion of options to address SMHS Field/Stadium
- 12.C.3. III. Discussion of Options to Address SMHS Track
- 12.D. Annual Planning Calendar
- 12.E. FYI
- 12.E.1. TDOE/ITeach MOU
- 12.E.2. Amended Telehealth Services MOU
- 12.E.3. Amended Science Textbook Adoption Committee
- 12.E.4. Attendance Report
- 12.E.5. Personnel Report
- 12.E.6. Substitute List
- 12.E.7. School News Articles
- 12.E.8. School Calendar of Events
13. Chief Financial Officer's Report
- 13.A. Monthly Financial Report
- 13.B. Monthly Sales Tax Report
- 13.C. *141 Budget Amendments
- 13.D. *142 Budget Amendments
- 13.E. *143 Budget Amendments
14. *Consent Agenda
- 14.A. First and Final Reading of Policies

- 14.B. School Board Reports
- 14.B.1. TLN Report
- 14.C. *Approval of Overnight and Out of State Field Trips
- 14.D. *Approval of Contracts
- 14.E. *Approval of Grants
- 14.F. *School Wide Fundraisers
- 14.G. *Approval of Disposal of Surplus Property
- 14.H. *Executive Approval
- 15. Old Business
- 16. Questions from Media
- 17. Adjournment

(*) Indicates Board Approval Required

Charitable Fund January 2025

Brown Elementary Recipients

Brad Houston-Brown Robotics

Cindy Kemmer- FFA

Jessi Wyatt- BETA

Hannah VanWinkle- Book Club

Aaron Marsee- Music/Band

Crab Orchard Elementary Recipients

Kerry Grumbles-Science Class

April Shelton-6th gr Math/Science

April Shelton-Jr BETA

Toni LaRue Garrett-ESL

Jessica Marsee-Music/Band/Choir

Homestead Elementary Recipients

Camille Conner-SWPB

Patty Cooper/Jessica Rollins-Jr. BETA

Chasity Bohannon/Sarah Kuffel-8th gr

Emily Kilby-Choir

Miranda Andreason-CDC Classroom

Martin Elementary Recipients

Madison Buffkin-4th gr Science/SS

North Elementary Recipients

Misty Goss-PE

Johanna San Inocencio-Art Club

Katy Frashier-Archery

Ashton Hayes-FFA

Emma Lewis-Library

Kristina Jones/Kelsey Sexton-EPIC Student Leadership Academy

Pleasant Hill Elementary Recipients

Julie Iles-2nd gr

Kim Carter/Teresa Thompson/Angie Janow-3rd gr

Tara Hughes-1st gr

Taylor Blyly-1st gr

Tiffany White-1st gr

Susie Stewart-Yearbook

Kim Nelson-Chess Club

South Elementary Recipients

Amber Christmas-JV Cheer

Brooke Mapes-7th/8th gr Science

Brooke Mapes/Kristin Walker-Varsity Cheer

Whitney Cole/Tiffany Phillips-Cross Country

Jamie White-RTI

Jamie White-SWPB

Erica Vance-7th/8th gr ELA

Stone Elementary Recipients

Caitlin Berta-Science Dept

Jennifer Davis-Student Council

Kasey Patton/Tiffany Ridley-PBS

Kristin Lopez-Band

Sheri Sather-ESL

Beth Troyer-5th gr

Phoenix

Erin Norrod/Ginnie Wheeler-PBS

CCHS Recipients

Angela Robbins-Theatre
Angela Robbins-French club
Bruce Johnson-Band
Sistina Martin/Emmy McCoy-SWPBS
Pat Nelson/Daisy Filler-BETA
Anna Pickard-Class of 2028
Kimberly Varner-Visual Arts I/II and Painting II
Cub Whitson-Boys' Soccer
Megan Sherfield-Cheer team
Brenda Hall-Student Council
Bekki Atkinson/Gretchen Daenell-Reader Volunteer Club
Bekki Atkinson/Gretchen Daenell/Laci Cope-Reader Volunteer Club
Julie Iles-Lady Jets Softball
Robert Akin-Chess Team
Aaron Daenell-DECA

SMHS Recipients

Shannon O'Neal/Clay Tarleton/K. Johnson-Class of 2027
Rachel Martin-English Dept
Clay Tarleton-Ethics Debate Club
Brent Hunter-Mycology Club
Tonia Wyatt-Student Council/Class Officers
Kylee Johnson/Sharmain Wyatt/Chris Burris/CTE Students of the month
Elana Douglas-Band
Tori Permenter-Flag Football
Brittany Bilbrey/Peggy Potter-Craft Club
Aaron Johnson-JROTC

Middle School Recipients

Sam Pharris-MS Soccer
T Moss-MS/Elem Basketball Teams
Darcy Phipps-MS Cheerleading
Randy Herring-MS Golf

CCHS Student Marleigh Gargac was recently selected to The Tennessee Department of Education (TDOE) Student Engagement Council (SEC). The council is a group of 11th and 12th grade students who provide feedback to the TDOE with input from students to support academic achievement and postsecondary and career readiness across the state. The SEC's goal is to help improve academic achievement and career readiness for students in Tennessee.

What does the SEC do?

- **Provide input:** The SEC provides the TDOE with feedback and recommendations on programs and initiatives.
- **Support students:** The SEC helps students prepare for postsecondary education and careers.
- **Collaborate with the TDOE:** The SEC meets virtually with the TDOE to discuss topics and make recommendations.

How does the SEC operate?

- The SEC is a virtual group of volunteers.
- The SEC meets regularly to discuss progress and recommendations.
- The SEC has no administrative, legislative, or programmatic authority.

Who can join the SEC?

- Current 11th and 12th grade students who are passionate about K-12 education in Tennessee are eligible to apply.



Board of Education
December 5, 2024 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday, December 5th 2024 in the Central Services Board Room, where the meeting was called to order by Chairman Chris King at the approximate hour of 6:00 pm. King welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

Mr. Travis Cole: Present
Mr. Nick Davis: Present
Ms. Anita Hale: Absent
Mr. Chris King: Present
Mr. Jon Matthews: Present
Ms. Sheri Nichols: Present
Ms. Shannon Stout: Present
Ms. Elizabeth Stull: Present
Mr. Scott VanWinkle: Present

- 1 1. Call to Order - Mr. Chris King
2 Chris King: This meeting is called to order.
- 3 2. Moment of Silence/Pledge of Allegiance
4 Pierce Asberry-Martin Elementary
5 Kate Ironside-Henline-Martin Elementary
- 6 Chris King: Will you please stand with me for a moment of silence and the pledge?
7 (All stand and observe the moment of silence)
- 8 William Stepp: Tonight we have with us, to lead us in the Pledge of Allegiance, from Martin
9 Elementary. We have Pierce Asberry and Kate Ironside-Henline. Come on up and join me.
- 10 (Pierce and Kate lead the pledge)
- 11 3. Welcome to Visitors/Acknowledgement of Elected Officials
- 12 Chris King: Like to welcome everyone here tonight. Do we have any of our elected officials with us
13 tonight?
- 14 Audience: We can't hear you.

15 Chris King: It's on, I don't know what's going on.
16 (Mr. King taps the mic)
17 Chris King: Now can you hear me?
18 Audience: Yes!
19 Sheri Nichols: There we go.
20 Audience: Thank you.
21 Chris King: Thank you. Want to welcome everyone here tonight. Are there any elected officials with us
22 tonight?
23 Sheri Nichols: I don't see anybody.
24 Chris King: I don't see any.
25 4. Special Recognition
26 Student Representatives
27 -CCHS Marleigh Gargac
28 -Phoenix Logan Weir
29 -SMHS Hayden Houston
30 Chris King: So I want to recognize our student representatives that are here tonight. On the end down
31 there. CCHS Marleigh Gargac.
32 Sheri Nichols: Hi Marley.
33 Chris King: From Phoenix Logan Weir.
34 Sheri Nichols: Hey Logan.
35 Chris King: From Stone Memorial, Hayden Houston.
36 (Applause)
37 4.A. Kids First Award
38 -Judy Phillips
39 (See Exhibit #1)
40
41 Chris King: Time for the kids first award.
42 William Stepp: Ms. Martin?
43 Kathleen Martin: Good evening everyone, my name is Kathleen Martin I'm the transportation
44 supervisor and I'm about to lose one of my best employees, she's retiring.
45 (Kathleen reads the Kids first nomination found as exhibit #1)
46 Kathleen Martin: And Miss Judy. I just want you to know I love you. Very much.

47 (Applause)

48 William Stepp: OK, let me read this last slide since Ms. Judy is up here. The kids first award,
49 awarded to Judy Phillips for exceptional, selfless service most.

50 (Audio)

51 William Stepp: To the kids at Cumberland County Schools. Thank you for your continued support
52 and love for our kiddos. Thank you so much.

53 Judy Phillips: Thank you.

54 (Applause)

55 5. Roll Call/Declaration of Conflict

56 Chris King: Madam Secretary, would you call the roll, please?

57 Diane McCartney: Ms. Stull?

58 Elizabeth Stull: Here.

59 Diane McCartney: Mr. VanWinkle?

60 Scott VanWinkle: Here.

61 Diane McCartney: Ms. Nichols?

62 Sheri Nichols: Here.

63 Diane McCartney: Ms. Hale?

64 (Silence)

65 Diane McCartney: Mr. Davis?

66 Nick Davis: Here.

67 Diane McCartney: Mr. King?

68 Chris King: Here.

69 Diane McCartney: Mr. Matthews?

70 Jon Matthews: Here.

71 Diane McCartney: Mr. Cole?

72 Travis Cole: Here.

73 Diane McCartney: Ms. Stout?

74 Shannon Stout: Here.

75 Diane McCartney: Ms. Hale is absent.

76 William Stepp: OK, under Tennessee Law, school officials, such as Board of Education members are
77 required to disclose personal interests, which may affect or would lead a reasonable person to infer that
78 such an interest would affect the exercise of discretion of an official, including but not limited to, a
79 board member having a close family member employed by the school system. I would now ask that
80 each board member with such a personal interest raise their hands.

81 (Travis Cole, Jon Matthews, Chris King and Scott VanWinkle all raise their hands.)

82 OK let it be noted, Travis Cole, Jon Matthews, Chris King and Scott VanWinkle. By raising your
83 hands, you are publicly disclosing your personal interest, while also confirming that you agree to
84 always set aside such personal interest and favor what benefits our school system. As a whole. Thank
85 you.

86 Chris King: We've got to sign the roster. You pass that down and sign in.

87 6. *Approval of 10-24-24 Minutes

88 (See Exhibit #2)

89 Chris King: Need a motion for the approval of 10/24/24 minutes.

90 Shannon Stout: Move to approve the October minutes.

91 Travis Cole: I'll Second.

92 Chris King: Motion and a second.

93 Scott VanWinkle: Mr. Chair?

94 Chris King: Yes?

95 Scott VanWinkle: There are. There's one correction on the minutes that I'd like.

96 Chris King: OK, go ahead.

97 Scott VanWinkle: It's on page 14, about the middle of the page, there was a discussion between myself
98 and Mr. Stepp. My question and his answer are both combined. It just needs to be corrected.

99 Chris King: Think we can get that?

100 Jason McGhee: Yes.

101 Chris King: Are there any others?

102 (Silence)

103 Chris King: No other corrections. Those in favor of approving the minutes say aye.

104 All board members: Aye.

105 Chris King: Those opposed say nay. The ayes have it, minutes are approved.

106 Motion to approve of 10-24-24 minutes, with a correction needed on page 14.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Cole

Yes: 8, No: 0

MOTION: Motion Carried

107 7. *Approval of Agenda

108 (See Exhibit #3)

109 Chris King: Next, we need to approve the agenda for tonight. Need a motion.

110 Sheri Nichols: Move to approve.

111 Shannon Stout: Second.

112 Chris King: Motion and a second.

113 Scott VanWinkle: Mr. Chairman, can I make a motion? A secondary motion on that? I'd like to move
114 that we postpone agenda item 10.A. To the next board meeting.

115 Chris King: OK, so the motion is to approve the agenda and the addition to that is to approve it minus
116 item 10.A. the DOS contract is that correct?

117 Scott VanWinkle: Yes.

118 Chris King: Are there any other changes or motions?

119 Jon Matthews: Do you need a second on that? On his motion,

120 Chris King: On his exception to the motion?

121 Jon Matthews: Yeah.

122 Elizabeth Stull: Second.

123 Jon Matthews: I second.

124 Chris King: We've got 2 seconds. That's good, any discussion on the exception?

125 (Silence)

126 Chris King: So on the motion, does your motion include that exception unaltered?

127 Shannon Stout: Well, I guess, just before altering the motion then for discussion purposes. Scott, can
128 you advise the reasoning for wanting to postpone?

129 Scott VanWinkle: Yes I can, so I have five points on that subject. One of the points is timing. Right
130 now we have a functioning contract in place that is valid through June 2025. This is an agreement that
131 was made between Mr. Stepp and the Cumberland County Board of Education. A draft copy of this
132 new contract was provided at the work session on Wednesday, 11/20 at approximately 7:00 PM. This

133 was 2 1/2 hours into discussion on various other topics. The only other prior notice on this contract was
134 on the agenda, but we didn't have a copy of the contract prior to that meeting. Discussion was limited
135 because there were still items on the agenda. The board members weren't able to prepare for discussion.
136 When there were questions about the contract, that didn't seem well received. So we moved on to other
137 topics. There was further discussion prior to that. That this documentation would be provided later for
138 supporting evidence. Some of that was provided at a later date by Ms. Stout. Those were from older
139 survey evaluations. A previous contract was also provided by Ms. Stout, and that was the first time I
140 had seen the previous contract. Mr. Stepp did not provide any information that night. In most
141 professional settings when you go to your employer asking for a raise, you provide documentation
142 supporting that request. I'm speaking from 30 years of experience dealing with performance
143 management. This salary increase is not in the budget and would require a budget amendment for this
144 year. This all seems very rushed to me. I know I'm new to the board so that's why it probably seems
145 rushed. On the point of transparency. As publicly elected officials, what are the justifications to the
146 community? There was no up-to-date supporting documentation provided to the community via this
147 agenda, within the appropriate timing. Inclusion, the current board and new board members have had
148 no input on this contract. The document was formed by executive committee with no work session time
149 provided for proper discussion. I feel that we should build this contract as a board. I'd like to see us
150 work together to come up with a reasonable contract that works for the whole community. So the
151 supporting information that I've received at this point, some of it late, the qualitative data that was
152 provided is old. And it may not reflect the current system climate. And then it was not prepared for the
153 discussion that we've had as a board. The quantitative data, was nonexistent until 2 days ago. I think, as
154 a team or a group, we would not adopt textbooks without vetting textbooks first. And I feel like that's
155 the situation that some of the board members have been put in. With this current proposed contract.
156 Textbooks are a huge expense and so is this contract and we spend a lot of time vetting those textbooks
157 before we spend that money. We should develop an incentive-based contract to create some
158 accountability when it comes to improvement. That's all I have.

159 Shannon Stout: All right. So just to summarize all of those points. More time to review the data that's
160 been provided, an opportunity for the board to discuss that data before we meet again to vote. So, your
161 proposal would be at the work session in January we'd be able to discuss any questions concerns and go
162 over the data together and be prepared for a vote in January?

163 Scott VanWinkle: Yeah, so that was my suggestion at the work session as well. Is this seems like
164 something that would be. Good for the retreat. When we have time to discuss the data and make a
165 sound decision.

166 Shannon Stout: We've got two opportunities in January, our work session and then the retreat as well. If
167 we need to spill over into that. Mr. Chair, I will amend my motion to postpone or table 10.A. Until the
168 January work session and the January board meeting.

169 Chris King: Sherri? Your second still good with that?

170 Sherri Nichols: Yeah.

171 Chris King: So the motion is to postpone discussion of 10.A., even though we discussed it quite a bit
172 here, until a later date. It's been motioned, seconded and discussed, is there anything else?

173 Nick Davis: Would anybody like to speak to the timing? Or?

174 Chris King: The motion?

175 Nick Davis: Right. Anybody want to speak to that? I'm, I'm asking as well as anybody else want to
176 speak to what?

177 Chris King: That's what I asked. Is there anyone else? I think Mr. Cole does.

178 Travis Cole: Just had a question if that's OK Mr. Chairman?

179 Chris King: Yeah.

180 Travis Cole: Would it be beneficial for us? For time efficiency to involve our Board Council in this
181 negotiation?

182 Chris King: I think so.

183 Sheri Nichols: Most definitely.

184 Chris King: Are there any other questions?

185 (Silence)

186 Chris King: Having none, then the vote will be to accept the agenda minus 10.A., which will be done at
187 another time. Any questions about the motion?

188 (Silence)

189 Chris King: Madam Secretary, call the roll, please.

190 Diane McCartney: Mr. VanWinkle?

191 Scott VanWinkle: Yes.

192 Diane McCartney: Ms. Nichols?

193 Sheri Nichols: No.

194 Diane McCartney: Mr. King?

195 Chris King: Yes.

196 Diane McCartney: Mr. Davis?

197 Nick Davis: Yes.

198 Diane McCartney: Mr. Matthews?

199 Jon Matthews: Yes.

200 Diane McCartney: Mr. Cole?

201 Travis Cole: Yes.

202 Diane McCartney: Ms. Stout?

203 Shannon Stout: Yes.

204 Diane McCartney: Ms. Stull?

205 Elizabeth Stull: Yes.

206 Chris King: OK, so the motion passes to accept the agenda minus 10. A.
207 Motion to approve the agenda minus agenda item 10.A. which will be tabled until the January work
208 session.

VOICE VOTE: (mover-yes) Nichols

(seconder-yes) Stout

Yes: 8, No: 0

MOTION: Motion Carried

209 8. Community Comments
210 Mr. King stated there are two community members that have signed up to speak before the board.
211
212 The first community member opted to delay his comments. As they were about the DOS contract and
213 that vote was tabled until the next meeting.
214

215 Name: Candace Gossett
216 Address: 10961 Highway 68, Grandview, Tennessee 37337
217 Subject: SPED Para Pro Payscale

218 9. Board Member(s) Report from Training(s)

219 Chris King: OK, board members report from training. Does anyone have anything to report?

220 Travis Cole: Mr. Chairman?

221 Chris King: Yes

222 Travis Cole: Mr. VanWinkle and myself attended the TSBA board member orientation in Nashville, on
223 October 28th and 29th. And then I individually attended the new board member webinar also offered by
224 TSBA on October 31st. In addition to our TSBA conference and preconference leadership session.

225 Chris King: Did you learn anything?

226 (Laughter)

227 Travis Cole: Like drinking out of a firehose.

228 Chris King: Quite a bit to cover there wasn't it?

229 Travis Cole: Yeah.

230 Chris King: Thank you, Mr. Cole. Anyone else?

231 Shannon Stout: And we as an entire board attended.

232 Sheri Nichols: Yes.

233 Shannon Stout: The annual leadership and TSBA conference.

234 Sheri Nichols: It was awesome.
235 Shannon Stout: So there was a lot of information that we obtained there. That was a good.
236 Sheri Nichols: Yes.
237 Shannon: That was a good conference to go to. Boards from across the state go and good speakers,
238 good information, legal information, legislative information.

239 Sheri Nichols: Yep.

240 Shannon Stout: It was great.

241 Chris King: Very good session.

242 Sheri Nichols: Yes.

243 Chris King: Thank you. Anyone else?

244 (Silence)

245 10. Director's Report

246 Chris King: OK We will move to. The directors report, Mr. Stepp?

247 10.A. *Joint Proposal of Board Chair and DOS Contract

248 (See Exhibit #4)

249

250 10.A. was tabled. See 7. Approval of Agenda for further information.

251 10.B. *Central Office Building & Mold Phase 1

252 (See Exhibit #5)

253

254 William Stepp: OK, first on the report is the central office building assessment in the phase one.
255 Mr. Chamberlin has, is here, yep in the back. Please come on up, Mr. Chamberlin, help us
256 understand the assessment in the phase one.

257 Kim Chamberlin: Good evening everyone. Appreciate the opportunity to be here. The report was
258 prepared by a company called Terracon

259 (Audio)

260 Kim Chamberlin: Specializes in these sorts of things looking at existing buildings and doing an
261 analysis. What we had asked them to do specifically here, was to look at the bones of the building
262 to find out the wood framing. Looking for mold in the crawl space in the attic. So kind of just a
263 superfluous look at the building to get an idea. Of how the building can continue should continue to
264 being used. I think you all have a copy of that report. Basically just to summarize. They found a
265 few issues. Nothing that was out of the ordinary. The structure of the building is still in good shape.
266 There's some framing pieces here and there that need some help in the building of this stage. That's
267 not unusual. Little bit of mold in the crawl space areas, few down the basement areas where we've
268 had some water infiltration over the years, but none of it was anything that led me to believe that
269 there's any real significant issues to the building. Certainly there's some things that need to be done
270 as we continue to move forward and maintain the building if you keep it in operation. I think, as I

271 said at the work session, priority number one for me would be to encapsulate the crawl space area
272 and get some dehumidification down in there. That's pretty typical of the plateau. Did it to my
273 house recently. It's just something that's become more available and very much in need. So that
274 would be what I would recommend as your first priority. Second, if to get back into the basement
275 and continue to use it, I'd recommend a waterproofing project. To go down, we dig around the
276 outside of the building, waterproof it appropriately, put in the appropriate footing drains, and get
277 those out to where any moisture that's trying to get into that basement is directed away from it.
278 Along with that, dehumidification in the basement as well, to get back into a usable condition. And
279 then third, I think the other item is some infiltration we've had from some pests over the years the
280 exterior of the building, gutters, downspouts, gables, soffits, those kind of just need a rework over
281 just to be able to get everything and make sure you're closed up. So we can continue to keep things
282 that don't need to be in the building, in the building. There is some exterior work on masonry that
283 needs to be done at the back wing over on this side. Steps over there are deteriorating very badly.
284 Those need to be replaced. I'd recommend probably doing some tough pointing around the masonry
285 just to make sure it's in good shape and then re-caulking around all the windows to keep those
286 sealed up. Think the report was well done. If, they were very professional at what they did and they
287 gave the building a good once over.

