

Board of Education Meeting
February 27, 2025 6:00 PM
 Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
 Brown Kailey Jesse Wyatt
 Elementary Jones
3. Welcome to Visitors/Acknowledgement of Elected Officials
4. Special Recognition
 -Student Representatives
 -BETA Winners
 -SMMS Girls' Basketball Team & Cheer Team
5. Roll Call
6. Declaration of Conflict
7. *Approval of Jan 23, 2025 Minutes
 *Feb 13, 2025 Special Called Minutes
 *Jan 16, 2025 Work Session Minutes
8. *Approval of Agenda
9. Community Comments
10. TLN Report
11. Board Member(s) Report from Training(s)
12. Legal Report
13. Director's Report
 - 13.A. *Tenure Recommendations
 - 13.B. *Proposed Payout for Outcomes Money
 - 13.C. *Education Freedom Act Resolution
 - 13.D. *Hazard Mitigation Plan Resolution
 - 13.E. *Requests for Funds
 - 13.F. Service Agreements
 - 13.G. Annual Planning Calendar
 - 13.H. FYI
 - 13.H.1. Attendance Report
 - 13.H.2. Personnel Report
 - 13.H.3. Substitute List
 - 13.H.4. School News Articles
 - 13.H.5. School Calendar of Events
14. Chief Financial Officer's Report
 - 14.A. Monthly Financial Report
 - 14.B. Monthly Sales Tax Report
 - 14.C. *141 Budget Amendments
 - 14.D. *142 Budget Amendments
15. *Consent Agenda
 - 15.A. School Board Reports
 - 15.B. *Approval of Overnight and Out of State Field Trips
 - 15.C. *Approval of Grants
 - 15.D. *School Wide Fundraisers
 - 15.E. *Approval of Disposal of Surplus Property
 - 15.F. *Executive Approval

16. *Discussion as to Possible Sale of the Genesis Road Property
17. Questions from Media
18. Adjournment

(* Indicates Board Approval Required)

District BETA Winners

Homestead Elementary-Jocelyn Gamarra, 3rd place, 8th grade ELA

Stone Elementary took 34 students to compete in the State Beta Convention in Nashville, TN. Stone had 2 students finish in the top 5 in the state in their prospective categories. Om Patel finished 5th in 7th grade Science. Brooklyn Johnson, 8th grade, finished 4th in the Woodworking division. Both students are eligible to compete in the National Convention this summer in Orlando. We are very proud of their accomplishments.

The Glenn L. Martin Elementary School Junior Beta Club had one state level winner at the 2024 Tennessee Junior Beta Convention in Nashville. Kristine Ocampo earned 3rd place in the state in 6th grade computer science.

Beta Winners from **South Cumberland**:

7th Grade Math: Crecia Clouse

Junior Poetry: Aubrey Conner

7th Grade Spelling: MadaLynn Norris

CCHS Winners are:

1st Place Fiber Arts, Division II: Alexis Boniol

1st Place Digital Art, Division II: Laila Selby

3rd Place Black & White Photography, Division II: Aubrey Vickers

4th Place Onsite Painting, Division I: Bella Bentley

5th Place Social Studies, 9th Grade: Liam Stephens

Group Winners (All these individuals had to work together on these massive projects.)

3rd Place Technology: Elliana Filler, Macy Brown, Dani Hassler

4th Place Living Literature: Lexis Walton, Skylynn Houser, Natalia Kopsie, Elliana Filler, Marleigh Gargac, Iain Gargac, Fallon England

SMHS BETA winners:

Maddie Goad (10th grade) placed 4th in language arts 10th grade.

Emma Bullock (10th grade) placed 4th in division 1 sculpture.

North Elementary:

Eden Ordway, 3rd in the Social Studies competition



Tennessee State Middle School Champs

Basketball Team

<i>Reagan Pugh</i>	<i>Crab Orchard</i>
<i>Kinley O'Neal</i>	<i>Crab Orchard</i>
<i>Shaelynn Neal</i>	<i>Crab Orchard</i>
<i>Alexis Clark</i>	<i>Homestead</i>
<i>Taylor Amos</i>	<i>Homestead</i>
<i>Bella Wyatt</i>	<i>Homestead</i>
<i>Emma Richard</i>	<i>Homestead</i>
<i>Leighton Whiting</i>	<i>Homestead</i>
<i>Kiera Peterson</i>	<i>Homestead</i>
<i>Callyn Myers</i>	<i>Homestead</i>
<i>Kori Newcome</i>	<i>Homestead</i>
<i>Anslee May</i>	<i>Homestead</i>
<i>Chloe Brundage</i>	<i>Pine View</i>
<i>Mady Spriggs</i>	<i>Stone</i>
<i>McKenzie Kington</i>	<i>Stone</i>
<i>Khloe Stover</i>	<i>Stone</i>
<i>Claire Dukes</i>	<i>Stone</i>
<i>Jadisyn Ashburn</i>	<i>Stone</i>
<i>Baylor Wilson</i>	<i>Stone</i>

Cheer Team

<i>Kinley Dannels</i>	<i>COE</i>
<i>Kailey Debooy</i>	<i>COE</i>
<i>Kylah Wilbanks</i>	<i>COE</i>
<i>Abigail Walker</i>	<i>Homesc.</i>
<i>Carmen Abad</i>	<i>HES</i>
<i>Kyleigh Beeler</i>	<i>HES</i>
<i>Ava Flynn</i>	<i>HES</i>
<i>Hannah Lewis</i>	<i>HES</i>
<i>Anyah Hodgins</i>	<i>NCE</i>
<i>Jaidyn Larosee</i>	<i>PVE</i>
<i>Daisy McCloud</i>	<i>PVE</i>
<i>Emily Leachman</i>	<i>SES</i>
<i>Brooklyn Poe</i>	<i>SES</i>
<i>Allyssa Tompson</i>	<i>SES</i>

1 **Board of Education**
2 **January 23, 2025 6:00 PM**
3 **Central Services Board Room**
4

5 The Cumberland County Board of Education met in a regular session on Thursday, January 23rd 2025, in the
6 Central Services Board Room, where the meeting was called to order by Chairman King at the approximate
7 hour of 6:00 pm. King welcomed everyone to the meeting and appreciated everyone for attending.
8

9 **BOARD MEMBERS:**

Mr. Travis Cole: Present

Mr. Nick Davis: Present

Ms. Anita Hale: Present

Mr. Chris King: Present

Mr. Jon Matthews: Present

Ms. Sheri Nichols: Present

Ms. Shannon Stout: Present

Ms. Elizabeth Stull: Present

Mr. Scott VanWinkle: Present

10 1. Call to Order

11 Chris King: This meeting is called to order.

12 2. Moment of Silence/Pledge of Allegiance

13 Pleasant Hill Elementary Students
14 Mack Hargrove
15 Jake Dragon
16 Harley Cox
17 Elliana Fisher

18 Chris King: Will you please stand with me for a moment of silence and the pledge?

19 William Stepp: In the moment of silence if you'll keep all the families and students and faculty of
20 Antioch High School in your prayers please.

21 (All stand and observe the moment of silence)

22 William Stepp: Thank you. For our pledge tonight, Pleasant Hill Elementary students that are helping
23 us is Mack Hargrove, Jake Dragon, Harley Cox and Elliana Fisher.

24 (Mack, Jake, Harley and Elliana lead the pledge for all)

25 (Applause)

26 Anita Hale: Good job!

27 3. Welcome to Visitors/Acknowledgement of Elected Officials

28 Chris King: I welcome our visitors tonight. Our elected officials I see Miss Colleen Mall, Mr. Tom
29 Isham, Mr. John Patterson. Thank you for being here.

30 (Applause)

31 4. Charitable Fund

32 (See Exhibit #1)

33 William Stepp: So next Miss Herring, come on up for the charitable funds.

34 Kim Herring: Thank you everybody, so my name is Kim Herring. I want to speak just for a second
35 about the charitable fund. So for those of you who may not know, all of these people out in the hallway
36 are going to be receiving money from the charitable fund.