288 William Stepp: So I think from our work session we talked about starting out with phase one for
289 that cost. So this would be a motion to begin the process on phase one, which would start out with
290 bidding process first, correct?

291 Kim Chamberlin: It is, that's a fairly easy bid process. There's companies that specialize in doing
292 just that, encapsulation work. This doesn't require a general contractor to come in. The next phase, I
293 think would be something you'd look at with one general contractor to get involved in that
294 waterproofing, but there are multiple companies that are very good at what they do. We can help
295 develop those bid specs for that, that's not a big issue to be done. I talked with one company. We're
296 probably looking at the installation of probably 5 dehumidifiers in order just to cover all the space
297 since we're broken up into the wings that are here and they're usually given to about 4000 square
298 feet each. So those will need a little bit of electricity down to them. So we can get power to them
299 and then, we make sure we get those drained out into the appropriate storm drains, but that would
300 be what I would recommend first. But that's, like I said, that's a fairly easy process to put together.

301 William Stepp: My recommendation, and we need a motion, is to begin with phase one. Which
302 would start with the bidding and then it would come back to the board for us to approve which bid
303 we accept, and then also approve the budget amendment to pay for that project.

304 Kim Chamberlin: I'd estimate probably about 90 days to get that done. So we can get enough
305 documentation done and then it's a 30 day bid process and we've had the bids after that. So
306 probably 90 days. So probably something ready to look at the beginning of spring, end of winter.

307 Chris King: We need a motion.

308 Shannon Stout: Mr. Chair. I move to approve the bidding process for the first phase of work.

309 Chris King: Is there a second?

310 Travis Cole: I'll second.

311 Speaker: I'll second that.

312 Chris King: Got a couple of seconds, that's good. Any discussion? Ms. Stout?

313 Shannon Stout: Just a very thorough. Thank you for your presentation at the work session and
314 tonight I think we've got it broken down into affordable chunks and we can get it into the rotation
315 with the other buildings that we've gotten the engineering report on since this wasn't included
316 originally in all of those reports. So I think it's great that we're getting this building involved.

317 Jon Matthews: One question I have Mr. Chamberlin. With the waterproofing and encapsulation or
318 any of these companies, do they do both? Is it something that we should bid together to help save
319 money?

320 Kim Chamberlin: They don't, the encapsulation people are strictly that. They're going to get into it,
321 put down the vapor barrier over it, they can do the dehumidification. Once the next phase into that
322 waterproofing, there are companies that specialize in that, but it involves somebody coming to do
323 the excavation work. That's one part of that. Then the people that come in and do the waterproofing
324 is another subcontractor that works that does that. And then the drain piping to get out, that's
325 somebody else. So that's really where you'll get into a general contractor. Needing to be involved.
326 In that.

327 Jon Matthews: OK.

328 Chris King: Other questions?

329 Scott VanWinkle: I have one. So how long are those bids valid after we receive them?

330 Kim Chamberlin: Usually, we hold them for 30 days, is normal. Something like this is not really
331 volatile as far as the economy and pricing goes. We probably could ask for a 60-day hold on this
332 and I wouldn't expect that to have any impact on the number.

333 Scott VanWinkle: I was just wondering how close that would be the next budget time.

334 Kim Chamberlin: Again, if you know, if we need to delay it and you want to do it when budget
335 comes up in June. That's not a problem. You're looking at a couple more months, but I wouldn't bid
336 it until you know you're ready to move forward with it. Just asking them to hold it more than 45-60
337 days. Sometimes they're hesitant to do that just cause they're based upon the market value of
338 things.

339 Chris King: If there no other questions, the motion is to approve phase one bidding project.

340 Nick Davis: I have a question. Is, has there been an event? I know we had discussion on the
341 building. But nothing up until recently have we, I guess identified potentially making a budget
342 amendment to accommodate this in the 24 year versus the 25 year. So what was the what's the
343 event that we're going to be able to remedy by adjusting the budget in 24 year as opposed to
344 waiting 25?

345 Sheri Nichols: Bugs.

346 William Stepp: Well, we've had some events where bugs and stuff like that come in downstairs
347 where it's not sealed in. So we've been taking care of that through extermination and all that. But
348 that's a that's been a situation we've dealt with.

349 Sheri Nichols: Band-Aid.

350 Shannon Stout: Critters and the.

351 Sheri Nichols: Yeah, just a Band-Aid.

352 Shannon Stout: Continual cost of having to try to eliminate.

353 Sheri Nichols: Yeah, exactly.

354 Scott VanWinkle: So would this eliminate that? The need for the extermination?

355 Kim Chamberlin: Moisture, bugs like moisture. I mean, that's just a natural, they look. So it will
356 help. I still think the waterproofing that you're going to get into next will continue to add more
357 benefit to the project, but the encapsulation. I think one of the things too with critters but also we're
358 wanting to make sure any deteriorations occurring down there from moisture to the to the framing,
359 we want to get that stopped. So to me that's really the priority. I think your exterminators. They're
360 still going to be there, but this is going to help get that crawl space dry and but where it won't be
361 inviting pests to come into the building.

362 Sheri Nichols: Yep.

363 Chris King: Have a motion and a second to approve phase one bidding process. Madam Secretary
364 call the roll please.

365 Diane McCartney: Miss Nichols?

366 Sheri Nicholes: Yes.

367 Diane McCartney: Mr. King?

368 Chris King: I'll vote last.

369 Diane McCartney: Excuse me, sorry, Mr. Davis?

370 Nick Davis: Yes.

371 Diane McCartney: Mr. Matthews?

372 Jon Matthews: Yes.

373 Diane McCartney: Mr. Cole?

374 Travis Cole: Yes.

375 Diane McCartney: Ms. Stull?

376 Elizabeth Stull: Yes.

377 Diane McCartney: Mr. VanWinkle?

378 Scott VanWinkle: Yes.

379 Diane McCartney: Ms. Stout?

380 Shannon Stout: Yes.

381 Diane McCartney: Mr. King?

382 Chris King: Yes.

383 Diane McCartney: Yeses have it.

384 Motion to approve phase one bidding process.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Cole

Yes: 8, No: 0

MOTION: Motion Carried

385 10.C. *GEAR Up Grant Salaries

386 (See Exhibit #6)

387 William Stepp: OK, next up is the gear up grant salaries. There's a part of the grant, there's a cap on
388 \$90,000 for the salary. So this is to supplement the salary cost, which includes not just salary but
389 also all benefits and retirement we have here tonight. If anyone has any questions, Mr. Brown. Who
390 is our contact for gear up grant and a great guy and he's got a lot of experience. So if you have any
391 questions, does anybody have any questions for Mr. Brown before we? Go for a motion. If you do,
392 he's here and he's happy to answer any questions you have.

393 Scott VanWinkle: Mr. Chairman? I'd just like some information on what the overall program does
394 for our students.

395 Elvin Brown: May I approach?

396 William Stepp: Yes, sir. Come on up to the podium sir.

397 Elvin Brown: I actually put together a statement with the highlights of what the grants going to do
398 and we made copies so each one of you can have one. My name is Elvin Brown, as Mr. Stepp just
399 said. Thank you for the opportunity to be here. I represent the Tennessee Higher Education
400 Commission and the regional director for all our grants in East Tennessee. And I was asked to be
401 here in case you guys have questions. There's a lot of things that will come. We're putting
402 together \$1.75 million to come to the county to help administer a lot of these activities and services
403 that, are, your students will be receiving. In my in my experience from before this is our 20th year
404 of doing gear up grants and we've seen growth in every school that we've been in so far as much as
405 10% raise in college going rates and we've seen in some schools in almost as much as 20%. I think
406 the investment is well worth it in this case. Every time we get into a situation where people ask me.
407 "What's the main focus of this?" It's trying to help our students. A lot of people think sometimes
408 this grant, what it does is it helps kids that are already dedicated to going to college. No, it doesn't,
409 this grant is for the ones that are at risk, the ones that are not thinking about it and the grant also
410 goes as far as maybe just helping students in any particular category they may want to go to. We
411 give advisement for these kids to try to find a path and future outside of high school and the four
412 year institutions, 2 years, TCATs, which is, you know. Our, excuse me, our, sort of, I'm trying to
413 think of the word.

414 (Laughter)

415 Elvin Brown: But it's, you know, and we even go the military route and also on top of that we also
416 have students when it comes to the workforce. So any direction that you think you may be trying to

417 go, that's what the grant prepares students to do. And I always think about, and I know you guys are
418 struggling with the cap that we put on it. The \$90,000 cap and whether or not it's worth it to
419 actually give the extra money to try it. I can say this to you, you will get what you pay for. And I
420 truly believe that when it comes to commerce and consumers, whatever the product is. Whatever
421 you pay for is what you'll get. I was lucky enough to be a part of the interview process. There were
422 eight candidates were really wonderful. And I think any of those eight people would do a very good
423 job in this field. But I think we need to make sure that we get the right people in because these are
424 the two most important positions when it comes to this grant.

425 William Stepp: And how many counties were awarded this grant in Tennessee?

426 Elvin Brown: 6. There are only 6 counties you guys were chosen as one of the six that we did
427 previously in the past we usually had about, anywhere from 10 to 12 counties, but we decided that
428 this grant we wanted to serve more students. So what we've done is we've enacted a hybrid model,
429 which means that we will start with the 7th graders in January. And we will follow them all away
430 until this school year is over, with then next year we will actually pick up the 8th graders, which
431 was the 7th grader, which will now the 8th graders will go back and get the 7th graders and we'll
432 pick up the seniors, which is our priority group every year moving forward for the next 6 1/2 years.
433 So overall we will be serving more students in less counties.

434 William Stepp: So what this grant does is helps us have more college and career ready students and
435 ready graduate students. Which is great for the students and for you guys. I know budget is a big
436 deal, so this will also increase our TISA allocation. We'll get credit for what this grant is working
437 on with the students. So it's a great opportunity.

438 (Audio)

439 Nick Davis: One more question sir? Can you help us understand if there's any specific criteria that
440 was, made us stand out? Meaning reasons for being selected as one of the six?

441 Elvin Brown: Yes. Well, the criteria basically for the grant by the federal government regulation is,
442 it goes out to anyone who is, you have at least 50% of your student population on free and reduced
443 lunch. And then the other criteria is anyone who has a college going rate that's below the state
444 average, which you guys qualify in that case. And there were several counties in that area, but we
445 just felt. We did interviews in probably about 14 different counties and we came here and
446 interviewed your staff and we felt like the potential here was greater than some of the other places
447 we visited, and we felt the need to just be here because we seen something and the enthusiasm and
448 the commitment that we got from the staff. And the people here that we thought that this would be
449 a good place for us in the next 6 1/2 years. And we wrote you into the grant. So at this point, you're
450 in the grant. For us to actually undo this. We would have to actually contact the federal government
451 and it would be a hot mess.

452 (Laughter)

453 William Stepp: And I would like to credit Dr. Eldridge for all of her hard work, and Dr. Maddox.
454 They did a great job on getting us on that radar with Mr. Brown. So thank you.

455 (Applause)

456 Chris King: Any other questions for Mr. Brown?

457 Scott VanWinkle: Just thank you for coming tonight.

458 (Board members thank Mr. Brown, overlapping audio)
459 Chris King: Thank you very much.
460 William Stepp: Thank you, Mr. Brown.
461 Chris King: We need a motion to approve TNC the gear up grant salaries. The 1.75 million grant.
462 Shannon Stout: Mr. Chair, I move to approve the gear up grant salaries for the two positions.
463 Travis Cole: I'll second that.
464 Chris King: Motion and second. Ms. Stout?
465 Shannon Stout: We approve the acceptance of the grant and the positions at the October meeting
466 unanimously, so the board's obviously behind this and excited to see what happens with.
467 Sheri Nichols: Me too.
468 Shannon Stout: The project, yeah. And again, thank you to everybody who is involved in applying
469 for the grant.
470 Chris King: Very good. Mr. Cole.
471 Travis Cole: Like this is a great opportunity for our students. That's what I'm here for.
472 Chris King: Anyone else?
473 (Silence)
474 Chris King: The motion to approve. Madam secretary, call the roll please.
475 Diane McCartney: Mr. Davis?
476 Nick Davis: Yes.
477 Diane McCartney: Mr. Matthews?
478 Jon Matthews: Yes.
479 Diane McCartney: Mr. Cole?
480 Travis Cole: Yes.
481 Diane McCartney: Ms. Stull?
482 Elizabeth Stull: Yes.
483 Diane McCartney: Mr. VanWinkle?
484 Scott VanWinkle: Yes.
485 Diane McCartney: Ms. Nichols?
486 Sheri Nichols: Yes.

487 Diane McCartney: Ms. Stout?
488 Shannon Stout: Yes.
489 Diane McCartney: Mr. King?
490 Chris King: Yes.
491 Diane McCartney: Yeses have it.
492 Motion to approve GEAR Up Grant Salaries.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Cole

Yes: 8, No: 0

MOTION: Motion Carried

493 10.D. *Science Textbook Adoption Committee

494 (See Exhibit #7)

495 William Stepp: OK next on the agenda is our science textbook adoption committee. This is the very
496 beginning of adopting a new textbook. It's the very first step and then we have a long haul of
497 committee meetings and reviewing textbooks that were required to have the school board approval.
498 Dr. Maddox and Ms. Hogan went through collected. Or put together, a committee, varies from
499 different schools, different grades to fit the grade bands. Because there's 3 different grade bands on
500 this or 4 for science textbook, but you have to, by law, approve this list of committee members for
501 the Science textbook committee.
502

503 Chris King: Is there a motion?

504 Travis Cole: I'll move to approve.

505 Chris King: Motion. Is there a second?

506 Scott VanWinkle: Second.

507 Chris King: Motion and a second, Mr. Cole?

508 Travis Cole: You have these folks have been selected by their supervisors and other experts. They
509 know who they picked and what the job is.

510 Chris King: Mr VanWinkle?

511 Scott VanWinkle: I agree with Mr. Cole.

512 Chris King: Anyone else?

513 (Silence)

514 Chris King: The motion is to approve the science textbook adoption committee as listed. Madam
515 secretary?

516 Diane McCartney: Mr. Matthews?

517 Jon Matthews: Yes.

518 Diane McCartney: Mr. Cole?

519 Travis Cole: Yes.

520 Diane McCartney: Ms. Stull?

521 Elizabeth Stull: Yes.

522 Diane McCartney: Mr. VanWinkle?

523 Scott VanWinkle: Yes.

524 Diane McCartney: Ms. Nichols?

525 Sheri Nichols: Yes.

526 Diane McCartney: Mr. Davis?

527 Nick Davis: Yes.

528 Diane McCartney: Ms. Stout?

529 Shannon Stout: Yes

530 Diane McCartney: Mr. King?

531 Chris King: Yes.

532 Diane McCartney: Yeses have it.

533 Motion to approve Science Textbook Adoption Committee.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) VanWinkle

Yes: 8, No: 0

MOTION: Motion Carried

534 10.E. Middle Schools

535 William Stepp: OK. Next on the agenda is a discussion we had at the work session. So we want to
536 go ahead and put this on the agenda. Just if we want to have any more discussion with the
537 discussion at the work session. Whereas I would begin a task force to see the why and the need in
538 the county through surveys and other ways to gain information. And then we would put together a

539 group of community stakeholders for the committee and that would be the board we'll have say and
540 who's on that committee. From your districts or from your schools and that sort of thing, but we'll
541 start out with the task force and then go with the committee and please correct me if I missed
542 something here, board members?

543 Shannon Stout: Do we have an idea regarding completion, t-date for the task force that we can look
544 forward to?

545 William Stepp: I'd like to try to get the task force and the surveys out and back to us and tabulate it
546 by the end of the first quarter of 2025. I think that will give the community plenty of time, you
547 know, 3 months or so to respond to the surveys. Those will go out not only to community but to the
548 parents, to the teachers, to our principals, who are experts running the buildings. I rely on their
549 expertise a lot. So it'll go out to all community stakeholders for the schools.

550 Shannon Stout: And do you see the committee being put in place prior to that being finished? So
551 the committee is ready to start upon completion of the task force?

552 William Stepp: I think that would be one of our discussions at the work session or the retreat. So if
553 board members you feel start seeing who in your district you think would might be a great person
554 to be on that committee. Of course all board members are welcome be on that committee. We won't
555 exclude anybody. But if you have 1 or 2 names, I'd say 2 would be great, and then we'll go with
556 teachers from each school. Principals that want to participate. We should have a good cross section
557 of the community as we did for strategic plan and all the other stuff we're trying to be great
558 community partners also. Any other questions or comments? You OK to go on?

559 Chris King: Go ahead.

560 10.E.1. Task Force
561 (See section 10.E. discussion)

562 10.E.2. CCS Community Stakeholders Committee
563 (See section 10.E. discussion)

564 10.F. Annual Planning Calendar

565 (See Exhibit #8)

566 William Stepp: Next is the annual planning calendar. We look at that every month. Green is a go
567 now, so we did fix that. Help everybody out with that. Any questions on that currently?

568 (Silence)

569 10.G. FYI

570 William Stepp: OK. Then we have a section that FYI with these are reports that we provide to you
571 every month to keep you on top of how many our student enrollment personnel reports. Our
572 substitute list of new. We got newsletters and we got calendars. And if you're not getting your
573 districts newsletters or if you want other newsletters, please let the principals know they'll gladly
574 add your e-mail address to those. For and all the calendars, is there any questions on the FYI?

575 (Silence)

576 10.G.1. Attendance Report

- 577 (See Exhibit #9)
- 578 (See 10.G. discussion)
- 579 10.G.2. School Nutrition Annual Report
- 580 (See Exhibit #10)
- 581 (See 10.G. discussion)
- 582 10.G.3. Personnel Report
- 583 (See Exhibit #11)
- 584 (See 10.G. discussion)
- 585 10.G.4. Substitute List
- 586 (See Exhibit #12)
- 587 (See 10.G. discussion)
- 588 10.G.5. School News Articles
- 589 (See Exhibit #13)
- 590 (See 10.G. discussion)
- 591 10.G.6. School Calendar of Events
- 592 (See Exhibit #14)
- 593 (See 10.G. discussion)

594 11. *Genesis Road Property

595 William Stepp: OK. Next is the Genesis Road property. We had this discussion with our board
 596 attorney. So at this time, if there's any motion.

597 Travis Cole: Mr. Chairman, Cumberland County Board of Education received a 2 acre track via deed
 598 recorded on June 17th, 1933 in book 21 page 262. This property came to be known as the genesis
 599 school property, as I do not believe the board has any current or long term use for that property, I would
 600 move that we instruct the Board Council to work with the county. To order a full title, review a survey
 601 and an appraisal before coming back to the board during an upcoming meeting to present options for
 602 selling the property at fair market value.

603 Chris King: Is there a second?

604 Shannon Stout: Second.

605 Scott VanWinkle: Second.

606 Chris King: Mr. Cole, anything else?

607 Travis Cole: No sir.

608 Chris King: Whoever the second was?

609 Scott VanWinkle: Mr Chairman?

610 Chris King: Mr. VanWinkle?

611 Scott VanWinkle: We'll make sure that fair market value will cover any expenses that the board incurs.

612 Chris King: OK.

613 Scott VanWinkle: Should we amend the motion to say that or?

614 Chris King: We could, I don't know if that's what the recommendation was. But you could also include
615 a clause in there that said, including all fees and expenses.

616 Travis Cole: Yeah, I'll modify my motion to include that, include all fees and expenses with sale of the
617 property.

618 Chris King: Good. It's a long motion.

619 Shannon Stout: It's a long motion.

620 (Laughter)

621 (Audio)

622 Sheri Nichols: It's a good one.

623 (Audio)

624 Shannon Stout: It's an explanation of the motion.

625 Sheri Nichols: All in one.

626 Chris King: Any other questions or comments?

627 (Silence)

628 Chris King: Madam Secretary, would you call the roll please.

629 Diane McCartney: Mr. Cole?

630 Travis Cole: Yes.

631 Diane McCartney: Ms. Stull?

632 Elizabeth Stull: Yes.

633 Diane McCartney: Mr. Vanwinkle?

634 Scott VanWinkle: Yes.

635 Diane McCartney: Ms. Nichols?

636 Sheri Nichols: Yes.

637 Diane McCartney: Mr. Davis?

638 Nick Davis: Yes.

639 Diane McCartney: Mr. Matthews?

640 Jon Matthews: Yes.

641 Diane McCartney: Ms. Stout?

642 Sheri Nichols: Yes.
643 Diane McCartney: Mr. King?
644 Chris King: Yes.
645 Diane McCartney: Yeses have it.
646 Motion to approve that we instruct the Board Council to work with the county. To order a full title,
647 review a survey and an appraisal before coming back to the board during an upcoming meeting to
648 present options for selling the property at fair market value including all fees and expenses incurred to
649 the board.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) Stout

Yes: 8, No: 0

MOTION: Motion Carried

650 12. Chief Financial Officer's Report

651 William Stepp: OK, you want me to go on or you?

652 Chris King: Go ahead.

653 William Stepp: OK. Next on the agenda is the chief Financial Officers report. This is the financial
654 report that we went through extensively at the work session. So does anyone have any questions on the
655 financial report or would you like her to repeat that report?

656 Sheri Nichols: Please, no.

657 William Stepp: No questions?

658 12.A. Monthly Financial Report

659 (See Exhibit #15)

660

661 (See 12. discussion)

662 12.B. Monthly Sales Tax Report

663 (See Exhibit #16)

664 William Stepp: OK. Sales tax is next on the list. Any questions about the sales tax?

665 (Silence)

666 12.C. *141 Budget Amendments

667 (See Exhibit #17)
668
669 William Stepp: OK. Next we have 12.C. These are budget items, 141 budget amendments. To be
670 approved.
671 Chris King: Need a motion to approve those. If we want to bundle them, you can.
672 Shannon Stout: Motion to approve all 141 budget amendments.
673 Chris King: Is there a second?
674 Scott VanWinkle: Second.
675 Chris King: Mr. VanWinkle second it. Over to discussion, Ms. Stout?
676 Shannon Stout: Ms. Bray went over all of these in our work session. It's pretty clear what needs to
677 be done with the budget, so really no questions or issues on that.
678 Chris King: Mr. VanWinkle
679 Scott VanWinkle: Same, I agree.
680 Chris King: Anyone else?
681 (Silence)
682 Diane McCartney: Ms. Stull?
683 Elizabeth Stull: Yes.
684 Diane McCartney: Mr. VanWinkle?
685 Scott VanWinkle: Yes.
686 Diane McCartney: Ms. Nichols?
687 Sheri Nichols: Yes.
688 Diane McCartney: Mr. Davis?
689 Nick Davis: Yes.
690 Diane McCartney: Mr. Matthews?
691 Jon Matthews: Yes.
692 Diane McCartney: Mr. Cole?
693 Travis Cole: Yes.
694 Diane McCartney: Ms. Stout?
695 Sheri Nichols: Yes.
696 Diane McCartney: Mr. King?

697 Chris King: Yes.
698 Diane McCartney: Yeses have it.
699 Motion to approve 141 Budget Amendments.

VOICE VOTE: (mover-yes) Stout
(seconder-yes) VanWinkle
Yes: 8, No: 0

MOTION: Motion Carried

700 12.D. *142 Budget Amendments
701 (See Exhibit #18)
702 William Stepp: OK. The next item is the 142 budget amendments.
703 Shannon Stout: I'll move to approve both the 142 budget amendments.
704 Travis Cole: I'll second.
705 Chris King: Motion and second. Ms. Stout?
706 Shannon Stout: Again, good explanation in the work session, so I think everybody's clear on it.
707 Chris King: Mr. Cole?
708 Travis Cole: Same.
709 Chris King: Anyone else?
710 (Silence)
711 Chris King: Madam secretary, will you call the roll.
712 Diane McCartney: Mr. VanWinkle?
713 Scott VanWinkle: Yes.
714 Diane McCartney: Ms. Nichols?
715 Sheri Nichols: Yes.
716 Diane McCartney: Mr. Davis?
717 Nick Davis: Yes.
718 Diane McCartney: Mr. Matthews?
719 Jon Matthews: Yes.

720 Diane McCartney: Mr. Cole?
721 Travis Cole: Yes.
722 Diane McCartney: Ms. Stout?
723 Sheri Nichols: Yes.
724 Diane McCartney: Mr. King?
725 Chris King: Yes.
726 Diane McCartney: Yeses have it.
727 Elizabeth Stull: You forgot me.
728 (Audio)
729 Diane McCartney: I'm sorry, Ms. Stull?
730 Elizabeth Stull: Yes.
731 (Laughter)
732 Diane McCartney: The yeses have it.
733 Motion to approve 142 Budget Amendments.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Cole

Yes: 8, No: 0

MOTION: Motion Carried

734 12.E. Fund Balance

735 (See Exhibit #19)

736 William Stepp: And next is our monthly report of where the fund balance is. The running fund
737 balance. No motion needed there, but are there any questions?

738 Sheri Nichols: Nope.

739 Chris King: No questions?

740 Shannon Stout: Thank you for putting that together for us.

741 Kim Bray: No problem.

742 Elizabeth Stull: Thank you.

743 Kim Bray: As always if you have any questions just give me a call.

744 Chris King: Thank you.

745 Sheri Nichols: Thank you. I like your sweater.

746 (Laughter)

747 13. *Consent Agenda

748 Chris King: So we need a motion to accept the consent agenda.

749 Travis Cole: I move to approve the consent agenda in its entirety it was gone over in the work session.

750 Sheri Nichols: Yeah.

751 Chris King: Second?

752 Shannon Stout: Is that a second Sheri?

753 Sheri Nichols: Oh sorry, second.

754 Chris King: Ms. Nichols seconded. So Mr. Cole?

755 Travis Cole: Nothing to add it was gone over in the in the work session.

756 Chris King: There's no discussion on the consent agenda anyway, thank you though.

757 (Laughter)

758 Chris King: My fault. OK, all those in favor of approving the consent agenda say aye.

759 All board members: Aye.

760 Chris King: Those opposed say nay.

761 (Silence)

762

763 Chris King: The ayes have it.

764 Motion to approve the Consent Agenda.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) Nichols

Yes: 8, No: 0

MOTION: Motion Carried

765 13.A. School Board Reports

766 (See 13. discussion)

767 13.A.1. TLN Report
768 (See 13. discussion)

769 13.B. *TDOE School Climate Survey/MOU
770 (See Exhibit #20)
771 (See 13. discussion)

772 13.C. *Healthy Students Questionnaire
773 (See Exhibit #21)
774 (See 13. discussion)

775 13.D. Stellar Therapy Addendum
776 (See Exhibit #22)
777 (See 13. discussion)

778 13.E. *First and Second Reading of Policies
779 (See Exhibit #23)
780 (See 13. discussion)

781 13.F. *Approval of Overnight and Out of State Field Trips
782 (See Exhibit #24)
783 (See 13. discussion)

784 13.G. *Approval to Apply/Accept Grants
785 (See Exhibit #25)
786 (See 13. discussion)

787 13.H. *School Wide Fundraisers
788 (See Exhibit #26)
789 (See 13. discussion)

790 13.I. *Approval of Contracts/Agreements
791 (See Exhibit #27)
792 (See 13. discussion)

793 13.J. *Approval of Disposal of Surplus Property
794 (See Exhibit #28)
795 (See 13. discussion)

796 13.K. *Executive Approval
797 (See Exhibit #29)
798 (See 13. discussion)

799 14. Questions from Media

800 Chris King: So that brings us to. Questions from the media.

801 (Silence)

802 Chris King: No questions? If there are no questions.

803 15. Adjournment

804 Chris King: Anybody else have anything? If not, this meeting is adjourned.

805

806 (Meeting adjourned approximately 6:51 pm)

807

808

William Stepp
Director of Schools

809

810

811

812

813

814

Chris King
Chairperson of the Board

815

816

817 Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and that I delivered said
818 minutes to the office of the Director of Schools on December 9th, 2024.

819

820

821

822

823



Jason McGhee
Board of Education Recorder

824

825

(* Indicates Board Approval Required)

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

(* Indicates Board Approval Required)
January 23, 2025 at 6:00 PM - Board of Education Meeting

1. Call to Order

Agenda Item Type: Procedural Item

2. Moment of Silence/Pledge of Allegiance

[Pleasant Hill Elementary Students](#)

[Mack Hargrove](#)

[Jake Dragon](#)

[Harley Cox](#)

[Elliana Fisher](#)

Agenda Item Type: Procedural Item

3. Welcome to Visitors/Acknowledgement of Elected Officials

Agenda Item Type: Procedural Item

4. Charitable Fund

Agenda Item Type: Action Item

Attachments: (1)

- [Charitable Fund](#)

5. Special Recognition

Student Representatives

[CCHS-Marleigh Gargac](#)

[Phoenix-Logan Weir](#)

[SMHS-Hayden Houston](#)

Agenda Item Type: Information Item

5.A. TDOE SEC

Agenda Item Type: Action Item

Attachments: (1)

- [TDOE Student Engagement Council](#)

6. Roll Call

Agenda Item Type: Procedural Item

7. *Approval of 12/5/24 Minutes

Agenda Item Type: Action Item

Attachments: (1)

- [12-5-24 Minutes](#)

8. *Approval of Agenda

Agenda Item Type: Action Item

Attachments: (1)

- [Agenda](#)

9. Community Comments

Agenda Item Type: Information Item

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

Agenda Item Type: Information Item

11. Legal Report

Agenda Item Type: Information Item

12. Director's Report

Agenda Item Type: Information Item

12.A. *Joint Proposal of BOE Chair and DOS Contract

Agenda Item Type: Information Item

Attachments: (1)

- [DOS Contract-Updated](#)

12.B. *Upper Cumberland Child Advocacy Curriculum

Agenda Item Type: Information Item

12.C. *Athletic facilities assessment

Agenda Item Type: Action Item

12.C.1. I. Discussion of options to address SMHS Tennis Courts

Agenda Item Type: Action Item

12.C.2. II. Discussion of options to address SMHS Field/Stadium

Agenda Item Type: Action Item

12.C.3. III. Discussion of Options to Address SMHS Track

Agenda Item Type: Action Item

12.D. Annual Planning Calendar

Agenda Item Type: Information Item

Attachments: (1)

- [Planning Calendar](#)

12.E. FYI

Agenda Item Type: Information Item

12.E.1. TDOE/ITeach MOU

Agenda Item Type: Action Item

Attachments: (1)

- [I Teach MOU](#)

12.E.2. Amended Telehealth Services MOU

Agenda Item Type: Information Item

Attachments: (1)

- [Telehealth Services MOU Amended](#)

12.E.3. Amended Science Textbook Adoption Committee

Agenda Item Type: Action Item

Attachments: (1)

- [Amended Textbook Adoption Committee](#)

12.E.4. Attendance Report

Agenda Item Type: Information Item

Attachments: (1)

- [Warm Body Count](#)

12.E.5. Personnel Report

Agenda Item Type: Information Item

Attachments: (2)

- [CCSNP Staff Changes for January BOE Agenda](#)
- [Personnel Report](#)

12.E.6. Substitute List

Agenda Item Type: Information Item

Attachments: (1)

- [Substitute List](#)

12.E.7. School News Articles

Agenda Item Type: Information Item

Attachments: (12)

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

12.E.8. School Calendar of Events

Agenda Item Type: Information Item

Attachments: (13)

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

13. Chief Financial Officer's Report

Agenda Item Type: Information Item

13.A. Monthly Financial Report

Agenda Item Type: Information Item

Attachments: (1)

- [Financial Report](#)

13.B. Monthly Sales Tax Report

Agenda Item Type: Information Item

Attachments: (1)

- [Sales Tax](#)

13.C. *141 Budget Amendments

Agenda Item Type: Action Item

Attachments: (9)

- [141 BA Batelle Rural Cohort Grant](#)
- [141 BA Batelle Rurual Cohort Grant 2](#)
- [141 BA Bus Purchase Reallocation](#)
- [141 BA Cooper Institute Fitness Grant](#)
- [141 BA GEAR Up Grant](#)
- [141 BA ISM Grant](#)
- [141 BA Outcomes Based Funds](#)
- [141 BA Recruitment Retention Grant](#)

- [141 BA Tn Risk Mngt Safety Grant](#)

13.D. *142 Budget Amendments

Agenda Item Type: Action Item

Attachments: (2)

- [142 BA Perkins Basic](#)
- [142 BA Perkins Reserve Consolidated](#)

13.E. *143 Budget Amendments

Agenda Item Type: Action Item

Attachments: (2)

- [143 Budget Line Item Amendment \\$2,762.00](#)
- [143 Budget Resolution USDA Rebate \\$8,379.36](#)

14. *Consent Agenda

Agenda Item Type: Consent Agenda

14.A. First and Final Reading of Policies

Agenda Item Type: Consent Item

Attachments: (2)

- [4.301 Interscholastic Athletics](#)
- [4.603 Promotion and Retention](#)

14.B. School Board Reports

Agenda Item Type: Consent Item

14.B.1. TLN Report

Agenda Item Type: Action Item

14.C. *Approval of Overnight and Out of State Field Trips

Agenda Item Type: Consent Item

Attachments: (2)

- [CCHS Overnight Request-Boys Soccer](#)
- [SMHS Overnight Request-9-12](#)

14.D. *Approval of Contracts

Agenda Item Type: Action Item

Attachments: (1)

- [SMHS & 5 Star Food Service](#)

14.E. *Approval of Grants

Agenda Item Type: Consent Item

14.F. *School Wide Fundraisers

Agenda Item Type: Consent Item

Attachments: (1)

- [Stone Elem School-Wide Fundraiser](#)

14.G. *Approval of Disposal of Surplus Property

Agenda Item Type: Consent Item

Attachments: (4)

- [CCHS Retired Inventory](#)
- [CTE & General Retired Inventory](#)
- [North Retired Inventory](#)
- [Transportation Retired Inventory](#)

14.H. *Executive Approval

Agenda Item Type: Consent Item

Attachments: (1)

- [EA SMHS Overnight Request-9-12 gr](#)

15. Old Business

Agenda Item Type: Action Item

16. Questions from Media

Agenda Item Type: Information Item

17. Adjournment

Agenda Item Type: Action Item

Comments:

CONTRACT OF EMPLOYMENT

between the

Cumberland County Schools Board of Education and

William G. Stepp

This Contract of Employment (hereinafter "Contract") is entered into this 24th day of January, 2025 by and between the Cumberland County Schools Board of Education (hereinafter, "Board" or "the Board") and William G. Stepp (hereinafter, "Director" or "the Director"). Upon its effective date, this Contract shall supersede all other contracts previously entered into between the Parties hereto. The Board and the Director, for the consideration herein specified, agree as follows:

- I. **Term of Contract.** The Board, in accordance with its action as documented and confirmed within the minutes of its public meeting held in January 2025, hereby continues to employ the Director, and the Director hereby accepts the terms and conditions of this Contract. This Contract is for a period of two- and one-half years commencing on the 24th day of January, 2025 and ending on the 30th day of June, 2027. During the term of this Contract, including any renewals and/or extensions of the same, the Director will reside in Cumberland County, Tennessee.
- II. **Duties.** The Director shall devote such time and energies as are necessary to perform the duties specified in the law and the job description, including, but not limited to, those duties outlined within Tenn. Code Ann. 49-2-301. These duties will generally be performed during normal business hours; however, it is expressly agreed that the duties of this position will require the Director to be on duty during times other than normal business hours.
- III. **Governance.** To the full extent permitted by Tennessee law, pursuant to Tenn. Code Ann. 49-2-203, the Board shall delegate to the Director full administrative responsibility and authority for the operations of the school district and the schools thereof. Pursuant to applicable Board Policy, Board members shall address their concerns regarding operations, personnel matters, financial conditions, stakeholder concerns, and other matters under the control of the Director, directly to the Director, and shall not interfere with the Director's supervision, direction and administration of the district. The Director shall then address those matters as he deems appropriate. Individual members of the Board shall not, acting alone without authorization of the Board, take or refrain from taking action under the control of the Director's authority, powers, and duties. The Board and the Director agree to work together to fulfill the objectives of providing outstanding educational services and opportunities for all students.
- IV. **Compensation.** The Board shall pay the Director an annual base salary of One Hundred, Thirty Thousand Dollars in twenty-four (24) equal semi-monthly installments in accordance with Board Policy. If an adjustment in salary is made

by Agreement of the Parties during the term of this Contract, all of the other provisions of this Contract, including, but not limited to, its termination date as outlined within Section No. I, shall remain intact as stated herein. It is expressly understood by the Parties to this Contract that, in the event Director's employment is terminated for cause pursuant to Section No. XX, Director will be paid under this Contract only for the months in which he was employed and performed duties as Director. The Board further agrees, each December during the term of this Contract, to discuss and vote upon a possible modification to the above-specified salary amount, with the understanding that the Board cannot vote to decrease the above-specified salary amount during the Contract's term.

- V. **Military Leave.** The Director shall be entitled to a leave of absence from his duties for all periods of military service during which he is engaged in the performance of duty or training in the service of this State, or of the United States, under competent orders as stipulated in U.S.C. Title 38, § 4311-4318, Tenn. Code Ann. § 8-33-101 through 8-33-110, and Tenn. Code Ann. § 58-1-106.
- VI. **Professional Licensure/Certification.** During the term of this Contract, the Director shall maintain and shall, upon request, furnish to the Board evidence of maintaining a valid and appropriate license to serve as a Director of Schools, including any other certification that may be required by law or by the rules of the State Board of Education or Board Policy.
- VII. **Automobile Allowance (Option No. 1):** The Board will pay the Director an automobile allowance in the amount of \$600.00 per month in equal monthly installments to account for travel within the county. Subject to the terms of Board Policy, the Board will reimburse the Director for those actual expenses necessitated by travel outside of the school system for the performance of official duties.
- VIII. **Automobile Provision (Option No. 2):** During the term of this Contract, the Board shall purchase, provide, maintain, and obtain insurance for a vehicle set aside for exclusive use by the Director. Though the purchased and Board owned vehicle may be either new or used, said vehicle must remain at all times in good condition and road worthy.
- IX. **Insurance Benefits.** The Board shall provide, during the term of this Contract and at Board expense, all fringe benefits to the Director which are offered and available to other certified personnel. Should the Director elect no coverage under the school system insurance plan, no other benefit or salary shall be paid in lieu thereof.
- X. **Memberships.** The Board shall include in its annual budget and appropriation to pay membership dues to the Tennessee Organization of School Superintendents (TOSS), the American Association of School Administrators (AASA), and for two local (2) civic organizations chosen by the Director. Upon presentation of

documentation, the Board shall reimburse the Director for expenses in attending functions related to these memberships.

- XI. **Professional Liability.** The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and of the Director in the scope of his employment with the Board. The Board shall also, to the extent permitted by law, directly or through insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, suits, and legal proceedings brought by a third party(ies) against the Director in his individual and/or official capacity as agent and employee of the Board; provided, however, that the duty to indemnify shall not apply in the event that a court of competent jurisdiction determines that the Director acted criminally, maliciously, fraudulently, for improper personal gain or willful misconduct. In no event will Board members be individually liable or responsible for indemnifying the Director or holding him harmless against any demand, claim, suit, or legal proceeding.
- XII. **Professional Growth.** In the interest of continuing professional growth, promotion, development, and advancement of the school system, the Board encourages the continuing professional growth of the Director through participation in: (1) the operations, programs, and other activities conducted or sponsored by local, state, and national school administrator and school board associations; (2) seminars and courses offered by public and private educational institutions; (3) informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform professional responsibilities for the Board; and (4) visits to other institutions or school systems. The actual and necessary expenses of said attendance and/or participation shall be paid by the school system in accordance with Board Policy.
- XIII. **Sick Leave.** The Director shall be granted one (1) day of sick leave for each month of contractual employment. Sick leave days shall be cumulative, and unused sick leave days accrued and remaining at the termination of this Contract for any reason shall be transferred to the Tennessee Consolidated Retirement System for retirement credit in accordance with law and the policies of the Tennessee Consolidated Retirement System.
- XIV. **Work Year and Vacation (Paid Time Off).** The position of Director is a full-time, FLSA exempt, twelve (12) month position within the school district. Non-duty days shall include the ten (10) holidays and two (2) personal leave days provided in the law, and any day upon which the school system central office is closed. In addition thereto, the Director shall be entitled to twenty (20) vacation/annual leave days per year. Vacation/annual leave days unused as of June 30th each fiscal year during the term of this Contract shall be lost; however, up to five (5) such unused vacation/annual days may carry over to the next fiscal year and convert to available sick leave for the Director under Section No. XII. The Director shall be authorized to utilize all other leave pertaining to all other 240 days contract certified employees.

XV. **Expenses.** The Board shall reimburse the Director for all actual and necessary travel and other related expenses required in the performance of official duties under this contract subject to such limitations as provided by law and by Board Policy.

XVI. **Medical Examination.** The Board may require the Director to submit to an annual comprehensive medical examination. The cost of the examination, if required, shall be the responsibility of the Board. All information derived from said medical examination shall be considered the personal property of the Director and shall be treated as protected health information pursuant to applicable federal law. Both the Director and the Board agree, however, that nothing within this Section or within this Contract shall be read to violate the Americans with Disabilities Act, the Tennessee Handicap Act, or the Tennessee Human Rights Act.

XVII. Performance Evaluation.

A. Annually, pursuant to Board Policy and Tenn. Code Ann. 49-2-203, and no later than the June Board meeting beginning in June 2025 and each calendar year thereafter during the term of this Contract, the Board shall evaluate the Director's performance.

- i. In conducting this evaluation, the Board must, in compliance with Tenn. Code Ann. 49-2-203, evaluate the Director regarding overall job performance, student achievement, relationships with staff and personnel, relationships with board members, and relationships with the community, as well as Director's performance of all duties as outlined within Tenn. Code Ann. 49-2-301.
- ii. Prior to an annual evaluation, the Director shall provide the Board with a written self-appraisal using the same evaluation format adopted by the Board, and board members shall consider the Director's self-appraisal in conducting their own reviews of the Director.
- iii. The Board shall provide the Director with a written copy of its evaluation. The Director shall have the right to make a written response to the evaluation, which shall be attached to the Board's written evaluation. Under the Tennessee Public Records Act, board member evaluations of the Director, and the Director's self-appraisals, remain subject to request and disclosure.
- iv. All board members shall provide written explanations for ratings below satisfactory when marked on their individual performance tools/evaluation documents.

B. The Board and the Director will endeavor to agree upon an evaluation format no later than the September Board meeting of the current evaluation year. In the event that the Board and the Director cannot agree, the Board shall develop the format and shall forward the evaluation documents to the Director in compliance with this Contract and Tenn. Code Ann. 49-2-203.

XVIII. **Loyalty.** The Director shall devote full time, attention, knowledge, and skills solely and exclusively to the business and interests of the school system as referenced in Section No. II.