37 Unknown: Whoo hoo!

38 (Applause)

39 Kim Herring: Yes! Whoo hoo! So a thing that I think is really important for everyone to understand is
40 that this endowment will continue to give for perpetuity. It is an investment that has been made over
41 time by three different doctors and then lots of donations on top of that and so I am, soliciting.

42 (Laughter)

43 Kim Herring: For funds all of the time, because those donations, whether it's \$10 or whether it's \$100,
44 will continue to reap benefits for educators and Cumberland County. So I'm challenging everybody out
45 in the hallway.

46 (Laughter)

47 Kim Herring: That I know hears me. I would love it if you would take one of these fliers that I'm going
48 to hand you and give it to someone and ask them just to donate \$10. Because again, those \$10 are going
49 to reap benefits. For students and teachers in Cumberland County for years to come. So please honor
50 that. It's almost time to do your taxes. So if anybody needs a tax deduction. This is the perfect one.

51 (Laughter)

52 Kim Herring: So thank you for the opportunity that we get. To provide some assistance to teachers and
53 students in Cumberland County. I appreciate it.

54 Sheri Nichols: Thank you.

55 Elizabeth Stull: Thank you.

56 Becky Farley: So before I get to announcing charitable fund. As many of you know, January is
57 typically school board appreciation. We all know and appreciate the time and work you all put into your
58 service on the board. Cumberland County Schools teachers, administrators and students will be
59 honoring your school board members at our February meeting. And that's because we got in school
60 today.

61 (Laughter)

62 Becky Farley: So just a few announcements, we have lots of people to call. So we will call it by school.
63 Please hold your applause till after the entire school has been called. We will get a picture of everyone
64 at the end.

65 (Miss Farley reads all the names in Exhibit #1 in two groups, pictures are taken and everyone applauds
66 the recipients)

67 5. Special Recognition
68 Student Representatives
69 CCHS-Marleigh Gargac
70 Phoenix-Logan Weir
71 SMHS-Hayden Houston
72

73 Shannon Stout: Alright, that was exciting, thanks everybody. Special recognition for our student
74 representatives here to work with us. CCHS, Marleigh Gargac and Phoenix, Logan Weir and SMHS,
75 Hayden Houston.

76 (Applause)

77 5.A. TDOE SEC

78 (See Exhibit #2)

79 Chris King: I want to go back to item 5.A. Student Engagement Council recognition.

80 William Stepp: Absolutely. Marley, would you come up here, please? So CCHS
81 student Marleigh Gargac was recently selected to the Tennessee Department of Education Student
82 Engagement Council.

83 Sheri Nichols: Yay!

84 William Stepp: The Council is a group of 11th and 12th grade students who provide feedback to the
85 TDOE with input from students to support academic achievement and post secondary and career
86 readiness across the state. The SECs goal is to help improve academic achievement and clear
87 readiness for students in Tennessee. So we want to congratulate Marleigh Gargac in representing
88 Cumberland County High School.

89 (Applause)

90 Marleigh Gargac: Thank you.

91 (Applause)

92 6. Roll Call

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

94 Diane McCartney: Mr. Cole?

95 Travis Cole: Here.

96 Diane McCartney: Mr. Davis?

97 Nick Davis: Here.

98 Diane McCartney: Miss Hale?

99 Anita Hale: Here.

100 Diane McCartney: Mr. Matthews?

101 Jon Matthews: Here.

102 Diane McCartney: Miss Nichols?

103 Sheri Nichols: Here.

104 Diane McCartney: Miss Stout?

105 Shannon Stout: Here.

106 Diane McCartney: Miss Stull?

107 Elizabeth Stull: Here.

108 Diane McCartney: Mr. VanWinkle?

109 Scott VanWinkle: Here.

110 Diane McCartney: Mr. King?

111 Chris King: Here.

112 Diane McCartney: All present.

113 Chris King: Thank you.

114 7. *Approval of 12/5/24 Minutes

115 (See Exhibit #3)

116 Chris King: Now we need to approve the minutes from December the 5th 24, is there a motion?

117 Anita Hale: Move to approve.

118 Travis Cole: I'll second.

119 Chris King: Motion and second to approve the minutes from 12-5-24. All in favor say aye.

120 All board members: Aye.

121 Chris King: Those opposed? Nay?

122 (Silence)

123 Chris King: The ayes have it, minutes are approved.

124 Motion to approve the minutes from 12-5-24.

VOICE VOTE: (mover-yes) Hale

(seconder-yes) Cole

Yes: 9, No: 0

MOTION: Motion Carried

- 125 8. *Approval of Agenda
126 (See Exhibit #4)
127 Chris King: Next is the approval of the agenda.
128 Nick Davis: If I may, I'd like to make a motion to add the CCHS tennis court to the 12.C.1.1 item on
129 today's agenda. I think it just got overlooked.
130 Chris King: Are there other things?
131 Travis Cole: Mr. Chairman, if we could move to take items 13 C, D and E and put them on the consent
132 agenda.
133 Chris King: Anything else? If there's no objections, we will remove item 15, old business, from the
134 agenda because if we have old business it's should be on the agenda somewhere. So we've got a motion
135 and a second to approve the agenda with the following changes. Add CCHS 12.C.1.1 and remove, or
136 move 13 C, D and E to the consent agenda. Remove item 15.
137 Nick Davis: Are we not required to have old business?
138 Chris King: No, its not part of the.
139 (Audio)
140 Sheri Nichols: We have old business? We never have any.
141 Chris King: It's an old habit people had for an ambush item.
142 (Audio)
143 Chris King: If members want to put something on the agenda they can. So it's got to be somewhere on
144 the agenda. No surprises.
145 (Audio)
146 Anita Hale: I thought we always had old agenda, on the.
147 Chris King: Once upon a time it was in there. It should never have been there.
148 Sheri Nichols: We never have any.
149 (Laughter)
150 Shannon Stout: We should be addressing everything work sessions now.

151 Chris King: If we've got old business put it on there as an item so we can see what it is.

152 Sheri Nichols: Right, never get there anyway. When you go to old business nobody ever has any.

153 Shannon Stout: Have a first and a second. Ready to vote with the changes? Proposed changes?

154 Chris King: Is there another discussion?

155 (Audio)

156 Jon Matthews: Did we ever have a first and a second on that?

157 Chris King: We did.

158 Jon Matthews: No, I don't think we did.

159 Anita Hale: Who made the first?

160 Shannon Stout: Nick. He made the motion.

161 Nick Davis: Yeah, I'm.

162 Shannon Stout: To approve it with his CCHS tennis courts.

163 Nick Davis: Yep.

164 Sheri Nichols: And then Travis.

165 Shannon Stout: Travis added on the moving to the consent.

166 Sheri Nichols: Then Mr. King. So then we make a motion to accept it.

167 Elizabeth Stull: There's three motions?

168 Sheri Nichols: As its been adjusted?

169 Chris King: That's the motion.

170 Shannon Stout: Three changes.

171 Elizabeth Stull: No there is three motions.

172 Sheri Nichols: Then we move to.

173 Elizabeth Stull: Because Nick was the only one who actually made the motion.

174 Shannon Stout: Motion, Nick will you go back and amend your motion to include the three changes and
175 then we can second it and vote.

176 Elizabeth Stull: Well each person.

177 (Audio)

178 Nick Davis: I would admit my motion to. Add the CCHS tennis courts to item 13, I'm sorry, to item
179 12.C.1.1 and to add 13 C, D and E to the consent agenda and that's that would be my motion.

180 Scott VanWinkle: Second.
181 (Audio)
182 Chris King: We can. For those in favor of that change, say aye.
183 All board members except Anita Hale: Aye.
184 Chris King: Any Nays?
185 Anita Hale: Nay.
186 Chris King: OK, so the ayes have that. So we have an agenda with an added item of the CCHS to
187 12.C.1.1. Removal, or moving 13C, D and E to the consent agenda.
188 Motion to add the CCHS tennis court to the 12.C.1.1 and add 13 C, D and E to the consent agenda and
189 approve the agenda with the changes.

VOICE VOTE: (mover-yes) Davis

(seconder-yes) VanWinkle

Yes: 8, No: 1 Hale: No

MOTION: Motion Carried

190 9. Community Comments

191 Chris King: So we're up to community comments.

192

193 1. Name: Steve Frantzen

194 Address: 895 Parnell Rd, Crossville TN 38572

195 Subject: Testing

196

197 2. Name: Karen Frantzen

198 Address: 895 Parnell Rd, Crossville TN 38572

199 Subject: Meetings

200

201 3. Name: Craig Clark

202 Address: 2266 Hwy 68, Crossville TN 38555

203 Subject: Teamwork

204

205 4. Name: Linda Clark

206 Address: 2266 Hwy 68, Crossville TN 38555

207 Subject: Employee Retention

208

209 5. Name: Julia Timson

210 Address: 6960 S York Hwy, Clark Range TN 38553

211 Subject: CCEA

212

213 6. Name: Colleen Mall

214 Address: 365 Rotherham, Crossville TN
215 Subject: DOS Contribution 38558

216
217 7. Name: Kandi Newcome
218 Address: 300 Old Grassy Cove Rd, Crossville TN 38555
219 Subject: HES Fencing

220
221 8. Name: Blair D Woodcock
222 Address: 33 Andrew LN, Crossville TN 38571
223 Subject: District Comparisons

224
225 9. Name: Nancy Woodcock
226 Address: 33 Andrew LN, Crossville TN 38571
227 Subject: Scholastic Improvement

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

229 Chris King: Next item is board members reports from training. Anyone have any training to report?

230 Anita Hale: I had a zoom meeting today with TSBA about the vouchers which would be on my TN
231 report, but that was on consent agenda. But it's just we are really, you know, need to be concerned
232 about the vouchers and look closely into what Governor Lee is talking about. And.

233 (Audio)

234 Anita Hale: Would say he's going to bring some more information to us. And I just wanted to make
235 mention that there is a meeting. That February meeting that we come at a legislated meeting that will be
236 coming up in February and I've already asked to be, to go to that meeting and it's in. Let me get my fax
237 here. It's in.

238 Shannon Stout: 10th and 11th.

239 Anita Hale: It's February 10th and 11th at Cool Springs in.

240 William Stepp: Franklin.

241 Anita Hale: In Franklin, TN. So I mean this, Miss Diane, she can get you registered if you'd like to go.
242 That's going to be about. A seminar on legislative issues. So it will be very interesting to go to.

243 Shannon Stout: I sat in on that as well today. That web, it was very interesting to hear about those
244 school choice bill. They're going over the new bill for the emergency called session or special session.
245 That's going to start on Monday the 27th, so as Anita said, stay abreast. There's things going on. I also
246 have the opportunity to take a web on school crisis and tragedy and the board's role and responsibility,
247 and that was very enlightening, and I think there's some things that we can bring back to the board from
248 that. So we are prepared if we should run into that situation.

249 Chris King: Any others?

250 11. Legal Report

251 Chris King: OK. The next item would be our legal report. Don't have any legal report tonight.

252 12. Director's Report

253 Chris King: Next is the director's report.

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

255 (See Exhibit #5)

256 William Stepp: First item is the Director of Schools contract.

257 Anita Hale: Mr. Chair, I'd like to make a motion to this. I'd like to make a motion that we do not
258 accept the contract.

259 Jon Matthews: I'll second that motion.

260 Chris King: OK we have a motion and a second not to accept the contract. Discussion, Miss Hale?

261 Anita Hale: I just feel like that. The contract is not in the interest in the board. The things that we
262 are looking for. And it's not in the best interest of our district.

263 (Audio)

264 Jon Matthews: Yeah. Couple of thoughts that I've got is. Mr. Stepp has done a great job at public
265 perception. He's doing a great job promoting our district for the people outside of our schools. But
266 in the last week, two weeks, since his contracts came out, I've been getting more and more and
267 more calls from people within our schools. And if we're not listening and representing the people
268 within our schools and what they're asking. I feel like we're doing them a disservice. While I do and
269 I've told Mr. Stepp, I appreciate the effort that he has put in promoting our schools and the effort
270 that he's put in outside of our schools. It's inside and inside the classrooms. That I think really make
271 the biggest difference. And. I'm. To be honest. I was really torn, I've been torn the whole time about
272 this contract and about Director Stepp. Personally, I don't have any issues with it, but the more I
273 hear from teachers and the more I hear from people inside the schools, the more issues I see that
274 there really are. And, to me, I just don't feel that he is the one to lead us into the next phase of our
275 system.

276 Anita Hale: I too have heard from teachers and other constituents about, you know, not being happy
277 in their jobs, so. And I've asked Mr. Stepp several times, does he go into the classroom and meet
278 with the teachers?

279 Shannon Stout: My question would be, have any of these people been reaching out to you?
280 Reaching out to their principals and to Mr. Stepp.

281 Jon Matthews: Yeah, that's been one of the biggest issues that I've tried to address is that. And I
282 told Mr. Stepp this the other day. Our teachers feel that he's inaccessible, so in the walk downs and
283 I went on a couple, two or three walk downs just in my short time here. The teachers feel. It's more
284 of a mall walk, walk down than it is really getting into the classrooms and getting to the teachers.
285 So it's more of a perception thing. They see him there but they don't have an opportunity to talk to
286 him or have a discussion. And then whenever they do bring issues up. Their thing is he refers them
287 to their supervisors, which are 100% agree with, that is chain of command and that is how things
288 should be done. The issue that I think teachers are having is once it is being referred to a
289 supervisor. Whether the supervisor gets back to them, or gets back to, gets the issue handled. Mr.
290 Stepp never followed back up on those issues. So he dumps it off on the supervisor and then never
291 follows back up. And that's the, that to me is a big issue. If you're the leader. And you're directing
292 your supervisors. Your supervisors should be bringing you the information and you following up
293 back with the people that brought the issue. And I I'm not, listen. I don't have any dog in that fight.

294 That's the issues and at first I thought, well, maybe it's one teacher, two teachers, but it's teachers
295 from across the county. I've talked to teachers from probably 4, 5, 6 schools and they all have the
296 same issues. From all the different schools, so from inside the school systems, it's where I think
297 we're lacking and we're missing things. Hey, the public and the people out in the community, they
298 see great things and I appreciate it. He is a great PR director. He's a great PR person. But he is not
299 following through with his position as supervisor director and that's my, what I'm gathering from
300 people within the within the system.

301 Chris King: Miss Stout?

302 Shannon Stout: There's, as you mentioned, there's chain of command and we've talked in our
303 previous meetings about operational, which is Mr. Stepp's purview, right? And then what's in our
304 purview for it? Everything I'm hearing regarding these motions has to do with operational and a lot
305 of that has to do with the leadership within the schools, as well as the administrative leadership, as
306 well as Mr. Stepp's leadership. And if these issues that you're mentioning haven't been brought
307 forward to Mr. Stepp's attention, so he could work without, within his tenure. If they hadn't been
308 brought forward in a way that he could work within his tenure. We, either way are out of line
309 regarding, hearsay sort of information when looking at a contract, we're evaluating data that we use
310 to evaluate an employee and the data that we have doesn't point to any of what. The hearsay that's
311 being brought up.

312 Jon Matthews: I do agree with you 100%. I also agree that if his supervisors are not bringing these
313 issues back to him. And not referring to him, they're not communicating with him. Ultimately, it is
314 his responsibility. To follow up. Ultimately, it is his responsibility to look over his supervisors that
315 he has put in place a lot of these in high schools as principals of whatever else. But it is his
316 responsibility as, we have no control over the supervisors. I agree with you. I'm not trying to get
317 into operations. I'm not trying to. But whenever you want to hold accountable, if you want to hold
318 someone accountable. You hold the boss accountable, right? I mean is that not what we are
319 supposed to do? Hold the people accountable, that is in charge of those supervisors. I can't say
320 anything to the supervisors and nor would I but.