XIX. **Consultation Services and Other Professional Activities.** The Director may undertake consulting work, speaking engagements, writing, lecturing, or other activities, including any remuneration associated therewith, that do not interfere with the discharge of official duties and responsibilities. The Director shall give a report to the Board of all such activities as part of the annual evaluation provided for herein.

XX. **Tenure and Transfer.** The Director shall not be eligible to receive tenure as a teacher or as a certified employee with the Board. As consideration for the waiver of tenure rights, the Board expressly waives any right it otherwise has under Tennessee law to transfer or reassign the Director to any other position with any other duties during the term of this Contract, as well as during any authorized extensions or renewals of the same.

XXI. **Contract Termination**

A. **Mutual Agreement.** This Contract may be terminated at any point by mutual agreement of the Parties.

B. **Death or Disability.** This Contract will automatically terminate upon Director's death or disability. As used within this Section, "disability" will be determined if – after the Director has been unable to perform a majority of his duties over three (3) consecutive months or a has been unable to perform a majority of his duties over any five (5) months during a twelve (12) month period – a properly qualified and licensed physician mutually agreed upon by the Director and the Board Chair determines that the Director is disabled and unable to perform the essential duties of his position on a full-time basis. If the Director and the Board Chair are unable to mutually agree upon such a physician within thirty (30) days, then the Board itself may meet to unilaterally choose a qualified and licensed physician.

C. **For Cause.** This Contract may be terminated by the Board for cause upon sufficient proof of unprofessional conduct, inefficiency, insubordination, incompetence, or neglect of duty, including failure to follow the policies of the Board. If the Board terminates this Contract for cause, the Director would be entitled to no further benefits or compensation. As used herein, though the Director does not possess tenure with this Board, the terms unprofessional conduct, inefficiency, insubordination, incompetence, and neglect of duty by Tenn. Code Ann. 49-5-501 (and related case law).

D. **For No Cause.** This Contract may be terminated by the Board for no cause. Should that occur, however, the Board will owe the Director severance equal to

only the base salary amount as specified within Section No. IV remaining due to him over the term of this Contract. The Board may choose to pay said severance amount via either: one (1) lump sum payment due to the Director within ninety (90) days of his termination; or twenty-four (24) equal installments paid monthly until the Director stands as paid in full.

E. **Transfer.** The Board shall not have the option to transfer the Director to any other position within the school system during the term of this Contract.

F. **Unilateral Termination by the Director.** The Director may, at any time, terminate his contract. The Director shall provide 30 days notification to the Board.

XXII. **Criminal Background Check.** In accordance with the requirements of Tenn. Code Ann. 49-5-413, the Director agrees to the release of all investigative records to the Board for examination for the purpose of verifying the accuracy of criminal violation information as required by law. The Director agrees to supply a fingerprint sample and submit to a criminal history record check to be conducted by the Tennessee Bureau of Investigation. The costs incurred for this investigation shall be the responsibility of the Board.

XXIII. **Renewal of Employment Contract.** The Board, with concurrence of the Director, may extend the term of this Contract concurrent with the Director's evaluation or at any other time. Any extension of this Contract shall comport with the provisions of Section No. I. However, unless the Board acts on or before the 1st day of March of the last effective year of this Contract, such failure to act shall serve as notice to the Director that the Board does not intend to renew his Contract and/or employment.

XXIV. **Amendments.** Any modification or amendment to this Contract shall be made only by mutual agreement of the Parties hereto, and shall be memorialized in a written document and executed by the Parties or by an authorized representative of a party. Neither party shall be bound by any oral representation(s) concerning the modification or amendment of this Contract.

XXV. **Governing Law.** This Contract shall be construed and controlled by the laws of the State of Tennessee. The venue for any cause of action arising under this agreement shall be in Chancery Court for Cumberland County, Tennessee.

XXVI. **Severability.** The Parties acknowledge that this Contract is reasonable, valid and enforceable. However, if any term, covenant, condition or provision of this Contract is held by a court of competent jurisdiction to be invalid, void or unenforceable, it is the intent of the Parties that such provision shall be changed in scope by the court only to the extent deemed necessary by that court to render the provision reasonable and enforceable and the remainder of the provisions of this Contract shall in no way be affected, impaired or invalidated as a result thereof.

XXVII. **Entire Agreement.** This Contract constitutes the entire agreement between the Parties and the Parties hereto acknowledge that neither has relied upon any oral representation, inducement or agreement other than those specifically stated herein.

XXVIII. **Headings.** The headings contained at the beginning of each Section are for the purpose of reference only and shall not be afforded any legal status or meaning.

Made and executed this the _____ day of _____, _____.

_____ Chairman, Board of Education

Made and executed this the _____ day of _____, _____.

_____ Director of Schools

DRAFT

Cumberland County Board of Education

2024-2025 Annual Planning Calendar

JULY

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

AUGUST

- Service Celebration (Convocation)
- Professional Achievement Celebration (Convocation)
- Annual Notification of Student Rights 6.601
- Retirement Celebration

SEPTEMBER

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

OCTOBER

- School Compliance Document
- Approval of Compliance Report

NOVEMBER

- Food Service Annual Report
- TSBA Leadership Conference/Annual Conference
- TASBO

DECEMBER

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

WORK SESSIONS OR RETREAT TOPICS

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

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

JANUARY

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

FEBRUARY

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

MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

APRIL

- Budget Preparation
- Present Preliminary Budget

MAY

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

JUNE

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

ON GOING

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

JANUARY



Out-of-State Educator Preparation Partnership Agreement

The State Board of Education (SBE) [Educator Preparation Rule](#) (0520-02-04) allows Educator Preparation Providers (EPPs) approved to recommend teacher candidates for initial licensure in a state other than Tennessee and place these candidates in Tennessee school districts to complete **job-embedded clinical practice**. The provider and district must have a partnership that is formally recognized by the Tennessee Department of Education. Per [Educator Preparation Policy](#) (5.504) job-embedded clinical practice allows for candidates who hold a bachelor's degree to serve as teacher of record for the full school year (occupational programs may have different degree/certification requirements). At least 100 days of the job-embedded clinical practice must include direct teaching experiences. Prior to beginning a job-embedded clinical practice, candidates must have a valid Tennessee teaching license with the appropriate endorsement(s).

To receive department recognition, the EPP must submit a signed out-of-state partnership agreement to the department's office of educator licensure and preparation (OELP) for review at least thirty days prior to the start of the clinical practice. The term of this agreement may not exceed three years. All sections below are **required**, except section five. Missing information will delay processing of the request by the department.

Completed agreements must be submitted electronically to Educator.Preparation@tn.gov.

Section 1: Out-of-State EPP Information

Provider Name	Mailing Address
iteach	P.O. Box 1626 Denton, TX 76202
Head Administrator Name	Head Administrator Title
Andrew Rozell	President
Contact Name and Title	Contact Email
Jamason Fowler, State Director	jamason.fowler@iteach.net
Current EPP Approval State	State agency website for verification of licensure program approval
Texas	tea.texas.gov

Section 2: Tennessee School District Information

School District Name	Mailing Address
Cumberland County School District	368 4 th Street Crossville, TN 38555
Contact Name and Title	Contact Email
William Stepp – Director of Schools	wstepp@ccsschools.k12tn.net
Contact Phone	
(931) 484-6135	

Section 3: Required Partnership Components

- 1. Describe the roles and responsibilities of all EPP faculty / staff (including clinical supervisors).** Strong responses will include a thorough description of clearly identified roles and responsibilities of all EPP faculty and staff involved in the preparation of teacher candidates.

Teaching candidates in the IteachU.S. program are provided support and encouragement throughout the classroom and field experiences. During classroom experiences, instructors are available to answer questions, provide further explanations and feedback on formative assessments, and offer remedial activities for candidates who are not progressing satisfactorily.

iteachTENNESSEE will identify course instructors to work with the candidates during each phase of the instructional coursework. During the instructional courses TCTN 5000 - TCTN 5600, the master teacher who serves as the course instructor will work closely with the candidates to ensure mastery of each course objective before progressing on to the next course. In addition, the staff of iteachTENNESSEE will remain available to the teacher candidate throughout their participation in the teacher preparation program to address any concern or question.

Qualification of a Clinical Observer / iteach Field Supervisor / Campus Administrator

- Teacher / Administrator holds current educator certification
- Teacher/Administrator preferably holds an advanced degree
- Teacher/Administrator has recommendation from a campus administrator
- Teacher/Administrator has at least five years of teaching experience

Qualifications of an Instructor

- Teacher / Administrator is not currently employed by a school district
- Teacher / Administrator holds current educator certification
- Teacher/Administrator holds an advanced degree

- 2. Describe the roles and responsibilities of all Tennessee school district personnel (including clinical mentors).** Strong responses will include a thorough description of clearly identified roles and responsibilities of all school district personnel involved in the preparation of teacher candidates.

iteach and its school partners are active participants in determining how and where candidates are placed for Residency according to the prescribed guidelines of the district/ LEA.

By placing candidates in Residency through the interview process, iteach will provide partnering schools a significant degree of input in Residency placements.

Additionally, when requested by the partnering school, iteach will disseminate guidelines and training for the selection of mentor teachers iteach recommends that the mentor be certified in the area in which the candidate is being certified, have at least three years of teaching experience, have at least one year of teaching experience in the current school, and be recommended as a mentor teacher by the campus administrator.

- 3. Identify the criteria used for selecting clinical educators (clinical mentors/cooperating teachers and clinical supervisors/university supervisors).** At a minimum, selection criteria must meet requirements of SBE policy 5.504. Strong responses will include selection criteria and strategies used by the partnership to select clinical mentors and clinical supervisors who will support teacher candidates

during their clinical experiences.

In collaboration between the school district and the EPP, the clinical supervisors shall:

1. Hold an active Tennessee license with an endorsement in the area or a closely related area where they will be supervising the candidate or hold an administrator certification;
2. Have a level of overall effectiveness of above expectations or significantly above expectations for the prior school year; and
3. Have a minimum of five (5) years of experience as a teacher, school services personnel, or instructional leader as applicable.

Once the clinical supervisor is identified, he/she will be provided an online field supervision course developed by iteach. At the district request, the mentor teacher can be enrolled into an online instructional course on the purpose and responsibilities of a mentor teacher.

The course includes the following:

Extensive instruction on the observation report and its associated rubric
 Counseling on instructional improvement
 Working with mentor teacher and candidate.

4. Describe expectations regarding the delivery of candidate support and candidate evaluation. Strong responses will include a description of how both clinical mentors and clinical supervisors support teacher candidates during their clinical experience. The response should include how teacher candidates are observed, provided formal and informal feedback, are formally evaluated /provide growth opportunities for identified areas of need.

At the district's direction, Iteach candidates will be hired as the teacher of record in an appropriate classroom setting to fulfill the program's two semester residency in a job embedded placement. Therefore, the candidate will not have a cooperating teacher assigned by the hiring district/LEA. The hired candidate will have a Field/Clinical Supervisor assigned to them either by iteach or the hiring district / LEA according to the qualifications listed above.

To ensure triangulation of data, iteach incorporates a candidate's evaluation of each candidate by the clinical supervisor, coursework instructor and campus administration. Throughout the two-semester residency as a job embedded placement, candidates' classroom performance on the Classroom Appraisal Evaluation (CARE) form is shared with the mentor and campus administrator.

The candidate will be formally evaluated at least three times during the two-semester residency using the InTASC aligned CARE form.

Section 4: Specialty Area and Grade-Span Endorsement Alignment

Providers must be regionally accredited, and programs must be approved for licensure in a state other than Tennessee. Programs recognized by Tennessee must correspond with the specialty area and grade span of an existing [Tennessee endorsement](#).

List below all endorsements and grade spans that are approved in the home state and for which the provider is requesting recognition by Tennessee:

Home State Endorsement with Grade Span	Aligned Tennessee Endorsement <i>To be completed by OELP</i>
Agriculture 6 - 12	
American Sign Language EC - 12	
Biology 7 - 12	
Business 6 -12	
Chemistry 7 -12	
Chinese EC - 12	
Elementary EC - 6	
English 4 - 8	
English 7 - 12	
English as a Second Language EC - 12	
Family and Consumer Sciences 6 -12	
French EC - 12	
Health EC - 12	
History 7-12	
Japanese EC - 12	

Mathematics 7- 12	
Mathematics 6 -10	
Mathematics 4 -8	
Physical Education EC - 12	
Physics 6 -12	
Science 4 – 8	
Social Studies 4 – 8	
Special Education EC -12	
Theatre EC – 12	
Art EC -12	
Music EC - 12	
German EC -12	
Latin EC -12	
Spanish EC – 12	
Marketing 6 – 12	
Speech 7 - 12	

Section 5: Additional Partnership Agreement Items (optional)

EPPs are encouraged to provide any additional supporting information about their partnership and related clinical experiences.

iteach is the nation's leading provider of teacher certification for alternative post-baccalaureate candidates. The outcomes of the program are rooted in our mission: *to be a trusted partner committed to providing joy of learning, positively impacting student achievement, and preparing educators for a lifetime of success.*

Through the recruitment, training, and support of qualified degreed individuals, the present shortage of highly qualified, highly effective teachers can be reduced, especially in the identified high needs areas of special education, math and science. iteach is designed to remove the financial barrier with a low cost deferred payment plan, while offering excellent educational experiences and an innovative delivery system to transform a diversified candidate pool into leaders impacting the lives and learning of P-12 learners in a global society.

The iteach curriculum is pedagogically focused. iteach teacher candidates learn that they are the most important school-related factor in their students' success, and they gain practical strategies to help their students learn. During the state specific instructional coursework, iteach candidates must demonstrate that they positively impact student's learning and can assess this impact which results in a demonstration of student academic growth.

Leveraging iteach to train new teachers in the district provides assurances of rigorous teacher training while lowering costs associated with recruitment and training.

During the Residency Phase of the iteach program, updates regarding candidate's program progress will be provided to the district's identified Talent or Human Capital / Human Resources representative prior to the end of each semester.

<p>List any additional items and include as attachments any supporting documentation that describes partnership activities and practices that support clinical experiences.</p>

Section 6: Authorized EPP and Tennessee School District Signatures

Electronic signatures are accepted.

EPP Signature & Date	District Signature & Date
---	 15 JAN 2025
Name and Title	Name and Title
Jamason Fowler, State Director iteach	William Stepp, Director of Schools
Agreement Start Date (Must be at least 30 days later than submission date)	Agreement End Date (May not exceed three years from start date)
02/14/2025	02/14/2028

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

This Amended Memorandum of Understanding (the “Amended MOU”) is made as of January 14, 2025 (“Effective Date”), by and between **CUMBERLAND COUNTY SCHOOL DISTRICT** (“District”), and **EAST TENNESSEE CHILDREN’S HOSPITAL ASSOCIATION, INC.**, a Tennessee not-profit corporation (“ETCH”).

*** * * W I T N E S S E T H * * ***

WHEREAS, the parties entered into a Memorandum of Understanding for ETCH to provide telehealth services for students of the District, that took effect on July 1st, 2024, and

WHEREAS, the parties wish to keep all prior agreements in the Memorandum of Understanding, but to expand the schools served.

To that end, in consideration of the mutual covenants hereinafter set forth, the receipt and sufficiency of which are hereby acknowledged, the District and ETCH agree as follows:

1. That all prior agreements in the original Memorandum of Understanding remain in effect, and
2. That Exhibit A is hereby amended to include Crab Orchard Elementary School, located at 240 School Road, Orchard, TN 37723.

IN WITNESS WHEREOF, the parties have set their hands below as of the date first set forth above.

District:
Cumberland County Schools

By: _____
Director of Schools

Date: _____

ETCH:
EAST TENNESSEE CHILDREN’S HOSPITAL
ASSOCIATION, INC.

By: _____

Date: _____

EXHIBIT A

LOCATIONS FOR TELEHEALTH SERVICES

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

**Phoenix High School
203 Taylor Street
Crossville, TN 38555**

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

**Crab Orchard Elementary School
240 School Road
Crab Orchard, TN 37723**



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

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

From: William S. Maddox, Supervisor of Instruction 9-12

Dear Mr. Stepp and Board Members,
Please approve Mr. John Lewis, the Science and Math instructional coach, to be added to the already approved, (Nov. 20, 2024), Science Textbook Adoption committee. Mr. Lewis will serve an important role in the implementation of the new curriculum and was inadvertently left of the original approved list.

Respectfully,

A handwritten signature in black ink that reads 'W.S. Maddox'.

William Maddox

12/6/24

Cumberland County Schools Enrollment

	Pre-K	SE	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	K-3	4-6	7-8	
Brown	20		65	53	51	76	44	60	63	67	55					554	245	167	122	
Crab Orchard	18	23	40	39	46	40	63	44	52	38	53					456	165	159	91	
Homestead	40	58	70	75	76	58	67	64	77	77	75					737	279	208	152	
Martin	30	32	75	84	71	71	74	84	76	66	63					726	301	234	129	
North	20		41	50	50	40	59	50	54	61	63					488	181	163	124	
Pine View	16		16	21	17	12	25	22	12	21	13					175	66	59	34	
Pleasant Hill	19		57	66	52	61	62	62	62	54	77					572	236	186	131	
South	20	13	54	63	58	55	57	61	74	55	65					575	230	192	120	
Stone	20	42	57	60	62	50	76	67	72	58	68					632	229	215	126	
CCHS												256	257	229	209	951				
SMHS												259	255	262	206	982				
Phoenix																73				
Alt. School																60				
Total	203	168	475	511	483	463	527	514	542	497	532	515	512	491	415	0	6921	1932	1583	1029

WITH ALT **6981**



Mr. William G. Stepp ● Director of Schools

Mr. Chris King ● Board Chair

January 9, 2025

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
Julie Kotter	South Cumberland Elementary	01/06/2025	Jennifer Heath

Resignations/Retirements:

Name	Location	Date	Status
Jennifer Heath	South Cumberland Elementary	12/03/2024	Accept Resignation

Transfers:

Name	Location (From/To)	Date	Replacing

Terminations:

Name	Location	Date	

All background check requirements have been completed.

Respectfully,
Kathy Hamby

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

NON-CERTIFIED

New Hires:

Name	Location	Date	Replacing
Brittany Eller	SCE	1/6/25	Darla Frazier
Ruby Mathias	Transportation	1/1/25	Judy Phillips
Kaylee Goforth	SCE	1/6/25	Sara King
Tracy Murray	MES	1/6/25	Jerry Cooper
Bailey Simpson	SCE	1/7/25	Christina Ward
Katherine Johnson	BES	12/5/25	Tammy Hargis
Stephanie Boone	MES	11/20/24	Kelli Monday
Ashley Phillips	NCE	11/21/24	Jannell Coggins

Resignations/Retirements:

Name	Location	Date	Status

Transfers

Name	From/To	Date
Amy Buckner	Phoenix/CCHS	12/2/24
Tammy Hargis	BES/Phoenix	12/2/24

Terminations

Name	From/To	Date

SUBSTITUTES

<u>NAME</u>
Buck, Preston
Hunsucker, Keisha
Melton, Rita

BES January 2025 Newsletter



FRANK P. BROWN ELEMENTARY SCHOOL

BizTown was an amazing experience for fifth graders to take on roles as citizens in a mini-city to learn about how a town is run.



Brown Elementary PTO sponsored a Family Movie with Santa Night on December 6.



Brown Elementary kindergarten classes read "Balloons Over Broadway", learning about the Macy's Thanksgiving Day Parade tradition. They designed and made their own balloons, then went on a parade throughout the school.

The Brown Elementary Christmas Program was held on December 17. Classes and the BES Band performed traditional and contemporary holiday songs.



Brown Elementary is proud to announce Teachers of the Year, Brianna Maynard and Hannah VanWinkle, and Certified Employee of the Year Nasa



Brown Elementary families enjoyed a Thanksgiving meal together in November.



BES seventh graders explored careers on the "Everyone Pursues Innovative Careers" (EPIC) bus with teacher Cindy Kemmer.



Seventh grade students used 3D pens to create art, objects, and designs in STEM class with instructor Brad Houston.



Sixth and eighth graders learned about careers in law enforcement and as first responders from Officer Eddie Perez.

JANUARY

2025

CCHS Newsletter



HAPPY NEW YEAR FROM CCHS!!!



GO JETS!!!!

CRAB ORCHARD NEWS

December 2024

BREAKFAST WITH SANTA: A MORNING OF MAGIC



WINTER WONDERS AND TROPHY MOMENTS



The Crab Orchard Lady Tigers displayed incredible determination and teamwork, earning a well-deserved second place in the county finals. We are so proud of all the players for their hard work, resilience, and sportsmanship throughout the season!



CRAB ORCHARD NEWS



December 2024

JINGLE BELLS AND JOYFUL TUNES



The season was bright with joy and celebration! Our annual holiday performance featured our Pre-K-3 students and the Crab Orchard Choir, who spread festive cheer through song and spirit. The band members showcased their hard work and creativity at our Christmas concert, leaving the audience filled with holiday joy. Finally, the magic of the season came to life during our Winter Wonderland Pageant, where students dazzled in an enchanting celebration of winter and holiday traditions.



**SNOW QUEEN:
RAEANN SMITH**

**ICE PRINCESS:
RORY KEYES**



**LITTLE MISS FLURRY:
EMILY LIEPINS**

**TINY MISS TWINKLE:
KYLIE'AUNNA HILL**



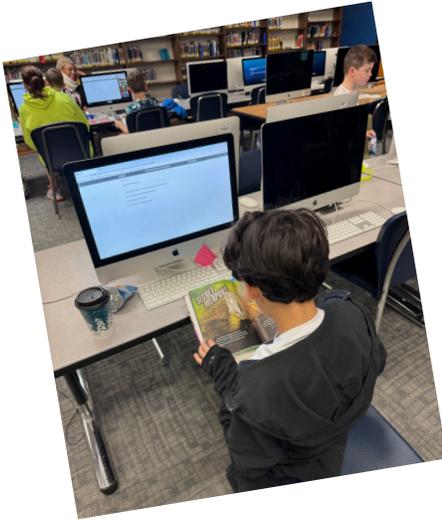
Homestead Elementary



MARTIN ELEMENTARY NEWSLETTER

January 2025

Family Reading Night



Martin Elementary recently hosted Family Reading Night! The evening was filled with fun and a shared love for books. Families enjoyed hot chocolate and cookies while reading together in the library. We loved seeing our community come together to celebrate literacy and foster a lifelong passion for reading.