321 (Gavel knocks)

322 Chris King: Thank you. Have something else?

323 Shannon Stout: Yeah, I just wanted to and I'm sure other folks have things to say as well.

324 Chris King: Everybody gonna get a chance here in a minute.

325 Shannon Stout: If we continue to make decisions based on hearsay. And the culture of leaderships
326 isn't enforced in essence, right? If that's not fixed, if we don't renew with Mr. Stepp and continue to
327 look forward on that. We get a new director the same issues going to incur, we're going to hear
328 from the same people who aren't happy or different people who aren't happy with how things are
329 being handled within the district. I think that's what we are continuing to see a repeat from right,
330 we've got a high turnover of directors. So we've got rumblings. In the schools and decisions are
331 made based on that and so either working through it so we can resolve it, they just listen to the
332 rumblings. The boards listen to the rumblings in the past and we move on to get somebody else.
333 And who else, I mean Mr. Stepp has coalesced a lot of things when he's been here and you
334 recognize that he's had a lot of good results. Who are we going to bring in brand new that's gonna
335 have to start fresh from Ground Zero. That's going to be able to address that issue along with
336 doing as well as Mr. Stepp has done in everything else.

337 Jon Matthews: And I think that's a question for. Our next meeting, in the next, beyond this?

338 (Audio)

339 Chris King: We don't have a next meeting.

340 Sheri Nichols: No.

341 Chris King: This is it. Other members have things to say. We're in discussion.

342 Sheri Nichols: Well Mr. Chairman my phone rang off the hook today with all kinds of fun stuff like
343 that Mr. Stepp was demanding to have a car and Mr. Stepp was demanding to have \$180,000 a
344 year. And that. So, the interesting thing is this whole I'm not going to speak up because somethings
345 going to happen to my job. There's going to be retribution. I'm sorry, but that is 2025 and we should
346 no longer be afraid of that. I don't understand where that comes from. Especially when I talk to so
347 many people, not just the supervisors and the teachers and the principles, the vice principals,
348 students. I don't hear any of this. So is it that you don't bring negative stuff to me? Oh, because I'm
349 his favorite board member? That is a bunch of hooey and I am too emotional to make any kind of a
350 statement. The truth is, this man is making waves. And I'm sorry, Cumberland County, we have a
351 problem. This is called generational curse, and here we go again. If we can't find somebody. To
352 buckle up and get through the next couple of years, we're never going to overcome this. And who
353 in their right mind wants to work for this place? Honest to God, I don't think there's a human being
354 out here that wants this job. The fact that he stayed is a miracle. I'm this close. Nobody told me that
355 it was going to be like this. I don't understand. I'm very confused that you can be swayed by two or
356 three people out of a thousand if they could stand in this room right now and speak, they would, but
357 they can't because they're not allowed to.

358 Jon Matthews: Agree.

359 Sheri Nichols: This man has shown that he is a good track record. We're moving forward, Mr.
360 Frantzen read off the statistics. Is he perfect? Absolutely not. Does he screw up. Yes he does. Do
361 we hold him accountable as a board? Yes, we do. Ya'll don't know what we talk about. And if
362 you're not sitting in his office talking to him and finding out who he is, you need to be as a board
363 member. We gotta stop this, guys. This is insane. We're not hearing he's attacking children, he's
364 attacking people, he's doing anything wrong. He's riding buses, he's meeting with children, he's
365 going to cafeterias and I can't tell you how many walks we went on that the teachers were glad that
366 they were there. I've never. I've always been afraid of a director of schools to walk in my
367 classroom. Not Mr. Stepp. When he looks in my window I know he's going to help me do
368 something. That's what I heard. I heard principles tell me that they've got more connectivity to their
369 teams. On campus than they've ever had before. I know one thing I taught project truth for eight
370 years in this community. Principals didn't talk to one another. They didn't share information. It was
371 your school, your school, your school, your school. And nobody liked each other. It's just the way it
372 was. Well, guess what? When he came, that changed. It is starting to change. Has it changed? No,
373 it's a work in progress. And if we can't get on that bus and start moving forward. I'm not really sure
374 what's going to happen, but I wouldn't want his job for anything in the world. No respect and no
375 reverence. It's sad to me. Absolutely sad to me. I'm disgusted by it.

376 Chris King: Thank you, Miss Nichols. Anyone else?

377 Scott VanWinkle: Mr. Chair? I'd just like to bring up some of my concerns. And these are my
378 concerns. They're not constituents, they're not teachers. They're my concerns dealing with Mr.
379 Stepp. I brought several issues to Mr. Stepp over the last several months. Actually, all the way back
380 to when I ran for school board. And realized that, I was unopposed in the election. So, I actually
381 started working on some of these things before I was sworn in. One of those things was
382 TISA funding. Went to several meetings before I actually ran for school board and heard that we

383 didn't know how TISA funding worked. We didn't understand it. We don't understand how the
384 outcomes are affected. We can't plan on the outcomes. Well, there's actually, going to read just a
385 little bit. A little excerpt on how outcomes are determined. A student scoring meets expectations or
386 exceeds expectations, or in other words, meets proficiency on the 3rd grade ELA TCAP. Or a
387 student who scored approaching or below on a 3rd grade ELA TCAP but improved by at least one
388 performance level by the 4th grade. Meaning that they move from at least below to approaching or
389 approaching to meets expectations. And also, for a student with a disability taking the alternative
390 assessment. This goal is also considered met if the student scores at the highest performance level.
391 That's just in elementary. So, if we can affect those improvements in a student. We get better
392 outcomes. So one of those first meetings that I heard about this in, I also heard in a couple meetings
393 later that we got six and something thousand dollars from those outcomes. Well, we didn't go back
394 and invest any of that money into helping our students, not only meet these outcomes. We spend it
395 on a roof, OK. We didn't go back and try to help these students and I'm not just talking about to
396 create outcomes. I'm talking about to change lives. These students being able to read at that level is
397 important enough to the state of Tennessee. If they're going to pay us extra money if we get those
398 kids to learn at that level. Why do you think that's important? Because that is critical level for them
399 to progress in school. And we have had nobody talking about how can we affect those outcomes?
400 Not once since I've been involved. Another thing that I brought to Mr. Stepp's attention. Why do
401 we have a cookie cutter approach to RTI? So, I don't if everybody in here knows what RTI is. This
402 is a response to intervention. We have some schools with a lot more need in this area than other
403 schools. We have different size schools all across the county. But it was recommended to the board
404 that we provide one of these instructional interventionists and another 120 day at every school. So
405 we might have a school with 96 students that need to support another school with 20. But we don't
406 have enough money in the budget to add teachers there. There's not enough money there is what I
407 was told. So we're going to have to, it's the board responsibility at the next budget cycle to come up
408 with a way to help with that. So, another area that I brought to his attention is ELL, English
409 language learners. There's not enough funds and it's difficult, it's a difficult situation, but we have
410 the same situation there that we do with RTI. We have some schools with more students and some
411 schools with fewer students. And again, I was told that's a budget issue. The board needs to
412 address. It's never been brought to the board's attention that any of the meetings that I've been at,
413 that, that's something that needs to be addressed. And we have no, planning or communication with
414 us. That's something that needs to be addressed. So, tonight we are considering a contract that's
415 going to increase the director's pay in one year enough to add at least a teacher in one of these areas
416 to help a child. That's what we're talking about tonight. But we've, all the time we make budget
417 amendments. Every meeting we make budget amendments for something. We can't make a budget
418 amendment to affect a student's life. But we're voting on a, enough to pay for one of those teachers
419 tonight. And that's all we've talked about for three months and that's all that the director's been
420 concerned with for three months. So these are all items that need to be addressed, regardless of who
421 the director is. But right now where I stand is, I feel like we need to go in a different direction, so.

422 (Audio)

423 Chris King: Mr. Cole?

424 Travis Cole: I've had the opportunity to work with Mr. Stepp even before my time as a board
425 member in my professional setting. And he has been instrumental in tearing down some walls
426 between this district and the community when it comes to. Emergency preparedness. School safety.
427 And stuff such as that. I guess nobody feels they can talk to me because I've not heard from
428 anybody with negative impacts from Mr. Stepp. Every contact I've had with anybody, is happy with
429 the job he's doing. So a little over a year ago, I got fed up with watching this board, holding back
430 and micromanaging. I realized there was nobody else in my district that was going to do something
431 about it, so I fell on the sword. I was not subtle. I was very direct about my intentions when I was
432 running for this seat. And the whole time it was Mr. Stepp needs support. We are making a fool of

433 ourselves by working against each other. We need to work together as a team because if he fails,
434 we fail. Right? As his employer it's our job to give him the tools and the knowledge to be
435 successful. If we do that and he's successful, he makes us look like rock stars. If we undermine him,
436 micromanage him, and dabbling in things that frankly are not our business or concern. We get
437 some, pretty crazy ideas and some half-loaded movements and direction. So, when I ran for this,
438 seat the 8th district spoke pretty loud and clear. Said go get them, boy. That's what I'm going to do.
439 I support Mr. Stepp and I'll continue to. I think we can turn this around. Nobody's perfect. I'm not
440 perfect. Nobody here claims to be. But I think. That, given the right opportunity and leadership and
441 help, instead of hurt, we can all work together and make a better school system for my kids, y'all's,
442 everybody's kids. Right? But I thank Mr. Stepp for what he's done and I hope that we can continue
443 to work together and make this district, to the point of what its capabilities are.

444 (Applause)

445 Chris King: Anyone else?

446 Shannon Stout: I'd like to just mention, since some of the other board members have as well. I
447 haven't gotten any negative feedback from my constituents either. Everything I've gotten feedback
448 wise has always been positive towards Mr. Stepp.

449 Chris King: Thank you. I'm the same. Nothing but positive. I take exception to the negatives I've
450 heard here tonight. Think Mr. Stepp is doing an excellent job. I'm embarrassed for the board
451 tonight. Mr. Stepp, think you're doing a great job. I happen to know a little bit about what the job is.
452 So, I speak with that authority. Appreciate the comments from the community. Think they speak
453 again at election time. Loud and clear. So where we are is we have a motion to not accept the
454 contract and a second. So we're going to have to do this to a vote. Is there any other comment
455 before we vote? Madam secretary, call the role.

456 Diane McCartney: Mr. Cole?

457 Travis Cole: Oh, if I could clarify. To not go with the motion, yes or no? because that was.

458 (Audio)

459 Chris King: Motion to not consider the contract.

460 Travis Cole: OK, no.

461 Diane McCartney: Mr. Davis?

462 Nick Davis: Yes.

463 Diane McCartney: Miss Hale?

464 Anita Hale: Yes.

465 Diane McCartney: Mr. Matthews?

466 Jon Matthews: Yes.

467 Diane McCartney: Miss Nichols?

468 Sheri Nichols: No.

469 Diane McCartney: Miss Stout?
470 Shannon Stout: No.
471 Diane McCartney: Miss Stull?
472 Elizabeth Stull: Yes.
473 Diane McCartney: Mr. VanWinkle?
474 Scott VanWinkle: Yes.
475 Diane McCartney: Mr. King?
476 Chris King: Absolutely not, no.
477 Diane McCartney: The yeses have it.
478 Chris King: That's a five to four vote.
479 (Audio)
480 Chris King: We're going to take about a 10 minute recess here.
481 (Gavel knocks)
482 Motion to not accept the DOS contract.
VOICE VOTE: (mover-yes) Hale
(seconder-yes) Matthews
Yes: 5, No: 4 Cole: No, King: No, Nichols: No, Stout: No
MOTION: Motion Carried

483 12.B. *Upper Cumberland Child Advocacy Curriculum
484 (Gavel knocks)
485 Chris King: We are back in session. I ask the vice chair to take over from this point please.
486 Shannon Stout: OK. The next item on the agenda is 12.B. of the Upper Cumberland Child
487 Advocacy Curriculum. I'll entertain a motion.
488 Travis Cole: Motion to approve.
489 Shannon Stout: Second?
490 Scott VanWinkle: Second.
491 Shannon Stout: Any discussion? Travis, you had the motion. Scott? No? Any other discussion?

492 Anita Hale: This is, we didn't get a thing what is the advocacy the child advocacy curriculum? Oh
493 is that what that was that thing that we?

494 Jon Matthews: That book.

495 Anita Hale: That book? Okay yes.

496 Shannon Stout: Mhmm.

497 Jon Matthews: Mhmm.

498 Anita Hale: That book that we had.

499 Shannon Stout: Mhmm.

500 Anita Hale: Okay, thank you.

501 Shannon Stout: All right, I'll go ahead and take a vote. If there's no further discussion. We need to
502 take a role call for it? No? OK, all in favor for approval?

503 Several board members: Aye.

504 Shannon Stout: Any nays?

505 Several board members: Nay,

506 Chris King: Now you do a roll call.

507 Shannon Stout: Alright we'll do a roll call. Secretary, Madam Secretary.

508 Diane McCartney: Mr. Davis?

509 Nick Davis: No.

510 Diane McCartney: Miss Hale?

511 Anita Hale: No.

512 Diane McCartney: Mr. Matthews?

513 Jon Matthews: Yes.

514 Diane McCartney: Miss Nichols?

515 Sheri Nichols: Yes.

516 Diane McCartney: Miss Stout?

517 Shannon Stout: Yes.

518 Diane McCartney: Miss Stull?

519 Elizabeth Stull: No.

520 Diane McCartney: Mr. VanWinkle?

521 Scott VanWinkle: No.
522 Diane McCartney: Mr. Cole?
523 Travis Cole: Yes.
524 Diane McCartney: Mr. King?
525 Chris King: Yes.
526 Diane McCartney: Yeses have it.
527 Shannon Stout: OK, and I believe from the last bit of information we received on that Mr. Stepp
528 was that this is in compliance with the state law?
529 William Stepp: Yes.
530 Shannon Stout: That's something by law that we need to be promoting to the children. Alright, so
531 that was approved. OK. Actually, Mr. Stepp, I'm going from item this is under your Director's
532 report, roll on.
533 William Stepp: It's OK.
534 Scott VanWinkle: Madam Chair?
535 Shannon Stout: Yes.
536 Scott VanWinkle: On that comment about it being required by the law. We're already covering the
537 requirements of the law currently correct?
538 Shannon Stout: Yes, yes. The required points law are being covered by some of the nurses. So this
539 allows us to pull our resources out of that and use the standard curriculum that's being provided to
540 several districts.
541 Scott VanWinkle: That was more just for the record by the way.
542 Shannon Stout: OK.
543 Motion to approve Upper Cumberland Child Advocacy Curriculum.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) VanWinkle

Yes: 5, No: 4 Davis: No, Hale: No, Stull: No, VanWinkle: No

MOTION: Motion Carried

544 12.C. *Athletic facilities assessment

545 William Stepp: OK, next 12.C. athletic facilities assessment and discussions.

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

547 William Stepp: So discussion of options to address both schools tennis courts.

548 Shannon Stout: And did you all have. Some information that you were going to share you and
549 Dr. Maddox regarding.

550 William Stepp: Well we're just looking at options of possibly partnering with the city or partner
551 with the county. Possible locations. To do like a combined facility.

552 Anita Hale: But we're not thinking about fixing the ones that we have at stone?

553 William Stepp: I think Mr. Chamberlin said they were at end of life.

554 Shannon Stout: The bids that we've gotten have been for actual.

555 William Stepp: New courts.

556 Shannon Stout: Rebuilding new courts.

557 Elizabeth Stull: What have those bids been?

558 Shannon Stout: You've got two.

559 William Stepp: What Chamberlin said the cost was, he gave us an estimate on the cost. 5 to
560 \$600,000.00 for six courts.

561 Elizabeth Stull: And that was also with moving them too because the ones.

562 William Stepp: Both are in not good positions at either school.

563 Jon Matthews: Yeah, that would be combining. Basically, both schools would be able to use
564 that facility or have that facility.

565 William Stepp: If we can find a spot, yeah. And the board would have to vote on that cost.

566 Jon Matthews: Yeah.

567 Shannon Stout: Yeah.

568 William Stepp: We hadn't done actual bids because the board hasn't voted to actually purchase
569 them.

570 Shannon Stout: Estimates.

571 William Stepp: We just use the estimates Mr. Chamberlin gave us.

572 Nick Davis: I'll add to that and say that we've also received a formal bid from a company
573 baseline sports construction, which was added to and discussed in detail.