MES Robotics

The Martin Elementary Robotics Team recently participated in the Robotics Competition in Oak Ridge! The team tackled challenging robotics missions with skill and creativity.

They also showcased their innovative storm-water filtration project, demonstrating dedication to solving real-world problems.

We're so proud of their hard work and teamwork—way to represent MES!



Congratulations!

Please join us in congratulating Mrs. Katelyn Tollett, Mrs. Joy Goad, and Mrs. Jo Bryson on being selected to represent MES!



Katelyn Tollett
Pre-K - 4th Grade
Teacher of the Year



Joy Goad
5th - 8th Grade
Teacher of the Year



Jo Bryson
Non-Certified Staff
Member of the Year

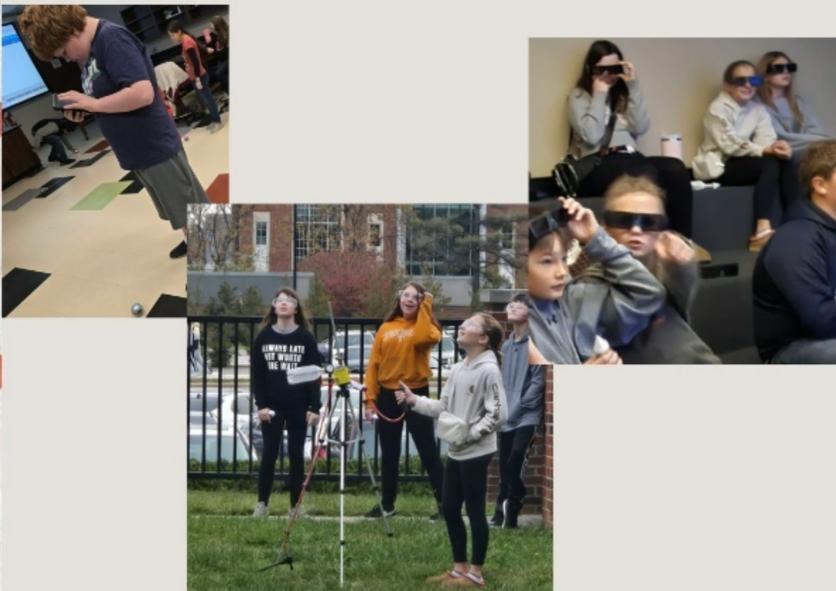
NCE



"Every Child, Every Day, Excellence in Every Way"

STEAM

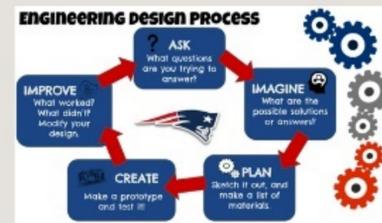
Students enjoyed programming while exploring angles and coordinate planes while incorporating the distance, rate and time relationship as well. Students enjoyed making rockets and launching them to see the results of their creations. Students learned about space, rockets and the Great Space Race while watching the 3D video.



Upcoming Events

- 1/15 2nd 9 weeks Recognition
- 1/20 No School -MLK Day
- 1/21 Grade Cards Go Home

- 2/10 Winter Band Concert
- 2/17 No School- President's Day



Patriot Pulse

North Cumberland students participated in the field of honor.



go Patriots!

North Cumberland Patriots' Promise

- P**ersonal Best - I will give it my all.
- A**ttitude - I will have a positive outlook.
- T**enacity - I will never give up.
- R**espect - I will respect myself, classmates, teachers, community, and country.
- I**ntegrity - I will do what is right.
- O**rganization - I will be ready to work and learn.
- T**rustworthy - I will be trustworthy and honest.
- S**ervice - I will do for others.



Giving Back...

Phoenix High School Student Council members collected food to provide 2 complete Thanksgiving food boxes to fellow students.



Pictured are council members Tucker Griffith, Logan Weir, Olivia Roach, and Silas Kirk. Not pictured - Marlayna Myers.

Fresh baked cookies...



Staff and students were surprised with delicious fresh baked cookies and hot chocolate provided by former teacher, Shanna Freitag and her lovely mother, Shirley Hildreth.

Computer Science...

The first term of Computer Science has wrapped up for PHS, and students spent time programming Micro:bits & Finch Bots.

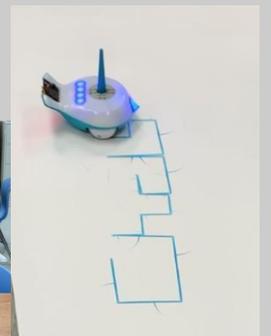


Ho Ho Ho...

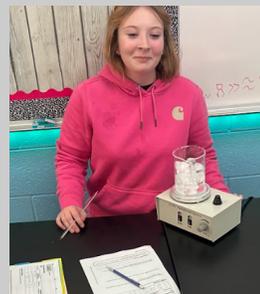
Phoenix High School students received a visit from Santa Claus



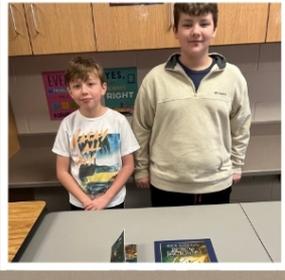
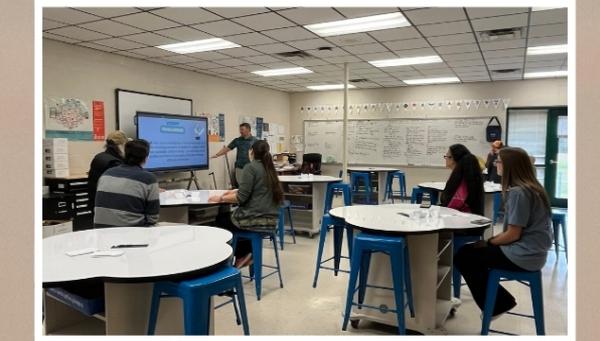
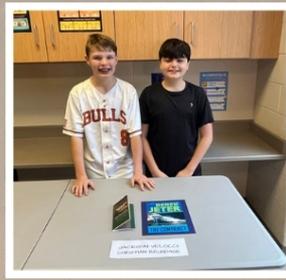
and all PHS students received a bag of goodies from the jolly man.



Phases of matter...

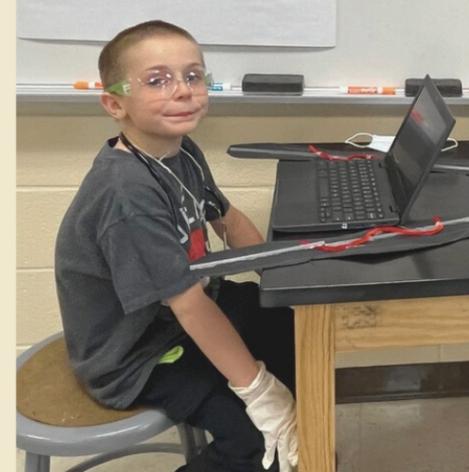
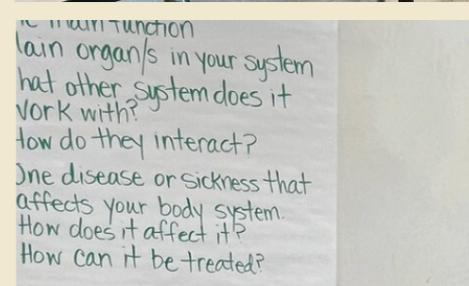
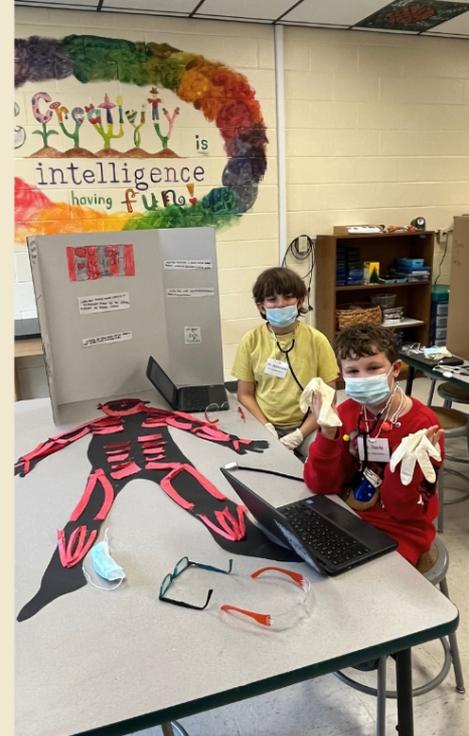
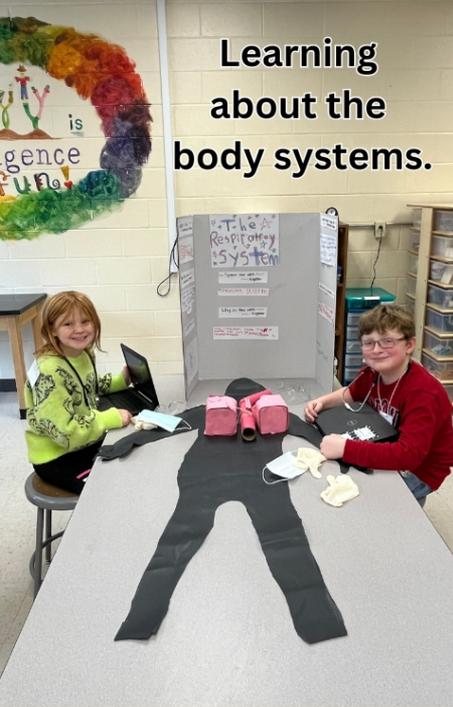


Physical Science class did hands-on activities to help understand the different changes in matter and their transitions between the states.



Pine View Elementary's
December STEAM Open House
Families and community members joined PVEs for the 2nd Nine Weeks STEAM project presentations. Students led groups and presented their work, including explanations of the EDP. It was an exciting day of STEAM education for everyone!





Pleasant Hill Elementary

JANUARY NEWS



CTE NEWS: Pleasant Hill's CTE students were busy getting CPR certified, learning about careers, and mentoring younger students during reading buddies.



What a sweet event!
Pre-k and Kindergarten's annual Pie Social was a success! The pie and fellowship were enjoyed by all!



January
2025

School Wide Positive Behavior Weekly drawings continue and 2nd 9 weeks winners were drawn as well. Students were thrilled with their prizes!



PHS Millionaires
Students that have read one million words enter into the millionaires club. Club members are recognized in the community and have enjoyed fun rewards.



DECEMBER'S MAGICAL MOMENTS

Cookies & Cocoa With Santa

Pomona Methodist hosted another fun event. Students toured the train village, met Santa, sipped hot cocoa, and devoured scrumptious cookies!

Thank you Pomona Methodist!!!



Faculty, Staff, and Beta Club students assisted with the annual cookies & cocoa with Santa event! We had a great turnout. We even had a visit from the Grinch!



Pleasant Hill's Annual Christmas Parade



Congratulations to our Teachers of the year and Staff Member of the year. We are so thankful for all you do!



January 2025

SMHS NEWS

SMHS STUDENTS RECENTLY RECOGNIZED EACH OTHER FOR RANDOM ACTS OF KINDNESS. SCHOOL COUNSELORS ASKED STUDENTS TO WRITE DOWN A RANDOM ACT OF KINDNESS THAT THEY OBSERVED FROM ANOTHER STUDENT. STUDENTS SUBMITTED OVER 180 ENTRIES AND 12 WINNERS WERE CHOSEN. A SPECIAL THANKS TO THE COOKIE BOX (@SHOPCOOKIEBOX) FOR PROVIDING PRIZES TO STUDENTS.



STONE MEMORIAL
HIGH SCHOOL
RECOGNIZED MRS.
TONIA WYATT AS
THEIR 2024-25
TEACHER OF THE
YEAR AND MRS.
SHARON GARRETT AS
THEIR 2024-2025
EMPLOYEE OF THE
YEAR.



ON DECEMBER 12, 2024, PANTHER PACK STUDENTS WERE REWARDED FOR THEIR DEDICATION TO STANDARDS OF EXCELLENCE IN ACADEMICS, BEHAVIOR, AND ATTENDANCE. THE STUDENTS ENJOYED A HOT COCOA BAR WHERE THEY CUSTOMIZED THEIR DELICIOUS CUPS OF HOT CHOCOLATE. SMHS IS PROUD OF THE 314 MEMBERS THAT COMPRISE THE PANTHER PACK!

MONTHLY NEWSLETTER JANUARY '25

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

South
Cumberland
REBELS
Every Child.
Every Day.

5TH GRADE SOCK EXCHANGE

EVERY YEAR ON THE 10:00 DAY, THE 5TH GRADE CLASS READS "SANTA'S UNDERWEAR" AND INCLUDE A SOCK EXCHANGE COMPLETE WITH A BREAKFAST BUFFET! THIS YEAR WAS NO DIFFERENT, AND THE KIDS LOVED IT!!! THANK YOU MRS. PIMENTEL, MS. WOODY, AND MRS. WYATT!



X

THANK YOU!!!

THIS YEAR, THE TOYS 4 TOTS BROUGHT COUNTLESS BOOKS FOR THE STUDENTS AT SOUTH CUMBERLAND TO HAVE FOR CHRISTMAS. THANK YOU FOR HELPING OUT STUDENTS TO GROW INTO OUTSTANDING READERS!



X

GOODBYE, FRIENDS!!

LONGTIME REBELS, DARLA FRAIZER AND FANNIE BURGESS JOINED THE RETIREMENT CLUB AT THE END OF 2024. ALTHOUGH WE WILL MISS THEM DEARLY, WE ARE EXCITED FOR WHAT IS NEXT FOR THESE TWO GREAT WOMEN!!! ONCE A REBEL, ALWAYS A REBEL!



X

GRADES ARE IN

CONGRATULATIONS

to the **290** Schools Who Received an **A** Letter Grade for the 2023 ** 2024 School Year

For **outstanding** student acceleration and school success!



THE STATE HAS RELEASED THE LETTER GRADES FOR ALL THE SCHOOLS IN TENNESSEE, AND SOUTH CUMBERLAND EARNED AN "A" RANKING!!! THIS "A" RANKING ALSO GOES ALONG WITH OUR REWARD SCHOOL STATUS. THIS WOULDN'T BE POSSIBLE WITHOUT THE WORK OF ALL OUR STAFF, STUDENTS, PARENTS, AND COMMUNITY!!!

FOLLOW US ON



@SOUTHCUMBERLANDELEMENTARY

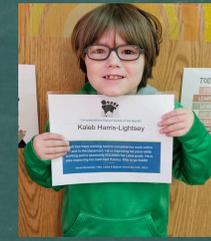
Stone Elementary

Home of the Coyotes

PreK 4 dived into the magical world of Coral Reefs for two whole weeks, making waves of joy as we learned about the fabulous sea critters! With teamwork that could rival any superhero squad, we transformed our classroom into a dazzling underwater paradise. Big shoutout to our rockstar kindergarteners, Miles and DeVonie, who snagged their first library books—woohoo! Our brilliant first graders had a blast creating their own constellations after getting star-struck. Meanwhile, our genius 2nd graders took on a STEM challenge, building the USS Constitution to see if it could float and how many "soldiers" it could carry—talk about a maritime mission!

Fifth graders were off to BizTown, stepping into roles like mayors, shop owners, DJs, security officers, and newspaper columnists while mastering financial literacy and career readiness. Take a bow, Kaleb Lightsey, Mrs. Laurie's bigfoot buddy of the month, for rocking math facts, Lexia skills, and a stellar work ethic! Our STEM students had a tower-building bonanza, and in school-wide news, we celebrated our November Students of the Month—way to shine, everyone!

Families joined the fun at the Holidays Around the World event, sharing scrumptious holiday bites. The PTO brought in Mr. and Mrs. Santa, and some of us even got our groove on with a Mexican dance, tasted quirky Japanese rice candy, and took a whack at a piñata! What a whirlwind of fun!



Stone Elementary

Home of the Coyotes

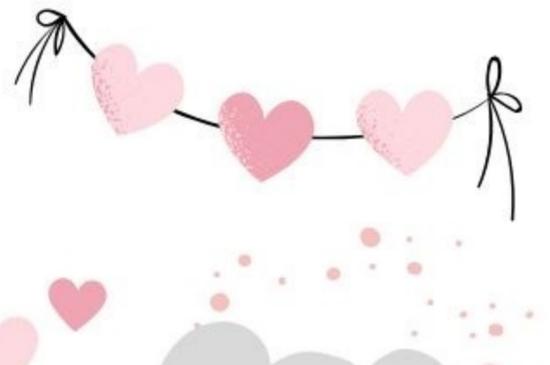
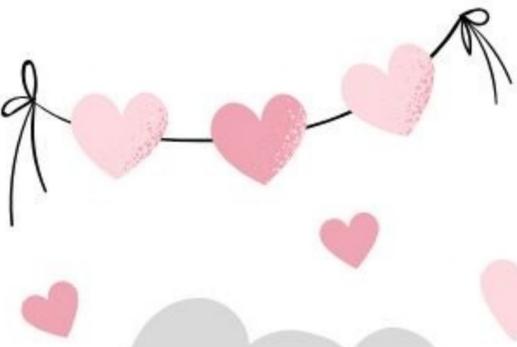
Get ready to dive headfirst into a winter wonderland bash! PreK4 kicked off the season with a blizzard of fun! Our little snow bunnies slipped into their snuggliest pajamas, sipped on hot cocoa, munched on popcorn, and snuggled up for a magical Polar Express movie night. And guess what? Each tiny Picasso whipped up a dazzling snowman light from recycled milk jugs to sprinkle some holiday cheer around their homes!

But hold onto your mittens, because that's not all! The PreK4-Second grade squad at Stone Elementary sparkled in the Winter Music Program, all thanks to our rockstar music maestro, Mrs. Lopez! The kiddos serenaded us with a charming winter tune about snowflakes and jingled the handbells to a festive jam. Families and friends feasted on the sweet sounds, complete with a dazzling light show. Our hearts are bursting with pride for our little stars and the fabulous Mrs. Lopez! 🎵🌟

And down in the FAC classes with Mrs. Wilson, the holiday magic continued with some Christmas cooking (think cakes, cookie decorating, and cinnamon roll trees) while my 8th graders earned their TCAT NC3 certifications! What a whirlwind of festive fun!



February 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
						1	
2	3	4	5 GOLD clubs TN PROMISE MEETING 10:00 Faculty meeting	6 BBall vs Smith	7 PROGRESS REPORT GRADES DUE BBall @ White	8 WRESTLING BOYS TOURN @ LIVINGSTON	
9	10	11	12	13	14 	15	
		PROGRESS REPORTS GO HOME BBall vs SMHS		PARENT TEACHER CONF. 3-6PM	WRESTLING GIRLS TOURN @ CLEVELAND BBall vs Upperman		
16	17 PRESIDENTS DAY NO SCHOOL!	18	19 BLUE clubs	20	21 Relay lunch C108 WRESTLING STATE TOURN	22 CCHS SWEETHEART PAGEANT	
	Basketball District Tournament.....						
23	24	25	26	27 BOE MEETING 6PM	28		

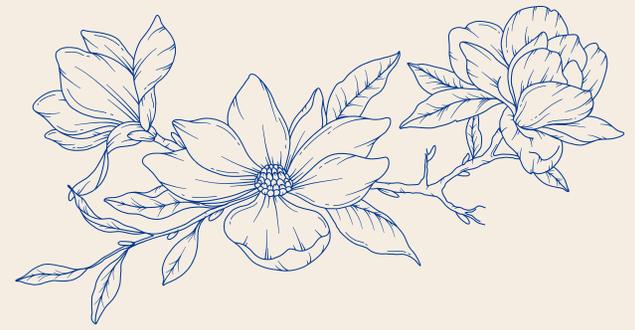
Crab Orchard Elementary

January 2025						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2 Admin Day	3 Inservice Day	4
5	6 Snow Day	7 Snow Day	8 Snow Day	9 Snow Day	10 Snow Day	11
12	13	14	15	16	17	18
19	20 No School	21 Class/Sports Pictures	22	23	24	25
26	27	28	29	30	31 COE Archery Tournament	1 COE Archery Tournament

Crab Orchard Elementary

February 2025						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 COE Archery Tournament
2	3	4 Well Child Physicals	5	6	7	8
9	10	11	12	13	14	15 TBD COE 3D Archery Tournament
16	17 No School	18	19	20	21	22
23	24	25 1st/2nd Playhouse	26	27	28	March 4 Chick Fil A Night

February 2025



Sunday *Monday* *Tuesday* *Wednesday* *Thursday* *Friday* *Saturday*

Homestead Elementary

						1
2	3	4	5	6 7:45 A.M. PTO MEETING	7	8
9	10	11 PROGRESS REPORTS GO HOME	12	13	14 Happy Valentines Day SRO APPRECIATION DAY	15
16	17 PRESIDENT'S DAY	18	19	20	21 CONCESSIONS	22
23	24	25	26	27 FAMILY LITERACY NIGHT 4:00P.M. BOE MEETING 6:00P.M.	28	

Notes:

Reminder:



2025

FEBRUARY



MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

						1	2
3	4 4-H Speech Contest 3:30 	5	6	7	8	9	
10	11	12	13	14 	15	16	
17 Presidents Day No School 	18	19	20	21	22	23	
24	25	26	27	28			

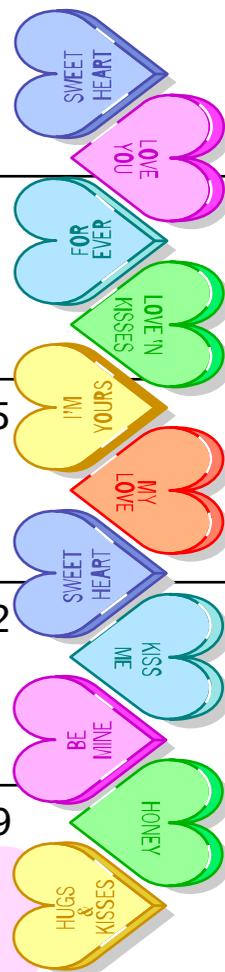


Patriots, you are the peanut butter to our jelly!