574 William Stepp: Yeah at the work session.

575 Nick Davis: In our work session.

576 William Stepp: That's the one quote that was sent in.

577 (Audio)

578 Shannon Stout: I think there's all. We've all had some discussion here and there about the
579 possibility of maybe partnering with County and City with doing something with the tennis
580 courts. Is there anything the board needs to do to help? To help get that started?

581 William Stepp: Yeah, just if you want me to go ahead and continue those talks and I can let you
582 know what City and County said about possible partnership.

583 Nick Davis: So, whoever wants to continue can continue I guess to piggyback on that SMHS is
584 in the condition that it's in. Virtually unplayable, not able to compete upon if I do understand
585 that correctly. By attrition due to addition of the auditorium in the footprint that it's currently on
586 that tennis court. Fate has been sealed also. And we've got to address that. The joint
587 conversation there. I'm also hearing that there's some concern issues on the track at CCHS.

588 Shannon Stout: Next item, let's stick to the courts here.

589 Nick Davis: Sure you know, we'll stick to the plan.

590 Elizabeth Stull: They didn't do a joint tennis court for both schools. What would it look like as
591 far as where would the tennis courts be over at CCHS and also where at Stone?

592 William Stepp: Well, that be something where we'd have to, have somebody, pay somebody to
593 go look and see where they could be. Do the soil samples all that kind of stuff.

594 Jon Matthews: The only reason that we brought up doing a joint venture for CCHS and Stone
595 both together was as much a community building thing as it was just convenience. And because
596 both of them were needing to be repaired. By being able to, I guess, intermingle both schools
597 and gain benefit from that. Honestly, from parents being able to talk to parents and, you know,
598 trying to build that community feel into our sports. Build it back into our sports, I guess you
599 could say instead of everything being divided all the time. And I think that was part of the
600 purpose of trying to. Combine some of it.

601 Elizabeth Stull: Oh I like the idea of combining them. It just was, you know, curious as far as if
602 that's not going to be a possibility. If it doesn't work out.

603 Jon Matthews: What's the backup?

604 Elizabeth Stull: Yeah. What's the backup? We're back at, you know, each school. So, what
605 would that look like? But I think it's a great idea to go ahead and, you know, combine both of
606 them if that's possible.

607 Jon Matthews: Yeah.

608 Shannon Stout: Look at how we could have a shared works.

609 Elizabeth Stout: Mhmm.

610 Shannon Stout: Even with the community as well, and then go from there.

611 Elizabeth Stull: But, to get it moving a little faster than It is now.

612 Nick Davis: That's really the reason we're here, at this passage is seasons have went by.

613 (Audio)

614 Nick Davis: Discussions have been made. We've identified that they're in the condition that
615 they are. However, we're no farther.

616 (Audio)

617 Nick Davis: We're still just like, Yep.

618 Shannon Stout: I think there's been some other priorities that have popped up, that the money's
619 gone to. But if we can do something where it's affordable and order of priority. So, I guess Mr.
620 Stepp, then you can get back with us regarding what the interest is, might be in a shared
621 community sort of situation with the courts.

622 William Stepp: Will do.

623 Shannon Stout: And then how? How soon do you think you'd be able to?

624 William Stepp: I'll get to something to the two mayors tomorrow.

625 Shannon Stout: OK.

626 William Stepp: Set up time so that we can meet.

627 Shannon Stout: So maybe we could, next work session, next months work session OK?

628 William Stepp: That's doable.

629 Shannon Stout: Everybody good on that? Any other discussion?

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

631 Shannon Stout: OK. The field and stadium, SMHS field and stadium item 12.C.2. Mr. Stepp?

632 William Stepp: Yeah I believe the discussion I guess to continue what Mr. Davis had brought
633 up, the work session discussion, is Mr. Davis?

634 Nick Davis: I stand in the camp of trying to address this with a long term solution. As a result
635 of years of decay. And an immediate need, to address that's been present for a long time. Going
636 back and looking at engineering drawings that are present. There's not drainage under the field
637 currently, to my knowledge. OK, so the sink hole that's there is the result is that the track is
638 unrun able and unable to be competed upon. The field is one rain storm away from being
639 unplayable. And the drainage that is underneath all of that essentially is the root cause, per the
640 report that's been given. And in knowing that, assessment. I think if anything, it should give us
641 the opportunity to address that professionally and task somebody obviously this quote that it
642 came in in August and another quote that came in a little later in the year. Indicated that there
643 were reasons to make some concessions of how quickly we're going to do that. To my
644 knowledge, there's an e-mail been drafted by an athletic director that indicated that that there's
645 an immediate need for safety concerns and they're requesting emergency funding. I don't know
646 if you guys have seen that? Mr. Stepp, can you confirm you've seen that?

647 William Stepp: From which athletic director?

648 Nick Davis: Mr. Brown.

649 William Stepp: Yes, and I talked with him also.

650 Nick Davis: In that opinion. The safety concern that was raised in this quote. Indicated that.
651 There's a, based on visual inspection, walking the site, feel obligated to info those intendents of
652 the potential lower extremity injuries that could occur due to the conditions. Conditions of that
653 time are extremely wet. Right? Extremely wet for a number of reasons. Of the reasons which,
654 could possibly be that that the booster club added water to the field during the time it was
655 raining. My issue with that I guess is the idea. That the booster club should be responsible for
656 watering the field at any point in time. Nor should they be responsible for paying for all the
657 things they paid for the last 17 years. That's our obligation, so at some point in time. We're
658 going to take a good hard look in the mirror and ask ourselves if we're content with kicking the
659 can down the road and saying yep, there's a problem let's talk about how we're going to make
660 this a priority. And then we don't actually have a list of priorities. Right? There just mythical
661 creatures that are floating around out there in the concept of things are priorities. Now, if you
662 can point me to where that list is and what order of importance that they are, by all means, I'll
663 be glad to be quiet and take a look at those. I don't know that we have another official report
664 from any other agency that tells us that we have a more pressing concern in regards to our
665 athletics in the county at this given moment in time. And for that reason I think it's in our best
666 interest to follow suit with what we did in 2019 when this issue arose at CCHS. There have
667 been numerous drainage issues there. My knowledge those have been fixed. By way of about
668 two and half million dollars worth of renovations, that entire complex put a 50 inch pipe down
669 the middle of the field. Reconstructed the soil. Bought turf, essentially was used turf from
670 another football program. They put it on. I think they probably put 100 tons of sand on that
671 field in that same time frame. But the fields playable it's in good condition. Track different
672 conversation, even though it's on the same footprint, and even though that field is still in a hole
673 about four and a half feet below the level of the track. So we made an effort there. There's
674 money been spent there. And it's a much better condition than it was prior. So those that ask the
675 question, if we're going to spend money here, what are we going to do about spending money
676 at the other place? To my knowledge, previous board and budget committees and finance
677 committees have all approved those projects and they've been completed and this one is
678 remaining and I would recommend that we take a look at having this sent out to bid. For the
679 concept that it's, this is an old quote and I know that we're required to have more than one bid
680 in order for us to agree. That we need to get this project complete.

681 Sheri Nichols: Mr. Davis, I talked with a couple of different people from the football program
682 and big stirs. I guess I was really ashamed to find out that they had spent \$11,000 booster
683 money to work on this field. One of the things that one of them said that I took to heart was that
684 there's, when the other teams come to play, they actually inspect the football field before they'll
685 allow their players to play on the field. To the fact that there could be injuries. I think this
686 probably goes back to what Stone is 17 years old. So this probably goes back to the building of
687 Stone. When they should have done the drainage and because it's literally, if you look at the
688 property it's under water. I mean, it was marshland. So something should have been done. 17
689 years ago, before they put that first field in for all that drainage. So to go back and fix this, it
690 really needs to be done right or you're going to continue to have the same problems over and
691 over again.

692 Jon Matthews: Yeah.

693 Nick Davis: That's right.

694 Sheri Nichols: And the hard part is, and I guess over the last couple of days, I've had a change
695 of heart in some areas. That I don't, I did not take into account the kids who go for scholarships
696 for track and field and for tennis and football. This is big stuff. And so they're not able to do
697 that it's their academics, yes, but then also with the combination of their physical sports as well.

698 So, I don't know where we find the money to do that maybe we can go talk to our County
699 Commission friends.

700 (Laughter)

701 Nick Davis: I appreciate you saying that, right? And so do all the families and parents and
702 community members that have funded and supported those initiatives, right? I mean we are
703 where we are. The past is the past at this point, it's just. It's our obligation to ensure that our
704 students, our athletes and our community members, have the opportunity to do what we've
705 already invested in them being able to do.

706 William Stepp: But we.

707 Nick Davis: I ask, where can we?

708 William Stepp: Can get bids on all three of those items.

709 Nick Davis: You said we can?

710 William Stepp: Yeah, we'll get bids on all three of them.

711 Sheri Nichols: And then.

712 William Stepp: That's what the board's asking. Yeah.

713 Nick Davis: And essentially that we'll be a motion that I would make. In a moment, I'll be glad
714 to make that but. You know.

715 Sheri Nichols: There are some local. Excuse me, there are some local people that we're going to
716 put bids in too. Like, just to give us a really good deal.

717 Nick Davis: Sure.

718 Sheri Nichols: So we just need to open that back up again.

719 Shannon Stout: And we also. Heard what they're going to be doing to do some, or what they
720 were working on to try to do some repairs on the football field too. So I think it would be good
721 for the board. To know, A, B, options, right? So this is what they're currently undergoing for
722 the repairs. And how is that going to work for us long term versus doing something like you're
723 suggesting. What was at CCHS where we come in and just redo the whole field? So.

724 Scott VanWinkle: Is time of the essence here?

725 Sheri Nichols: Yeah, 'cause, when do they start? Don't they start playing football? I mean my
726 nephew, I think it's August the first game or something, right?

727 (Audio)

728 Nick Davis: Essentially it's. I think spring practice that'll be coming just right around the
729 corner, right? So normal amount of time and.

730 Sheri Nichols: Another interesting fact they don't practice on that field. They practice on a
731 lower field somewhere else because they don't want to put the pressure on the field.

732 Nick Davis: A Combination of things that is indeed one of the things right? They do work on,
733 in another field that is required to be maintained and they use that field.

734 Sheri Nichols: Soccer field.

735 Nick Davis: In preparation for game day, right? Thursday's practice they do walk through on
736 the field trying to minimize the amount of time so it doesn't not only impacts that football team
737 returning with the middle school team as well. Middle school is playing sports on that field,
738 also. OK and so is the local youth organization. So the amount of traffic students and kids at
739 that, that complex serves. Is very large. Right? Very high percentage of the students in that
740 zone are using that facility.

741 (Audio)

742 Nick Davis: Not to mention the girls that are playing flag football, we just started that
743 program.

744 Sheri Nichols: Right.

745 Nick Davis: We just started that program. I think the lady that's with the coach was recognized
746 tonight, she's recipient of that award. So there's a lot of interest in the sport and that is a
747 growing program in every level.

748 Sheri Nichols: Flag football.

749 Nick Davis: And it's going to. It has an opportunity to serve a lot of people so.

750 Shannon Stout: So.

751 Elizabeth Stull: But this would. Sorry, but this would be to actually completely repair. Not put
752 band aids on it though, right?

753 (Audio)

754 Shannon Stout: Right, versus what's in play already, and from my understanding from the work
755 session, what's in play already there was going to have to be some additional funds for that as
756 well. So, well if we want to do. I mean we spend a lot of time talking about this at the work
757 session. So, I think everybody is pretty clear on the track too. So as not to beat a dead horse. If
758 somebody would like to make motion and a second regarding what y'all just mentioned?

759 (Audio)

760 Nick Davis: Yeah. And I won't hammer this to death, but to your point, the reason for the in
761 my opinion. For the urgency of. Repairing the track and the field same times, they sit on the
762 same footprint. And they are so dependent upon the surface that is below them. OK. So you
763 may be. To repair or temporary repair one. It's not going to impact what's going on the track
764 world, right? That's not going to fix where they're at so. I'd like to make a motion to send the
765 track and field football field project to bid in with the expectation that those bids are returned
766 back within 30 days.

767 Scott VanWinkle: Second.

768 William Stepp: Miss Bray, what's the time required by the county for bids?

769 Kim Bray: If we're going to actually bid it, it will probably take around six weeks for the time
770 we do bid specs and send it to them. It be advertised.

771 (Audio)

772 Kim Bray: That's a formal bid versus a quote.

773 Nick Davis: OK.

774 Kim Bray: And this is in excess \$25,000, so it will have to be bid per the county.

775 Jon Matthews: So do we want to ask for a quotes so that we can start getting an idea?

776 Sheri Nichols: No.

777 Shannon Stout: No we are going to have to get a bid.

778 (Audio)

779 Elizabeth Stull: Otherwise, we'll have to back and then say now well get a bid.

780 (Audio)

781 Sheri Nichols: And then it changes because time goes by.

782 (Audio)

783 Nick Davis: I'll amend the motion that we move the tracking, the track and field football field
784 to bid. With the expectation that those quotes are back within 45 days.

785 Scott VanWinkle: Second.

786 Shannon Stout: Will that work?

787 (Audio)

788 Nick Davis: No way that's not six weeks.

789 Kim Bray: It'll have to be architecturally designed and then we will send it to the county and
790 they put it out at that point we're kind of, at their mercy.

791 (Audio)

792 Shannon Stout: So, March meeting, right? Rather than doing the days? We say by such and
793 such meeting.

794 Elizabeth Stull: Possibly March work session, but.

795 Shannon Stout: Possibly.

796 Elizabeth Stull: But.

797 (Audio)

798 Shannon Stout: OK.

799 (Audio)
800 Nick Davis: Yes. I'll amend my amendment.
801 (Laughter)
802 Sheri Nichols: The third time.
803 Shannon Stout: Come on now bring it home.
804 Nick Davis: To indicate that we are going to send the track and field out to bid. At SMHS, to
805 be back for us to review by the March board meeting.
806 Scott VanWinkle: Second.
807 Shannon Stout: OK, alright. All in favor?
808 All board members: Aye.
809 Shannon Stout: Any Nays?
810 (Silence)
811 Shannon Stout: Alright the Ayes have it. So, that's good.
812 Motion to send the SMHS track and field repairs out to bid. To be back for us to review by the
813 March board meeting.

VOICE VOTE: (mover-yes) Davis

(seconder-yes) VanWinkle

Yes: 9, No: 0

MOTION: Motion Carried

814 12.C.3. III. Discussion of Options to Address SMHS Track
815 (Please see discussion in item 12.C.2. II.)

816 12.D. Annual Planning Calendar

817 (See Exhibit #6)

818

819 William Stepp: Next item is the annual planning calendar.

820 12.E. FYI

821 William Stepp: And then the FYI that we went over in the work session.

822 12.E.1. TDOE/ITeach MOU

823 (See Exhibit #7)

824 12.E.2. Amended Telehealth Services MOU
825 (See Exhibit #8)
826 12.E.3. Amended Science Textbook Adoption Committee
827 (See Exhibit #9)
828 12.E.4. Attendance Report
829 (See Exhibit #10)
830 12.E.5. Personnel Report
831 (See Exhibit #11)
832 12.E.6. Substitute List
833 (See Exhibit #12)
834 12.E.7. School News Articles
835 (See Exhibit #13)
836 12.E.8. School Calendar of Events
837 (See Exhibit #14)
838 13. Chief Financial Officer's Report
839 William Stepp: And does anybody have any questions about the financial report from the work session?
840 (Audio)
841 William Stepp: You want it repeated or is everyone OK?
842 Sheri Nichols: Yep.
843 (The meeting moved on to 14. Consent Agenda but returned to 13. Chief Financial Officer's Report
844 after it was requested to be read.)
845 13.A. Monthly Financial Report
846 (See Exhibit #15)
847 Kim Bray: I'll start with the summary financial statement. Our revenues year to date are
848 \$35,629,167.00 that is right at 50% percent of what is budgeted. Our expenditures are
849 \$34,894,533.00 which is 44.78 right at 45%.
850 13.B. Monthly Sales Tax Report
851 (See Exhibit #16)
852 Kim Bray: Next thing is the sales tax report. Year to date we are actually, running ahead
853 \$185,942.00.