February 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																																																																				
<p>website: nces.ccschools.k12tn.net Facebook - North Cumberland Elementary X - @NCEPatriots</p>						1																																																																																				
2	3	4 Jr BETA club mtg 7am Watts up Patriots 3pm	5 Archery 3pm	6 Billy Nix and the Planetarium Visit for 3rd and 5th grades. Archery	7	8																																																																																				
9	10 Winter Band Concert 6pm	11 Progress Reports for term 3	12 Archery 3pm	13 Archery 3pm	14 Happy Valentine's Day	15																																																																																				
16	17 President's Day - no school	18	19 Archery 3pm	20 Archery 3pm	21	22																																																																																				
23	24	25	26 Archery 3pm	27 Archery 3pm	28	29																																																																																				
<p>Every Child, Every Day, Excellence in Every Way North Cumberland Elementary</p>						<p>January</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table> <p>March</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
S	M	T	W	T	F	S																																																																																				
		1	2	3	4																																																																																					
5	6	7	8	9	10	11																																																																																				
12	13	14	15	16	17	18																																																																																				
19	20	21	22	23	24	25																																																																																				
26	27	28	29	30	31																																																																																					
S	M	T	W	T	F	S																																																																																				
1	2	3	4	5	6	7																																																																																				
8	9	10	11	12	13	14																																																																																				
15	16	17	18	19	20	21																																																																																				
22	23	24	25	26	27	28																																																																																				
29	30	31																																																																																								





February 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5 Faculty Meeting MC Benchmark#1	6 Data Meeting MC Benchmark #1	7 MC Benchmark#1	8
9	10	11 T3 Progress Reports	12 Full Moon	13	14 Valentine's Day	15
16	17 President's Day (No Students)	18	19	20	21	22
23	24	25 Principal's Lunch	26	27	28	



FEBRUARY 2025

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11 Progress Reports Go On	12	13	14 Happy Valentines Day	15
16	17 President's Day No School	18 School-wide trip to the PLAYHOUSE	19	20	21	22
23	24	25 Chick-fil-A Spirit Night	26	27	28	
3rd - 8th Benchmark #3 Mastery Connect						

UPCOMING DATES TO REMEMBER

- March 10 - 14: Spring Book Fair
- March 11: Festival of Movement
- March 13: Family Engagement (Black Light Themed)
- March 17 - 21: Spring Break
- March 27: Reprot Cards



Pleasant Hill Elementary

February 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 Chess Club Meets 3-4:30	5	6	7	8
9	10	11 Chess Club Meets 3-4:30	12	13	14	15
16	17 President's Day No School	18	19 Cap & Gown Pictures Kindergarten & 8 th Grades	20	21	22
23	24	25	26	27 4 th -8 th Grade to the Playhouse to see Wizard of Oz – Thank you to Pepe and Ann Perron	28	

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

SMHS

Today

< > February 2025

Month ▼

SUN	MON	TUE	WED	THU	FRI	SAT
26	27	28	29	30	31	Feb 1
	ELA Instructional Coach ● 2:45pm Baseball Weight Lifting (Foot ● 3pm HS Basketball Practice (Boys ar ● 3pm Wrestling Practice (Aux Gym) 2 more	RTI Data Team Meeting ● 2:45pm Baseball Weight Lifting (Foot ● 3pm HS Basketball Practice (Boys ar ● 3pm Wrestling Practice (Aux Gym)	● 1:30pm CRT Refresher @ Central Off ● 2:45pm Baseball Weight Lifting (Foot ● 3pm HS Basketball Practice (Boys ar ● 3pm Wrestling Practice (Aux Gym)	● 2:45pm Baseball Weight Lifting (Foot ● 3pm HS Basketball Practice (Boys ar ● 3pm Wrestling Practice (Aux Gym) ● 6pm Boys JV Basketball v Warren Co	Math Instructional Coach ● 3pm HS Basketball Practice (Boys ar ● 3pm Wrestling Practice (Aux Gym) ● 4pm Track Workouts (Gym Weight R ● 6pm Basketball v Upperman HS (G.	Stevie Elites Cheer Competition (Aux Wrestling State Dual's
2	3	4	5	6	7	8
	● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R	● 3pm HS Basketball Practice (Boys ar ● 6pm Basketball @ White County HS	Mastery Connect Benchmark #1 Math ● 1:30pm TN Promise meeting -all seni ● 3pm HS Basketball Practice (Boys ar	Mastery Connect Benchmark #1 ELA ● 3pm FASFA Completion Night Event ● 3pm Parent/ Teacher Conference ● 3pm HS Basketball Practice (Boys ar	Mastery Connect Benchmark #1 Biolo ● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R ● 6pm Basketball v Livingston Academ	ACT Wrestling @ Livingston (Regionals) ● 8am SSSB - D. Wages (Band Room O
9	10	11	12	13	14	15
	● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R ● 6pm Basketball v Clarkrange HS (Fox	Progress Reports ● 3pm HS Basketball Practice (Boys ar ● 3pm TBI Training (Football Weightroc ● 6pm Basketball @ Cumberland Coun	● 3pm HS Basketball Practice (Boys ar	● 3pm HS Basketball Practice (Boys ar ● 3pm Faculty Meeting	Wrestling - Girls Regionals (TBA) ● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R ● 6pm Basketball @ Dekalb County HS	MS Baseball White County Tourname Wrestling Sectionals @ East Ridge ● 8am Rotary Father / Daughter Dance ● 8am SSSB - D. Wages (Auditorium R
16	17	18	19	20	21	22
● 12pm SSSB - D. Wages (Auditorium -	President's Day No School MS Baseball White County Tourname ● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R	ELA Instructional coach PLC F. Lang, PE & SPED RTI Data Team Meeting ● 3pm HS Basketball Practice (Boys ar	ASVAB - Juniors PLC ELA & Soc. St. ● 3pm HS Basketball Practice (Boys ar	PLC CTE & Science ● 3pm HS Basketball Practice (Boys ar	Math instructional coach PLC Fine Arts & Math Wrestling State Tournament Day ● 11am Clubs meet (midday act. sched 2 more	Wrestling State Tournament Day 2 ● 7:30am Rotary Rental (Library, ELA, M ● 8am Trinity Academy Gym Rental (M ● 2:30pm SMHS Band Concert and Ev
23	24	25	26	27	28	Mar 1
	● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R	● 3pm HS Basketball Practice (Boys ar ● 5pm Boys Soccer Scrimmage @ Rhe	● 3pm HS Basketball Practice (Boys ar	● 3pm HS Basketball Practice (Boys ar ● 5pm MS Baseball Vs. Wartburg (H) ● 6pm BOE Meeting	● 3pm HS Basketball Practice (Boys ar ● 4pm Track Workouts (Gym Weight R	MS Baseball Knoxville Classic ● 10am Flag Football Pre Season Play I

SCES



JANUARY



2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 	2	3	4
5	6 7am Chess Club  	7 7:10 AM Kindness Club	8 Wellness Wednesday 	9 7AM FCS 7AM KINGDOM KIDS	10 Class Group Photos  Well Child Physicals	11
12	13 7am Chess Club   Grade Cards Go Home	14	15	16 7AM FCS 7AM KINGDOM KIDS  3:00 pm	17 REBEL RALLY DAY 	18
19	20  NO SCHOOL	21 7:10 AM Kindness Club	22	23 7AM FCS 7AM KINGDOM KIDS	24	25
26	27 7am Chess Club 	28	29	30 7AM FCS 7AM KINGDOM KIDS	31	

8008



FEBRUARY



2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3 7am Chess 	4 7:10 AM Kindness Club	5  Wellness Wednesday	6 7AM FCS 7:00 AM Kingdom Kids	7	8
9	10 7am Chess Club   Progress Reports go home this week	11	12	13 7AM FCS 7:00 AM Kingdom Kids	14 	15
16	17  No School	18 7:10 AM Kindness Club  Parent-Teacher Conferences 3:15 pm	19	20 7AM FCS 7:00 AM Kingdom Kids	21   Cap and Gown Photos	22
23	24 7am Chess Club   Book Fair 7am-2pm	25  Book Fair 7am-2pm	26  Book Fair 7am-2pm	27 7AM FCS 7:00 AM Kingdom Kids  Book Fair 7am-2pm	28  Book Fair 7am-2pm	

Stone Elementary

February 2025

Mission:

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



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 Coyote Canvas-Family Engagement 5-6:30pm	5 K/8 th Graduation Pictures/Superlatives	6	7	8
9	10	11 Progress Reports go home Chick-Fil-A Spirit Night 4-7pm	12	13	14 3 rd Grade – MUSE Field Trip	15
16	17 President's Day No School	18	19	20	21	22
23	24 MC Benchmark Testing	25 MC Benchmark Testing	26 MC Benchmark Testing	27 MC Benchmark Testing	28 MC Benchmark Testing	

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

DRAFT / PRELIMINARY

141 General Purpose School

		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget	Total	Actual	Encumbered	% of Avg
							Estimate				
Revenues											
40110	Current Property Tax	2,022,107.00	1,164,209.30	1,164,209.30	0.00	57.57%	168,508.92	568,076.63	568,076.63	0.00	337.12%
40120	Trustee's Collections - Prior Year	225,911.00	54,812.59	54,812.59	0.00	24.26%	18,825.92	2,669.64	2,669.64	0.00	14.18%
40130	Cir Clk/Clk & Master Collections-Pr Yr	108,155.00	9,643.78	9,643.78	0.00	8.92%	9,012.92	2,825.85	2,825.85	0.00	31.35%
40140	Interest And Penalty	91,724.00	12,268.51	12,268.51	0.00	13.38%	7,643.67	1,970.90	1,970.90	0.00	25.78%
40210	Local Option Sales Tax	16,455,212.00	7,056,040.35	7,056,040.35	0.00	42.88%	1,371,267.67	1,417,208.56	1,417,208.56	0.00	103.35%
40270	Business Tax	5,871.00	1,996.14	1,996.14	0.00	34.00%	489.25	275.50	275.50	0.00	56.31%
40275	Mixed Drink Sales	84,663.00	30,507.51	30,507.51	0.00	36.03%	7,055.25	6,003.18	6,003.18	0.00	85.09%
43517	Tuition - Other	110,000.00	99,811.85	99,811.85	0.00	90.74%	9,166.67	17,256.00	17,256.00	0.00	188.25%
43570	Receipts From Individual Schools	65,000.00	36,670.05	36,670.05	0.00	56.42%	5,416.67	11,973.59	11,973.59	0.00	221.05%
43990	Other Charges For Services	15,000.00	15,379.00	15,379.00	0.00	102.53%	1,250.00	15,379.00	15,379.00	0.00	1230.32%
44120	Lease/Rentals	7,719.00	2,387.59	2,387.59	0.00	30.93%	643.25	947.12	947.12	0.00	147.24%
44145	Sale Of Recycled Materials	4,000.00	1,630.17	1,630.17	0.00	40.75%	333.33	0.00	0.00	0.00	0.00%
44170	Miscellaneous Refunds	106,000.00	59,261.55	59,261.55	0.00	55.91%	8,833.33	7,188.38	7,188.38	0.00	81.38%
44530	Sale of Equipment	0.00	534.00	534.00	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	377.90	377.90	0.00	75.58%	41.67	27.90	27.90	0.00	66.96%
44570	Contributions & Gifts	15,000.00	16,069.00	16,069.00	0.00	107.13%	1,250.00	600.00	600.00	0.00	48.00%
44990	Other Local Revenues	14,000.00	10,164.00	10,164.00	0.00	72.60%	1,166.67	6,611.00	6,611.00	0.00	566.66%
46511	TISA	49,395,116.00	25,473,933.69	25,473,933.69	0.00	51.57%	4,116,259.67	5,674,370.74	5,674,370.74	0.00	137.85%
46515	Early Childhood Education	1,104,583.00	455,955.23	455,955.23	0.00	41.28%	92,048.58	207,761.77	207,761.77	0.00	225.71%
46590	Other State Education Funds	597,026.00	298,512.83	298,512.83	0.00	50.00%	49,752.17	59,702.57	59,702.57	0.00	120.00%
46591	Coordinated School Health - ARRA	113,000.00	39,500.38	39,500.38	0.00	34.96%	9,416.67	39,500.38	39,500.38	0.00	419.47%
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	95,000.00	39,686.38	39,686.38	0.00	41.78%	7,916.67	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!
46790	Other Vocational	0.00	527,042.92	527,042.92	0.00		0.00	0.00	0.00	0.00	#DIV/0!
46980	Other State Grants	0.00	84,047.87	84,047.87	0.00	0.00%	0.00	51,347.11	51,347.11	0.00	#DIV/0!
46981	Safe Schools-ARRA	0.00	38,100.21	38,100.21	0.00	0.00%	0.00	38,100.21	38,100.21	0.00	#DIV/0!
46990	Other State Revenues	0.00	84,326.76	84,326.76	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
47141	ESEA Title 1	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	
47401	American Rescue Plan Grant #1	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
47590	Other Federal Through State	0.00	9,998.00	9,998.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
47990	Other Federal Direct Revenue	0.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
48610	Donations	0.00	1,300.00	1,300.00	0.00	0.00%	0.00	1,300.00	1,300.00	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	4,500.00	4,500.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
49700	Insurance Recovery	0.00	500.00	500.00	0.00	0.00%	0.00	0.00	0.00	0.00	#DIV/0!
Total	Revenues	\$ 70,635,587.00	\$ 35,629,167.56	\$ 35,629,167.56	\$ -	50.44%	\$ 5,886,298.92	\$ 8,131,096.03	\$ 8,131,096.03	\$ -	138.14%

Expenditures

71100	Regular Instruction Program	(33,012,912.00)	12,934,652.52	12,929,947.12	4,705.40	-39.18%	(2,751,076.00)	2,490,882.83	2,490,916.43	(33.60)	90.54%
71150	Alternative Instruction Program	(378,664.00)	156,875.81	156,875.81	0.00	-41.43%	(31,555.33)	30,892.14	30,892.14	0.00	97.90%
71200	Special Education Program	(5,887,909.00)	2,554,112.81	2,527,267.85	26,844.96	-43.38%	(490,659.08)	497,947.14	499,915.09	(1,967.95)	101.49%
71300	Career And Technical Education	(5,191,292.00)	2,767,153.03	2,631,975.90	135,177.13	-53.30%	(432,607.67)	481,683.87	536,384.93	(54,701.06)	111.34%
71400	Student Body Education Program	(724,688.00)	365,728.43	365,728.43	0.00	-50.47%	(60,390.67)	284,497.32	284,497.32	0.00	471.09%
72110	Attendance	(243,264.00)	122,240.53	122,240.53	0.00	-50.25%	(20,272.00)	32,952.84	32,952.84	0.00	162.55%
72120	Health Services	(914,970.00)	388,433.68	384,247.08	4,186.60	-42.45%	(76,247.50)	78,002.90	76,216.30	1,786.60	102.30%
72130	Other Student Support	(2,229,397.00)	803,788.75	803,788.75	0.00	-36.05%	(185,783.08)	163,314.78	163,314.78	0.00	87.91%
72210	Regular Instruction Program	(1,448,505.00)	798,002.27	798,002.27	0.00	-55.09%	(120,708.75)	99,509.40	99,509.40	0.00	82.44%
72220	Special Education Program	(1,131,230.00)	578,454.41	578,054.41	400.00	-51.13%	(94,269.17)	129,116.80	128,716.80	400.00	136.97%
72230	Career And Technical Education	(587,537.00)	261,459.76	261,459.76	0.00	-44.50%	(48,961.42)	55,943.74	55,943.74	0.00	114.26%
72250	Technology	(1,542,204.00)	960,011.58	958,000.72	2,010.86	-62.25%	(128,517.00)	73,488.40	94,609.15	(21,120.75)	57.18%
72310	Board Of Education	(1,236,147.00)	684,705.22	684,205.22	500.00	-55.39%	(103,012.25)	73,735.69	79,915.69	(6,180.00)	71.58%
72320	Office Of The Superintendent	(344,256.00)	154,445.71	154,245.71	200.00	-44.86%	(28,688.00)	24,297.88	24,822.88	(525.00)	84.70%
72410	Office Of The Principal	(4,634,063.00)	2,117,792.93	2,117,792.93	0.00	-45.70%	(386,171.92)	429,025.12	429,025.12	0.00	111.10%
72510	Fiscal Services	(382,766.00)	129,102.73	129,012.73	90.00	-33.73%	(31,897.17)	23,172.50	23,082.50	90.00	72.65%
72520	Human Services/Personnel	(226,957.00)	115,061.41	115,061.41	0.00	-50.70%	(18,913.08)	12,609.11	12,609.11	0.00	66.67%
72610	Operation Of Plant	(6,152,310.00)	2,887,559.56	2,867,599.27	19,960.29	-46.93%	(512,692.50)	378,975.87	376,902.62	2,073.25	73.92%
72620	Maintenance Of Plant	(5,061,290.00)	1,126,477.46	934,514.65	191,962.81	-22.26%	(421,774.17)	134,176.53	109,373.64	24,802.89	31.81%
72710	Transportation	(4,391,170.00)	3,332,761.88	2,398,258.61	934,503.27	-75.90%	(365,930.83)	1,042,847.28	287,358.52	755,488.76	284.98%
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	(173,061.00)	75,405.00	75,405.00	0.00	-43.57%	(14,421.75)	15,582.98	15,582.98	0.00	108.05%
73400	Early Childhood Education	(1,368,458.00)	610,756.43	606,906.98	3,849.45	-44.63%	(114,038.17)	121,652.39	117,802.94	3,849.45	106.68%
76100	Regular Capital Outlay	(657,500.00)	969,551.89	550,896.90	418,654.99	-147.46%	(54,791.67)	30,192.09	35,487.91	(5,295.82)	55.10%
82130	Education Debt Service	0.00	0.00	0.00	0.00	0.00%	-	0.00	0.00	0.00	0.00%
82230	Education Debt Service	0.00	0.00	0.00	0.00	0.00%	-	0.00	0.00	0.00	0.00%
99100	Transfers Out	0.00	0.00	0.00	0.00	0.00%	-	0.00	0.00	0.00	0.00%
Total	Expenditures	\$ (77,920,550.00)	\$ 34,894,533.80	\$ 33,151,488.04	\$ 1,743,045.76	44.78%	\$ (6,493,379.17)	\$ 6,704,499.60	\$ 6,005,832.83	\$ 698,666.77	103.25%
Total	141 General Purpose School	\$ (7,284,963.00)	\$ 734,633.76	\$ 2,477,679.52	\$ (1,743,045.76)	10.08%	\$ 12,379,678.08	\$ 1,426,596.43	\$ 2,125,263.20	\$ (698,666.77)	-11.52%

**Cumberland County, Tennessee
Local Option Sales Tax Collections
General Purpose School Fund
FY 2024-2025**

Month	FY 18-19 Actual	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Actual	FY 24-25 Budget	FY 24-25 Actual	Difference
August	\$ 838,289	\$ 870,571	\$ 1,020,777	\$ 1,166,927	\$ 1,351,767	\$ 1,434,099	\$ 1,413,673	\$ 1,459,059	\$ 45,387
September	\$ 819,089	\$ 865,871	\$ 952,467	\$ 1,107,995	\$ 1,364,864	\$ 1,362,368	\$ 1,427,225	\$ 1,393,264	\$ (33,961)
October	\$ 825,937	\$ 846,819	\$ 919,285	\$ 1,083,881	\$ 1,264,424	\$ 1,298,385	\$ 1,322,196	\$ 1,421,924	\$ 99,729
November	\$ 787,757	\$ 859,937	\$ 973,849	\$ 1,106,688	\$ 1,299,471	\$ 1,294,789	\$ 1,358,844	\$ 1,364,585	\$ 5,741
December	\$ 806,666	\$ 871,317	\$ 983,974	\$ 1,132,259	\$ 1,289,256	\$ 1,366,010	\$ 1,348,162	\$ 1,417,209	\$ 69,046
January	\$ 779,663	\$ 827,204	\$ 977,133	\$ 1,159,721	\$ 1,298,903	\$ 1,314,873	\$ 1,358,250	\$ -	\$ -
February	\$ 942,493	\$ 1,057,209	\$ 1,278,153	\$ 1,304,344	\$ 1,471,897	\$ 1,630,073	\$ 1,539,148	\$ -	\$ -
March	\$ 676,708	\$ 731,082	\$ 897,298	\$ 965,550	\$ 1,156,878	\$ 1,130,567	\$ 1,209,736	\$ -	\$ -
April	\$ 690,817	\$ 710,630	\$ 828,199	\$ 999,451	\$ 1,131,461	\$ 1,187,369	\$ 1,183,157	\$ -	\$ -
May	\$ 815,144	\$ 854,049	\$ 1,178,207	\$ 1,264,205	\$ 1,398,362	\$ 1,342,565	\$ 1,462,253	\$ -	\$ -
June	\$ 825,043	\$ 828,973	\$ 1,096,183	\$ 1,185,985	\$ 1,309,063	\$ 1,336,725	\$ 1,368,874	\$ -	\$ -
July Accrual	\$ 878,558	\$ 947,306	\$ 1,114,903	\$ 1,298,919	\$ 1,399,744	\$ 1,394,836	\$ 1,463,698	\$ -	\$ -
Total	\$ 9,686,164	\$ 10,270,968	\$ 12,220,428	\$ 13,775,928	\$ 15,736,090	\$ 16,092,659	\$ 16,455,212	\$ 7,056,040	\$ 185,942

Resolution #

Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to record receipt of the funds from the Battelle Rural Cohort Grant for Homestead Elementary, North Cumberland Elementary, Frank P. Brown Elementary and Stone Memorial High School.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23th day of January 2025, and by the Cumberland County Commission meeting on February 18th, 2025, that the following budget amendment be adopted.

General Budget Amendment

Increase Revenue:

141-48610

Citizen Group Donation

\$20,000.00

Total Increase in Revenue

\$20,000.00

Increase Expenditures:

141-71100-429

Instructional Supplies

\$20,000.00

Total Increase in Expenditures

\$20,000.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ___ Nays: ___ Abstain: ___

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ___ Nays: ___ Abstain: ___

Resolution #

Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to record receipt of the funds from the Battelle Rural Cohort Grant for South Cumberland Elementary and Pineview Elementary.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23th day of January 2025, and by the Cumberland County Commission meeting on February 18th, 2025, that the following budget amendment be adopted.

General Budget Amendment

Increase Revenue:

141-48610

Citizen Group Donation

\$1,300.00

Total Increase in Revenue

\$1,300.00

Increase Expenditures:

141-71100-429

Instructional Supplies

\$1,300.00

Total Increase in Expenditures

\$1,300.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution #

Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to record receipt of the funds from The Cooper Institute for Fitness Gram Platform stipend .

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23th_day of
_January 2025, and by the Cumberland County Commission meeting on February 18th, 2025, that the
following budget amendment be adopted.

General Budget Amendment

Increase Revenue:		
141-48610	Citizen Group Donation	\$250.00
Total Increase in Revenue		\$250.00
Increase Expenditures:		
141-72120-105	CSH Director	\$250.00
Total Increase in Expenditures		\$250.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Amendment # _____
Cumberland County, Tennessee
GEAR UP State / Federally Funded

WHEREAS, Cumberland County High School and its feeder schools were awarded the GEAR UP Grant. GEAR UP is a Federally funded state grant. Please approve the following budget to implement the grant.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of January 2025 and by the Cumberland County Commission meeting on this 18th day of February 2025, that the following budget be adopted:

STATE / FEDERAL GRANT: GEAR UP

Increase Revenue:

47590		\$ 135,500.00
	Total Increase	\$ 135,500.00

Increase Expenditures:

141-71300-116-GEAR	Certified Teachers	\$ 59,123.00
141-71300-201-GEAR	Social Security	\$ 5,400.00
141-71300-204-GEAR	State Retirement	\$ 6,350.00
141-71300-207-GEAR	Medical Insurance	\$ 18,800.00
141-71300-208-GEAR	Dental Insurance	\$ 327.00
141-71300-429-GEAR	Instructional Supplies & Materials	\$ 15,000.00
141-71300-730-GEAR	Vocational Instruction Equipment	\$ 5,000.00
141-71300-399-GEAR	Other Contracted Services/Field Trips	\$ 15,500.00
141-72130-524-GEAR	Professional Development/Travel	\$ 10,000.00
	Total Increase	\$ 135,500.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: ___

Sponsor:

County Commissioner

Approval:

County Mayor

Attest:

County Clerk

Budget Committee Vote: Ayes: ___ Nays: ___ Abstain: ___

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS the ISM State Grant for 2024-2025 required a revision to account for a change in needs.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of January 2025, and by the Cumberland County Commission meeting on this 18th day of February 2025, that the following budget be adopted:

Increase Expenditures:

141-72710-729-COES	Transportation Equipment	\$ 10,000.00
141-71300-429-GMES	Instructional Supplies Materials	\$ 7,000.00
141-72710-729-HOME	Transportation Equipment	\$ 10,000.00
141-71300-429-PINEV	Instructional Supplies Materials	\$ 4,000.00
141-71300-730-PINEV	Vocational Instruction Equipment	\$ 1,364.04
141-71300-429-PHILL	Instructional Supplies Materials	\$ 6,000.00
141-76100-799-PHILL	Other Capital Outlay	\$ 10,000.00
141-71300-429-SOUTH	Instructional Supplies Materials	\$ 14,000.00
141-76100-799-SOUTH	Other Capital Outlay	\$ 4,000.00
141-71300-429-STONE	Instructional Supplies Materials	\$ 7,000.00
Total Increase:		\$ 73,364.04

Decrease expenditures:

141-76100-706-COES	Building Construction	\$ 10,000.00
141-71300-471-GMES	Software	\$ 1,000.00
141-71300-730-GMES	Vocational Instruction Equipment	\$ 2,000.00
141-72130-524-GMES	In-Service/Staff Development	\$ 3,000.00
141-72710-399-GMES	Other Contracted Services	\$ 1,000.00
141-71300-730-HOME	Vocational Instruction Equipment	\$ 10,000.00
141-71300-449-PINEV	Textbooks	\$ 364.04
141-71300-471-PINEV	Software	\$ 500.00
141-72130-524-PINEV	In-Service / Staff Development	\$ 4,000.00
141-72710-399-PINEV	Other Contracted Services	\$ 500.00
141-76100-706-PHILL	Building Construction	\$ 16,000.00
141-71300-730-SOUTH	Vocational Instruction Equipment	\$ 18,000.00
141-76100-707-STONE	Building Improvements	\$ 7,000.00
Total Decrease:		\$ 73,364.04

SPONSORED BY:

BOE Member APPROVED BY: _____ Chairman of the Board

ATTEST:

Director of Schools Ayes: ____ Nays: ____ Abstain: ____

Sponsor: _____ County

Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote: Ayes: ____ Nays: ____ Abstain: ____

Resolution #
Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to record receipt of the Outcomes based funds 2025.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23th_day of
_January 2025, and by the Cumberland County Commission meeting on February 18th, 2025, that the
following budget amendment be adopted.

General Budget Amendment

Increase Revenue:

<u>141-46510</u>	TISA Funds	\$724,480.00
------------------	------------	--------------

Total Increase in Revenue		\$724,480.00
---------------------------	--	--------------

Increase Expenditures:

<u>141-71100-116</u>	Regular Ed Teachers	\$724,480.00
----------------------	---------------------	--------------

Total Increase in Expenditures		\$724,480.00
--------------------------------	--	--------------

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

RESOLUTION # _____

Cumberland County, Tennessee
Recruitment and Retention Grant

WHEREAS, the Recruitment Retention Grant requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of January 2025, that the following budget amendment be adopted:

Recruitment and Retention Grant - RRA

Decrease Expenditures

141-72220-124-RRA	Psychological Personnel	\$	1,148.75
Total Decrease in Expenditures			

Increase Expenditures

141-72220-201-RRA	Social Security	\$	676.97
141-72220-204-RRA	State Retirement	\$	442.46
141-72220-217-RRA	Re-Hybrid Stabilization	\$	29.32
Total Increase in Expenditures			\$ 1,148.75

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Resolution #

Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to record receipt of the funds from Tennessee Risk Management Trust 2024-2025 Safety Grant program in the amount of \$14,988.56.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23th day of January 2025, and by the Cumberland County Commission meeting on February 18th, 2025, that the following budget amendment be adopted.

General Budget Amendment

Increase Revenue:

141-44170

Miscellaneous Refunds

\$14,988.56

Total Increase in Revenue

\$14,988.56

Increase Expenditures:

141-72620-335

Maintenance & Repair

\$14,988.56

Total Increase in Expenditures

\$14,988.56

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Amendment # _____
Cumberland County, Tennessee
Perkins Federal Fund

WHEREAS, the Perkins Basic Grant requires a revision to increase Instructional Materials funding and clean up.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of January 2025 and by the Cumberland County Commission meeting on this 18th day of February 2025, that the following budget amendment be adopted:

		FEDERAL GRANT: Perkins Basic	
Increase Expenditures			
142-801-71300-429	Instructional Materials	\$	1,000.00
		Total Increase	\$ 1,000.00
Decrease Expenditures			
142-801-71300-399	Other Contracted Services	\$	1,000.00
		Total Decrease	\$ 1,000.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: ___

Sponsor:

County Commissioner

Approval:

County Mayor

Attest:

County Clerk

Budget Committee Vote: Ayes: ___ Nays: ___ Abstain: ___

Amendment # _____
Cumberland County, Tennessee
Perkins Reserve Consolidated Federal Fund

WHEREAS, the Perkins Reserve Consolidated Grant requires a revision to increase Supplies and Materials funding and clean up.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of January 2025 and by the Cumberland County Commission meeting on this 18th day of February 2025, that the following budget amendment be adopted:

FEDERAL GRANT: Perkins Reserve Consolidated			
Increase Expenditures			
142-801-71300-499	Other Supplies and Materials	\$	950.00
	Total Increase	\$	950.00
Decrease Expenditures			
142-801-72130-524	Other Contracted Services	\$	950.00
	Total Decrease	\$	950.00

SPONSORED BY: _____
BOE Member

APPROVED BY: _____
Chairman of the Board

ATTEST: _____
Director of Schools

Ayes: ___ Nays: ___ Abstain: ___

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote: Ayes: ___ Nays: ___ Abstain: ___

Hotamby

CENTRAL CAFETERIA FUND
Line-Item Budget Amendments

WHEREAS reallocations are required to balance specific lines of the budget where certain lines were under projected.

WHEREAS an outside equipment repair company had to be contacted to assist with a freon leak in the Phoenix School walk in freezer. All lines of the budget are required to end the year with a positive balance.

THEREFORE, be it resolved that the following budget line-item amendments be approved by the Cumberland County Board of Education meeting this 23rd day of **January 2025** and adopted by the Cumberland County Commission meeting this _____ day of **February 2025**.

INCREASE EXPENDITURES:

143.73100.336	Maintenance & Repair Services - Kitchen Equipment	\$	2,762.00
TOTAL INCREASE			\$ 2,762.00

DECREASE EXPENDITURES:

143.73100.418	Equipment and Machinery Parts	\$	2,000.00
143.73100.451	Uniforms	\$	762.00
TOTAL DECREASE			\$ 2,762.00

SPONSORED BY: _____
BOE Member

SPONSORED BY: _____
County Commissioner

APPROVED BY: _____
Chairman of the Board

APPROVED BY: _____
County Mayor

ATTEST: _____
Director of Schools

ATTEST: _____
County Clerk

Ayes: _____ Nays: _____ Abstain: _____

Ayes: _____ Nays: _____ Abstain: _____

RESOLUTION # _____

Cumberland County, Tennessee

CENTRAL CAFETERIA FUND

H. Hamby

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 23rd day of **January 2025** and adopted by the Cumberland County Commission meeting this _____ day of **February 2025**.

INCREASE REVENUES:

143.47114 USDA Other	\$ 8,379.36
TOTAL INCREASE:	\$ 8,379.36

INCREASE EXPENDITURES:

143.73100.354 Transportation – USDA Foods/Commodity Delivery	\$ 8,379.36
TOTAL INCREASE:	\$8,379.36

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: _____



To: Eligible School Food Authorities

From: Terry Minton, Commodity Distribution *Terry Minton*

Date: December 18, 2024

Subject: Rebate of Costs Paid to State Contracted Warehouses for Storage and Distribution of USDA Foods

Tennessee Department of Agriculture (TDA) is issuing rebates to school food authorities (SFAs) to minimize charges incurred for storage and distribution of USDA foods from state contracted warehouses during the 2024 Federal Fiscal Year.

TDA and the Department of 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 cost paid by SFAs to state contracted warehouses. (USDA won't allow rebates for costs incurred by SFAs who opt out of or bypass state owned or state contracted warehousing.) TDA uses excess SAE funds, including those transferred to TDA from Education, to reduce SFAs' warehousing costs and make USDA foods more cost effective by issuing rebates. The amount of excess funds available for rebates will fluctuate each year and the rebate program may or may not occur in the future depending on funding levels. However, if previous years' funding levels continue, SFAs will receive another rebate next fall to minimize costs incurred during the 2025 Federal Fiscal Year.

- The rebate will be processed by TDA and received by the SFA via the payment method used by Tennessee Department of Education's School Nutrition Program.
- As of the date of the rebate, the SFA must be a participant in the National School Lunch Program and currently eligible for USDA foods.
- TDA calculates each SFA's fair share of available funds using Education's year-end report of total lunches. Documentation of the number of lunches and actual warehouse costs used to calculate the rebate is on file in the Commodity Distribution Office.
- The SFA must deposit this rebate of storage and distribution fees into the nonprofit school food service account, as required by USDA. Per the Department of Education, the SFA should use 10.555 as the CFDA number, record the rebate as revenue (47114), and use a cost center for it.

If you have any questions, please contact me at Terry.Minton@tn.gov or at (615) 837-5530.

TENNESSEE DEPARTMENT OF AGRICULTURE/COMMODITY DISTRIBUTION

PAYMENT VOUCHER

TO REBATE COSTS PAID BY THE SCHOOL FOOD AUTHORITY (SFA) TO THE STATE
CONTRACTED WAREHOUSE FOR STORAGE AND DISTRIBUTION OF USDA FOODS

Invoice #: 010720-25-1

Service Date: 9/30/2024

SFA Name: Cumberland Co School Nutrition Program

Address: Cumberland County Trustee
2 South Main St Ste 111
Crossville, TN 38555

Edison Vendor ID: 165393

DA#: 84744

Location: CROSSV-005
Address Sequence: 3
Account Code: 71303000
Speedchart: AR00000159

County and County Code: Cumberland 18000

PO#: 98629

Receipt #: 139439

Receipt Date: 11/27/2024

Voucher #: _____

Rebate Amount: \$ 8,379.36

Federal Fiscal Year: 2024

State Contracted Warehouse: Institutional Wholesale Company

This rebate is paid by the Department of Agriculture to minimize charges incurred by the SFA for storage and distribution of USDA foods from the state contracted warehouse during the current federal year. The SFA's fair share of available funds was calculated using the Department of Education's most recent year-end report of total lunches. As of the date of this voucher, the SFA is a participant in the National School Lunch Program and currently eligible for USDA foods.

Documentation of the number of lunches and actual costs used to calculate the rebate is on file in the Commodity Distribution Office.

The SFA will deposit this rebate of storage and distribution fees into the nonprofit school food service account, as required by USDA.

Tennessee Department of Agriculture Approval:



Terry Minton, Commodity Distribution

12/16/2024
Date

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 07/25/24
		Rescinds: 4.301	Issued: 12/07/23

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
2 treated differently from another person or otherwise be discriminated against in any athletic program
3 of the school. Equal athletic opportunities shall be provided for members of both sexes.¹ Student
4 athletes shall only be allowed to participate in athletic activities or events that align with the student's sex
5 indicated on his/her original birth certificate.² The Director of Schools/designee shall require the
6 parent/guardian to provide the student's original birth certificate prior to participation in any
7 interscholastic athletics. If the original birth certificate is not available or does not indicate the student's
8 sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of the
9 student's sex at birth.

10 Interscholastic athletics shall be administered as a part of the regular school program and shall be
11 the principal's responsibility. Principals shall ensure that school regulations regarding participation in a
12 sport are reasonable. Athletic schedules shall be filed in each school principal's office. The principal
13 or his/her designee must accompany an athletic team on trips. Transportation of teams to athletic
14 games is approved by the Board, provided the team's school reimburses the Board for mileage.

15 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
16 of High School athletics.³ Bylaws of the Tennessee Middle School Athletic Association shall regulate the
17 operation and control of all Elementary/Middle school athletics. The Cumberland County Athletic
18 Manual will serve as standard operating procedures for elementary and middle school athletics. The
19 Director of Schools shall develop a code of conduct for all coaches to follow in order to ensure the health
20 and safety of athletes.⁴

21 **INSURANCE & PHYSICAL EXAMINATIONS**

22 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must
23 provide proof of independently secured catastrophic coverage and liability coverage, with the school
24 system as a named insured, of not less than the limits set forth in State law.⁵ It shall be the
25 responsibility of the parent(s) or guardian to provide health and hospitalization insurance for all
26 students participating in interscholastic athletics.

27 Prior to participation in interscholastic athletics, every student must complete an annual physical
28 examination.⁶ The parents/guardians of each student shall be responsible for covering the cost of
29 the examination, and these records shall be on file in the principal's office.

30 In order to create a drug-free educational and athletic environment and to limit the potential liability
31 for the schools as a result of injury or health problems arising from substance abuse, the Board
32 authorized drug testing for students who participate in extracurricular activities.

1 Students in grades 7 through 12 who desire to participate in extracurricular activities are subject to
2 random selection for mandatory substance screening. The drug testing program is not punitive, but is
3 designed to create a safe, drug-free environment for students involved in extracurricular activities and
4 assist them in getting help when needed.

5 **SCHEDULING CONFLICTS**

6 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any
7 group of students for the purpose of attending the practice of any interscholastic sport during the school
8 day without written permission from the Board.⁷ This does not prevent regular physical training lessons
9 in the daily school program.

10 Students shall not be required to attend a school athletic event or event related to participation on a school
11 athletic team, if the event is on an official school holiday, observed day of worship, or religious holiday.
12 The student's parent/guardian shall notify the coach in writing three (3) full school days prior to the
13 event.⁸

14 **SEVERE WEATHER⁴**

15 Severe weather is any type of weather that could impede the safety of any athlete by compromising the
16 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,
17 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be
18 discussed with all players, coaches, and officials, if applicable.

19 All coaches who oversee or participate in outdoor training, practice, or competition shall annually
20 complete a heat illness prevention course approved by the Tennessee Department of Health as well as
21 receive training on activity modifications based on environmental conditions.

22 **PROHIBITION AGAINST HAZING**

23 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or
24 tolerate hazing activities.⁹

25 **HOME SCHOOLS STUDENT PARTICIPATION¹⁰**

26 Home school students shall be permitted to participate in accordance with TSSAA or
27 TMSAA guidelines. If a school is not a member with these organizations, home school students that are
28 zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as
29 other students.

30 **TSAA AMATUER RULE**

31 All student athletes must adhere to TSSAA rules regarding payment and representation. This extends to
32 name, and likeness agreements. Payments provided to student athletes through private agreements shall
33 not be the responsibility of the school district.

34

Legal References

1. [34 CFR § 106.41](#); [20 USCA § 1681](#) *et seq.*
2. [TCA 49-6-310\(a\)](#)
3. [TRR/MS 0520-01-02-.08\(1\)](#)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\)](#); [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)
9. [TCA 49-2-120](#)
10. [Public Acts of 2024, Chapter No. 658](#)

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Extracurricular Activities 4.300
Attendance 6.200

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Promotion and Retention	Descriptor Code: 4.603	Issued Date: 07/25/24
		Rescinds: 4.603	Issued: 12/07/23

1 *General*

2 All promotion and retention decisions shall be made on a case-by-case basis and comply with state and
3 federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if
4 applicable.¹

5 Students who have difficulty in achieving the requirements for promotion may be considered for
6 retention. Schools shall identify these students by February 1st. Factors used to identify students for
7 retention shall include:²

- 8 1. Ability to perform at the current grade level;
- 9
- 10 2. Results of local assessments, screening, or monitoring tools;
- 11
- 12 3. State assessments, as applicable;
- 13
- 14 4. Home Literacy Reports;³
- 15
- 16 5. Overall academic achievement of the student;
- 17
- 18 6. Likelihood of success with more difficult material if promoted to the next grade;
- 19
- 20 7. Attendance record; and
- 21
- 22 8. The student's maturity.

23 Students may be identified for retention after the February 1st deadline if the delay in identifying a
24 student is due to:⁴

- 25 1. Date of enrollment; or
- 26
- 27 2. Additional information acquired after results of local assessment, screening, or monitoring are
28 released.

29 **VOLUNTARY RETENTION⁵**

30 A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain
31 his/her student in the current grade level if:

- 1 1. The student has a documented academic or behavioral delay; and
- 2 2. The parent/guardian believes that retention may benefit the student.⁵

3 **This information shall be submitted in writing within thirty (30) days of the end of the school year.**
4 **The district shall send written notice to the parent/guardian confirming whether the student is**
5 **eligible for retention under state law.**

6 **PROMOTION PLANS⁶**

7 When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within
8 fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student
9 avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504
10 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school
11 counselor, or other appropriate school personnel.

12 Promotion plans shall incorporate evidence-based strategies, including expectations and measurements
13 that will verify whether a student has made sufficient progress to be promoted to the next grade level,
14 and be tailored to the student's learning needs. Promotion plans for the students in third and fourth
15 grade will include additional requirements for promoting students in these grades. A copy of the plan
16 will be provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a
17 parent-teacher conference to discuss the plan. If a student is not making progress on the promotion
18 plan, then the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to
19 the promotion plan.

20 A student who demonstrates sufficient academic progress according to his/her promotion plan shall be
21 promoted to the next grade level unless retention is required per additional requirements for students in
22 third and fourth grade.⁷

23 If a student has not demonstrated sufficient academic progress according to his/her promotion plan by
24 the end of the school year, the student shall be eligible to enroll in a summer reading or learning
25 program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10)
26 calendar days prior to the start of the next school year if the student was enrolled in a summer program.
27 However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be
28 notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school
29 year.⁸

30 **RETENTION⁷**

31 A student may be retained when such retention is in the best interest of the student or when retention is
32 required per additional requirements for students in third and fourth grade.

33 *Decision of Retention – General⁹*

34 If a student is retained, the Director of Schools/designee shall develop an individualized academic
35 remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of
36 the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its
37 development. This plan shall include at least one of the following strategies:

- 1 1. Adjustment to the current instructional strategies or materials;
- 2
- 3 2. Additional instructional time;
- 4
- 5 3. Individual tutoring;
- 6
- 7 4. Modification to the student's classroom assignment to ensure the student receive instruction
- 8 from a teacher with a level of overall effectiveness of above expectations (level 4) or
- 9 significantly above expectations (level 5); or
- 10
- 11 5. Attendance or truancy interventions.

12 A student shall not be retained more than once in any grade. The progress of students who are retained
13 shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the
14 school year in which the student is retained. The Director of Schools shall develop procedures to
15 ensure appropriate recordkeeping of students who are retained.

16 *Decision of Retention – Third Grade*¹⁰

17 Third grade students shall not be promoted to the next grade unless they are determined to be
18 proficient (i.e., receive a performance level rating of “on track” or “mastered”) in English language arts
19 (ELA) based on the student's most recent TCAP test.

20 Students who are not proficient in ELA may still be promoted if the following conditions are met:

- 21 1. A student in third grade receiving a performance level rating of “approaching” on the ELA
22 portion of the student's most recent TCAP test may be promoted if:
 - 23 a. The student is an English language learner and has received less than two (2) full years
24 of ELA instruction;
 - 25 b. The student was previously retained in grades K-3;
 - 26 c. The student is retested before the next school year and scores proficient in ELA;
 - 27 d. The student attends a learning loss bridge camp before the next school year, maintains a
28 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-
29 test at the end of the camp;
 - 30 e. The student receives tutoring for the entirety of the next school year in accordance with
31 state law; or
 - 32 f. Beginning with the 2023-2024 school year, the student demonstrates proficiency in
33 ELA standards by scoring within the fiftieth percentile on the most recently
34 administered state-provided benchmark assessment and the district provides tutoring
35 services to the student during the entire fourth grade school year and notifies the
36 student's parent/guardian, in writing, of the benefits of enrolling the student in summer
37 programming.
- 38
- 39
- 40 2. A student in third grade receiving a performance level rating of “below” on the ELA portion of
41 the student's most recent TCAP test may be promoted if:
42

- 1 a. The student is an English language learner and has received less than two (2) full years
2 of ELA instruction;
- 3 b. The student was previously retained in grades K-3;
- 4 c. The student is retested before the next school year and scores proficient in ELA; or
- 5 d. The student attends a learning loss bridge camp before the next school year, maintains a
6 ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next
7 school year in accordance with the state law.

8 *Decision of Retention – Fourth Grade*¹⁰

9 Students in the following categories may be promoted to fifth grade if they demonstrate adequate
10 growth on the fourth-grade ELA portion of the TCAP test:

- 11 1. A student who was promoted to the fourth grade due to receiving tutoring for the entirety of the
12 fourth-grade school year; and
- 13 2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while
14 maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the
15 fourth grade school year.
16

17 If a student that was promoted to fourth grade under one of the provisions above does not demonstrate
18 adequate growth on the fourth-grade ELA portion of the TCAP test, then the following shall occur:

- 19 1. The student's principal shall convene a conference consisting of the following parties: the
20 student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.
- 21 2. The conference shall review the student's fourth grade ELA performance to determine if the
22 student should be promoted to fifth grade.
- 23 3. At the conclusion of the conference, a majority of the parties shall agree to one of the
24 following:
 - 25 a. The student will be promoted to fifth grade and be assigned a tutor for the entirety of
26 the student's fifth-grade year; or
 - 27 b. The student will be retained in fourth grade. A student shall not be retained more than
28 once in fourth grade.
29
30

31 *Decision of Retention – Students with Disabilities*¹¹

32 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the
33 student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of
34 TCAP was due to the student's disability. The school district shall not retain a student with a disability
35 or a suspected disability that impacts their ability to read.

36 **APPEALS**^{8,12}

37 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision
38 to retain the student and provided with information on the right to appeal the decision. Appeals shall be
39 made to a committee appointed by the principal within 10 business days. The student and his/her

- 1 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given
 2 the opportunity to address the committee. The committee shall conduct a hearing within 10 business
 3 days to determine if the student will be promoted and issue such decision within 10 business days. Upon
 4 notification of the committee decision, the principal shall send written notification to the Director of
 5 Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of
 6 their right to appeal such action within 10 business days to the Director of Schools/designee.
- 7 The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A
 8 decision shall be issued within 10 business days.
- 9 Within five (5) business days of the Director of Schools/designee rendering a decision, the student's
 10 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
 11 Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee.
 12 The action of the Board shall be final.
- 13 For students where retention is required per the additional requirements for students in third and fourth
 14 grade, parent(s)/guardian(s) may appeal this decision in accordance with state law.¹³

 Legal References

1. [20 USCA § 1400 et seq.](#); [29 U.S.C. § 794 \(Section 504\)](#); [TRR/MS 0520-01-03-.16](#); [TCA 49-6-3115](#)
2. [TRR/MS 0520-01-03-.16\(5\)](#)
3. [TCA 49-1-905\(e\)](#)
4. [TRR/MS 0520-01-03-.16\(4\)](#)
5. [Public Acts of 2024, Chapter No. 829 TCA 49-6-314](#); [TRR/MS 0520-01-03-.16\(6\)](#)
6. [TRR/MS 0520-01-03-.16\(6\)](#)
7. [TRR/MS 0520-01-03-.16\(6\)\(f\)](#)
8. [TRR/MS 0520-01-03-.16\(6\)\(e\)](#)
9. [TRR/MS 0520-01-03-.16\(6\)\(g\)](#)
10. [TRR/MS 0520-01-03-.16\(7\)](#)
11. [29 U.S.C. § 794 \(Section 504\)](#); [20 USCA § 1400 et seq.](#); [TRR/MS 0520-01-03-.16\(7\)\(e\)](#); [Public Acts of 2024, Chapter No. 989](#)
12. [TRR/MS 0520-01-03-.16\(3\)](#); [TRR/MS 0520-01-02-.17\(7\)](#); [TCA 49-6-3102\(e\)\(1\)](#)
13. [TRR/MS 0520-01-03-.16\(7\)\(f\)](#)

 Cross References

Credit Recovery 4.210
 Grading System 4.600
 Reporting Student Progress 4.601
 Attendance 6.200
 Student Assignments 6.205
 Homeless Students 6.503
 Student Records 6.600

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 CCHS Subject/Grade Level Boys Soccer
 Trip Requested By Cub Whitson Date of Trip March 21-23
 Destination Gatlinburg City Gatlinburg State TN
 Departure Time 12:00pm Mar 21 Return 3:00pm Mar 23 Admission per student \$ Free

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: <u>Cub Whitson</u> <u>CC</u>	# of Students <u>25</u>

TOTAL # of TEACHERS: 2 TOTAL # of STUDENTS 25

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

Sponsoring Teacher's Signature [Signature] Cell Phone # 931-201-5044 Principal's Signature [Signature] Date 12-4-2004

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 _____



November 26, 2024

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

Dear Mr. Stepp,

This letter is to request permission for the CCHS boys' soccer team to travel to Gatlinburg, TN for the Smoky Mountain Cup tournament and spend the night on March 21 and 22. Chaperones for the trip will be myself, Cub Whitson and Craig Cook. We both will be staying in the cabin with the team. The cabin will be paid for by our booster program.

Our booster club has raised all necessary funds for the trip, including tournament registration fees and renting of a cabin near Rocky Top Sports World. Team members will be transported by parents who will have all necessary paperwork and volunteer forms filled out and approved by the time of the tournament.

If you should need more information, please contact me at 931.484.6194.

Sincerely,

Cub Whitson
CCHS Soccer



Stone Memorial High School

2800 Cook Road • Crossville, TN 38571

Telephone (931) 484-5767

Kelly J. Smith

Principal

January 8, 2025

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

Dear Mr. Stepp and Board of Education Members,
Stone Memorial High School is submitting the attached agreement for your consideration and approval. We would like to switch our vending companies from Five Star Food Service and Coca Cola to a single company, Healthy Vending, for the 2025-2028 school years. Healthy Vending offers Smart Snack Compliance, a tiered profit sharing percentage with a minimum guaranteed amount matching our 2023-24 profits, new machines with better technology and a larger variety of healthy options for students. Profits from vending machines are used for student, classroom and school needs. If you need additional information, please feel free to contact me. Thank you for your consideration of this agreement.

Sincerely,

A handwritten signature in black ink that reads 'Kelly J. Smith'. The signature is written in a cursive style with a large 'K' and 'S'.

Kelly J. Smith
Principal

Healthy Vending Machine Agreement

This Agreement is entered into by and between;

'Customer' Stone Memorial High School

Contact Name: Kelly Smith or Sharon Garrett

'Operator' FREE Healthy Vending

Contact Name: Shannon Palik, Owner; Open Sky Vending LLC

TERMS

1. 'Customer' has a principal place of business at:

Address: 2800 Cook Road

City: Crossville State: TN Zip: 38571

Email: Ksmith3@CCSchools.K12TN.net

Phone: _____

2. 'Operator' is the owner and operator of a business establishment located at:

Address: 1032 Open Range Rd Suite #102

City: Crossville State: TN Zip: 38555

Email: Shannon@OpenSkyVending.com

Phone: 615/801-8011 / Cell 240-793-7863

3. 'Operator' is engaged in the business of installing and operating automated healthy vending machines at various locations.

4. 'Operator' desires to install 3 **FREE Healthy Vending** machines on the premises of 'Customer' for the sale of health food items both snacks and beverages. Additionally, 1 Cooler placed in Teacher's workroom.

5. 'Customer' hereby grants to 'Operator' the right and privilege to install, operate, and maintain a '**FREE Healthy Vending**' machine(s) on the premises of 'Customer'.

Healthy Vending Location Agreement



INSTRUCTIONS: This electronically sign-able agreement is designed to be fast and easy to fill out. The form fields highlighted in yellow need to be filled out by you (the Customer). We will fill out the form fields highlighted in blue. When you are finished, simply type **"I Agree"** into the e-sign box. If you have any questions, feel free to contact us at any time.

INSTALLATION OF MACHINES

6. 'Operator' shall install on the premises of the 'Customer' at such locations as are mutually agreed upon by the parties.

DONATION

7. 'Operator' shall pay to 'Customer' whichever is greater; a minimum **annual donation of \$8,137** or a percentage of 'Gross Profits' according to the sliding scale below for the exclusive right to sell assorted 'healthy' snacks and beverages provided from sales through the vending machine(s). The sales average is based on the average sales (vends) for each machine's operating days for the calendar month. 'Gross Profit' is defined as Gross Revenue minus (Cost of Goods and taxes). Overhead, payroll and any other expenses are not subtracted from 'Gross Profit' for the profit sharing and/or donation program.

SALES AVERAGE	PROFIT SHARE PERCENTAGE
1 – 25 Sales per day	10 %
26 – 40 Sales per day	12.5 %
41 – 55 Sales per day	15%
56 – 70 + Sales per day	17.5 %

RECORDS AND STATEMENTS

8. 'Operator' shall maintain a complete and accurate record of all sales made through the '**FREE Healthy Vending**' vending machine(s) located on the premises of 'Customer' and covered by this Agreement within and shall submit a statement of such sales and of the commissions due the 'Customer'. Payment in full for such commissions due shall be paid **within 10 business days**, of the last day of each calendar month.

TERM

9. This Agreement shall commence upon delivery and installation of the vending machine(s) and shall be for an initial trial period' of **90 days** from the initial date of equipment installation. This Agreement shall be in full effect unless notice of termination is given by either party, in writing or via email, prior to the end of the 90-day trial period. 'Operator' will have 45 days to remove vending machines from the date of notice of termination. This Agreement shall be in full effect for a period of 3 years and shall be renewed automatically for 2 successive

periods of 1 year unless notice of termination is given by either party and equipment shall be removed within 45-days of receipt of a written or emailed notice and without penalty.

OWNERSHIP OF MACHINES

10. It is understood and agreed by and between the parties that the '**FREE Healthy Vending**' vending machines installed on the premises of 'Customer' by 'Operator' are and shall remain the property of 'Operator'. Upon termination of this agreement by any means, 'Operator' shall have the right without further notice to 'Customer' to remove any and all '**FREE Healthy Vending**' vending machine(s) belonging to 'Operator'.

SELECTION AND PRICING

11. 'Operator' shall keep '**FREE Healthy Vending**' vending machine(s) stocked at all times with sufficient quantities of assorted snacks and beverages to ensure continuous service to patron of 'Customer'. 'Operator' will seek to offer the patrons of 'Customer' a wide selection of brands at competitive prices and will also be willing to offer products at the suggestion of the 'Customer' or its customers.

MAINTENANCE AND SERVICE

12. 'Operator' shall regularly inspect, service, clean, and maintain the described '**FREE Healthy Vending**' vending machines and shall keep them operating and in good working order at all times promptly maintaining them in a clean and sanitary condition in accordance with all applicable federal, state, and local laws.

INSURANCE

13. 'Operator' shall obtain both Product Liability and Public Liability insurance policies. A copy of this policy can be provided upon request.

TERMINATION OF AGREEMENT

14. This Agreement may be terminated by either party if the other party defaults in the performance of an obligation or materially breaches any of the terms or conditions of this agreement and fails to cure such default or breach within 3 days after service of written notice upon him of such default or breach.

LOCATION INFORMATION

Number of vending machines presently in your location: 14

Any Contracts with current vending: Yes No

Number of vending machines to be removed: All Some None

Number of daily **Students, Staff & Visitors** or **Members**: 1031

What is the exact location of where the machine will be placed (i.e. lobby, main hall, breezeway)? Main Lobby, CTE Eastg Wing, Gym/Auditorium Lobby, Teachers Workroom. * subject to change with mutual agreement.

SIGNATURES

(This agreement can be signed electronically. An electronic signature (e-signing) is the same as a hand signature. To sign this document simply type "I AGREE" in the Customer Electronic Signature box.)

CUSTOMER

Customer Name: Stone Memorial High School / Kelly J. Smith

Customer Electronic Signature: _____

Date: _____

OPERATOR

Operator Name: Shannon Palik/ Owner Open Sky Vending LLC

Operator Electronic Signature: 

Date: 12/23/2024



FUNDRAISER AUTHORIZATION FORM

School Stone Elementary

Fund/club/class account PBS

Expected date of fundraiser Jan 2025 - March 2025

Proposed fundraising activities Punch cards will be provided to students; Sav-A-Lot will donate based on punch cards redeemed.

Method of fundraising (in-person, crowdfunding, etc.) in-person

Proposed uses of funds raised* PBS field trips & bus costs; rewards & incentives

Expected student involvement (school-wide or specific school organization)

PBS/School-Wide

Method by which school will receive profit checks or cash

Requested by Kasey Patton
Name/Title

Date 1-9-25

Approved by [Signature]
Principal

Date 1-9-25

Approved by _____
Director of Schools**

Date _____

* Any change in proposed uses of funds raised must be approved by the 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 effort.



Cumberland County High School

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

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

January 2025

Mr. Stepp and the Cumberland County Board of Education:

I respectfully request that the following CTE general budget items be retired from Cumberland County High School:

JANUARY 2025 BOE RETIRE LIST

User	Loc	Description	Make/Model/Color	Manufacturer	Manuf Serial Num	Property Num	Department	Source Fund	Pct	PO Num	Unit Cost	Date Recvd	Program
Jillian Guy	25-V104	Monitor	H213H	Acer	ETLF5080030190F8B84225	1001344	CTE	Perkins	100	069291	95.00	02/25/2011	BUSN

Please see the attached retire sheet.

Respectfully,

Jenny Elrod

Cumberland County High School~CCHS

Room Inventory Worksheet

1/13/2025

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 1000421	Rockwell Belt Sander	unknown	SHOP EQUIPMENT			\$0.00
___ 1000473	Asus 10BC001KUS Computer	10BC001KUS	COMPUTER		1s10bc001ku smj025122	\$0.00
___ 1000505	Hitachi C12RSH Miter Saw	C12RSH	SHOP EQUIPMENT		C150093	\$0.00
___ 1000830	Lab Aids Instructional Kit	unknown	INSTRUCTIONAL EQUIPMENT			\$0.00
___ 1000831	Lab Aids Instructional Kit	unknown	INSTRUCTIONAL EQUIPMENT			\$0.00
___ 1000909	Dell Optiplex 3040 Computer	Optiplex 3040	COMPUTER		164JSD2	\$0.00
___ 1001613	Apple 13 inch MacBook Pro Laptop	unknown	LAPTOP		C02J7CD2D TY3	\$0.00
___ 1230	Hotpoint HTS17BBSARCC 16_6 cu ft Refrigerator	HTS17BBSARCC	APPLIANCE		FH780613	\$0.00
___ 148	Magazine Rack	unknown	STORAGE RACK			\$0.00
___ 180252048	DeWALT DW703 Miter Saw	DW703	SHOP EQUIPMENT		282884	\$0.00
___ 180255147	Hitachi C10F5H Miter Saw	C10f5h	SHOP EQUIPMENT		52415	\$0.00



William G. Stepp Director of Schools

Chris King Board Chair

January 15, 2025

Mr. William G. Stepp

Cumberland County Board of Education

368 Fourth Street

Crossville, TN 38555

Dear Mr. Stepp and Board of Education,

I am submitting to you the CTE and General Department's list(s) of items to be retired by the BOE at January's regularly scheduled board meeting. Please include these list(s) on the consent agenda for retirement approval.
If you have any further questions or concerns, please contact Marilyn Noel.

Sincerely,

Marilyn Noel *MN*

Dr. Leslie Eldridge *LE/LNS*

Central Services
Room Inventory Worksheet

1/13/2025

18-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
<u>CTE</u> 1000335	Apple MacBook Pro	MacBook Pro	LAPTOP		CPWN6JOJ DTY3	\$964.05
<u>CTE</u> 3762	Frigidaire FRT21S6JW Refrigerator	FRT21S6JW	APPLIANCE		4A91201615	\$0.00
<u>GENERAL</u> 44294	Mitel UC360 MiV Conference Phone	UC360	ELECTRONIC		1WQFW1750 07B	\$0.00



North Cumberland Elementary School

7657 Hwy. 127 N., Crossville, Tennessee, 38571

Phone: 931-484-5174 | Fax: 931-707-5556



January 15, 2024

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

Dear Mr. Stepp and Board of Education,

I am submitting to you North Cumberland's list of items to be retired by the BOE at January's regular scheduled board meeting. Please include this list on the consent agenda. If you have any further questions or concerns, please contact Dwayne Davis.

Sincerely,

Dwayne Davis

Mary Jane Allen, Principal

Dwayne Davis, Assistant Principal

North Cumberland Elementary~North
Room Inventory Worksheet

11/13/2024

53-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
1000100	Apple iPad 16GB Black	iPad Wi-Fi 16GB Black	iPad		DMQK123ZF 183	\$479.00
1000303	KitchenAid kp26m1xpm Mixer	kp26m1xpm	APPLIANCE		w22261600	\$0.00
1000724	Whirlpool WD7720PADW Dishwasher	WD7720PADW	APPLIANCE		F55205785	\$0.00
1000892	Lego Mindstorm EV3-31313 Robot Kit	EV3-31313	INSTRUCTIONAL EQUIPMENT			\$0.00
1000893	Lego Mindstorm EV3-31313 Robot Kit	EV3-31313	INSTRUCTIONAL EQUIPMENT			\$0.00
1000894	Lego Mindstorm EV3-31313 Robot Kit	EV3-31313	INSTRUCTIONAL EQUIPMENT			\$0.00
1001057	Virco Table	unknown	FURNITURE			\$0.00
1001058	Virco Table	unknown	FURNITURE			\$0.00
1001085	Frigidaire FRT18G6JW2 Refrigerator	FRT18G6JW2	APPLIANCE		BA00617090	\$0.00
1001086	Hotpoint RB758DP1WW Stove	RB758DP1WW	APPLIANCE		GT204377R	\$0.00
1001087	GE NM1541DM3WW Microwave	NM1541DM3WW	APPLIANCE		DT901234U	\$0.00
1001088	Frigidaire FEX831FS4 Stackable Washer/Dryer Combo	FEX831FS4	WASHER		XE01504248	\$0.00
1001146	HP 6000 OfficeJet Printer	6000	PRINTER		MY9AD2J09 G	\$0.00
1001900	Ghent Whiteboard/Dry-Erase	unknown	WHITEBOARD			\$0.00

North Cumberland Elementary~North
Room Inventory Worksheet

11/13/2024

53-TO RETIRE INVENTORY~BOE- RETIRE Holding						Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price	
1002343	Hisense DH170KP1WG Dehumidifier	DH70KP1WG	APPLIANCE		KF1KHJA060 1	\$0.00	
1002558	Brother XR9550PRW Sewing Machine	XR9550PRW	SEWING MACHINE		U64694H9P3 09836	\$170.00	
1002559	Brother XR9550PRW Sewing Machine	XR9550PRW	SEWING MACHINE		U64694H9P3 09996	\$170.00	
1002560	Brother XR9550PRW Sewing Machine	XR9550PRW	SEWING MACHINE		U64694H9P3 10010	\$170.00	
1002708	Apple Z0Z100034 Laptop	Z0Z100034	LAPTOP		C02CX0R4P 3YV	\$1,489.00	
3174	Dell 2008 XPSM1330-E725 Laptop	XPSM1330-E725	LAPTOP		3229B-E725	\$0.00	
35307	Rolling Cart	unknown	CART			\$0.00	



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

Kathleen Martin
Transportation Supervisor

January 6, 2025

Dear Mr. Stepp,

Below is a bus that we are requesting to be removed from service as it has exceeded the number of years and/or mileage set forth by the state. This bus will be used for spare parts and sold as surplus at a later date.

Bus #36-08 Vin# 1T88S4E2691109793

Respectfully,



Kathleen Martin