854 Anita Hale: Are we about where we should be or?

855 Kim Bray: So far so good.

856 Shannon Stout: Any other questions for Miss Bray?

857 Nick Davis: We have a financial assistant correct?

858 Kim Bray: We do.

859 Nick Davis: Is it just one? Yes, and how long we have that position.

860 Kim Bray: I think she's in her second.

861 Nick Davis: If we don't have a CFO exactly who is she assisting?

862 Kim Bray: Me. But she assists a lot of other folks too. She assists like with supplements and all of
863 that, she assists Dr. Maddox. She assists Dr. Farley, with things she assists all of us. But it's all
864 financial more data-driven, that sort of thing.

865 Nick Davis: OK.

866 Kim Bray: And you did ask me something the other day, and I did a little research about what I
867 thought our fund balance would be at the end of this year.

868 Nick Davis: Thank you.

869 Kim Bray: I come up with \$6,138,366.00.

870 Nick Davis: Thank you for that. I appreciate it.

871 Kim Bray: Now that's based on past two years where different accounts came in. But that's not to
872 say and definitely. If we do this project that you folks are asking for bids on, that will take a hit.

873 Nick Davis: For sure, no, that's definitely impactful because we need to know where we stand
874 before we make a decision. So that was the intent, so thank you.

875 Kim Bray: Anything else?

876 Anita Hale: Thank you, Miss Bray.

877 Kim Bray: Are we doing budget amendments or no? I'm confused.

878 Shannon Stout: We have voted to include them into the consent agenda, so we'll be voting on that
879 in the consent agenda. You for coming for the officer report.

880 13.C. *141 Budget Amendments

881 (See Exhibit #17)

882 13.D. *142 Budget Amendments

883 (See Exhibit #18)

884 13.E. *143 Budget Amendments

885 (See Exhibit #19)

886 14. *Consent Agenda

887 William Stepp: OK, and then 13.C.

888 Shannon Stout: So we moved.

889 William Stepp: Well, those to consent agenda. So next is the consent agenda.

890 Shannon Stout: I'll entertain a motion for the consent agenda.

891 Travis Cole: I move to approve.

892 Nick Davis: Second.

893 Shannon Stout: All right, Madam Secretary. Will you do a roll call please?

894 Diane McCartney: Miss Hale?

895 Anita Hale: I'm confused. Did we not go over the finance? The, we're not going over the. Chief
896 Financial Officer's report? We're not doing any of that?

897 (Audio)

898 William Stepp: We can, I asked if y'all wanted to. Wanted to do it again from the work session or if
899 y'all would like to.

900 (Audio)

901 Shannon Stout: Nobody spoke up saying that they wanted to so we moved on.

902 Anita Hale: So we have our board meetings at the work sessions now?

903 Shannon Stout: Anybody?

904 William Stepp: We can have Miss Bray come up if you'd like.

905 Shannon Stout: Are you requesting that she do that, Anita.

906 Anita Hale: I would like to hear it again, please.

907 (Please see item 13. Chief Financial Officer's Report)

908 Shannon Stout: OK, so we have bundled. 3.C. through 3.E. and move that to the consent agenda. So we
909 need to go ahead and vote. And since there's financial in the consent agenda, let's go ahead. Do a roll
910 call vote.

911 Diane McCartney: Miss Hale?

912 Anita Hale: No.

913 Diane McCartney: Mr. Matthews?

914 Jon Matthews: Yes.

915 Diane McCartney: Miss Nichols?
 916 Sheri Nichols: Yes.
 917 Diane McCartney: Miss Stout?
 918 Shannon Stout: Yes.
 919 Diane McCartney: Miss Stull?
 920 Elizabeth Stull: Yes.
 921 Diane McCartney: Mr. VanWinkle?
 922 Scott VanWinkle: Yes.
 923 Diane McCartney: Mr. Cole?
 924 Travis Cole: Yes.
 925 Diane McCartney: Mr. Davis?
 926 Nick Davis: Yes.
 927 Diane McCartney: Mr. King?
 928 Chris King: Yes.
 929 Diane McCartney: Yeses have it for consent agenda.
 930 Motion to approve the Consent Agenda.

VOICE VOTE: (mover-yes) Cole 931 14.A. First and Final Reading of Policies
 (seconder-yes) Davis 932 (See Exhibit #20)
 Yes: 8, No: 1 Hale 933

MOTION: Motion Carried 934 14.B. School Board Reports
 935 14.C. *Approval of Overnight and Out of State Field

936 Trips
 937 14.D.
 938 (See Exhibit #21)
 939 14.E. *Approval of Contracts
 940 (See Exhibit #22)
 941 14.F. *Approval of Grants
 942 14.G. *School Wide Fundraisers

943 (See Exhibit #23)

944 14.H. *Approval of Disposal of Surplus Property

945 (See Exhibit #24)

946 14.I. *Executive Approval

947 (See Exhibit #25)

948 15. Old Business

949 Shannon Stout: Item number 15, old business. Any old business?

950 Nick Davis: I guess back to the question that we have a position. Can you guys refresh my memory is
951 when we approve that position of financial assistant? Can we look into when we approved that?

952 Shannon Stout: You would have to go back and look, I want to say it's been. It was when you were
953 redoing the organizational?

954 William Stepp: I just have to look in the minutes to give you exact date.

955 Nick Davis: I don't, I do not remember.

956 Shannon Stout: It's probably been a year.

957 Elizabeth Stull: I think it's been.

958 William Stepp: I'll find the exact date and send it out.

959 Shannon Stout: Anything else?

960 (Silence)

961 16. Questions from Media

962 Shannon Stout: Alright, questions from the media.

963 (Silence)

964 17. Adjournment

965 Shannon Stout: I'll entertain a motion to adjourn.

966 Nick Davis: Motion to adjourn.

967 Travis Cole: Second.

968 Shannon Stout: We are adjourned.
969

970 (Meeting adjourned at approximately 8:03 pm)

971
972
973

William Stepp
Director of Schools

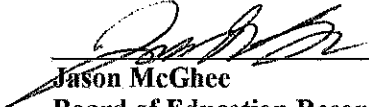
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Chris King
Chairperson of the Board

977
978

Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on January 30th, 2025.

979
980
981



Jason McGhee
Board of Education Recorder

982

(*) Indicates Board Approval Required

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Board of Education
February 13, 2025 3:30 PM
Central Services Board Room

10 The Cumberland County Board of Education met in a special called session on Thursday, February 13th 2025, in the Central Services Board Room, where the meeting was called to order by Chairman Chris King at the approximate hour of 3:31 pm. Mr. King welcomed everyone to the meeting and appreciated everyone for attending.

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BOARD MEMBERS:

Mr. Travis Cole: Present

Mr. Nick Davis: Present

Ms. Anita Hale: Present

Mr. Chris King: Present

Mr. Jon Matthews: Present

Ms. Sheri Nichols: Present

Ms. Shannon Stout: Present

Ms. Elizabeth Stull: Absent

Mr. Scott VanWinkle: Present

1. Call to Order

(The meeting started at approximately 3:31 PM)

Chris King: Meeting is called to order. Welcome to everyone.

2. Moment of Silence/Pledge of Allegiance

Chris King: Will you please join me in a moment of silence and pledge to the flag?

(All stand for a moment of silence followed by reciting the pledge)

(Roll is then called)

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

Diane McCartney: Mr. VanWinkle?

Scott VanWinkle: Here.

Diane McCartney: Miss Nichols?

Sheri Nichols: Here.

23 Diane McCartney: Miss Stull? Excuse me, Miss Stout?
24 Shannon Stout: Here.
25 Diane McCartney: Miss Hale?
26 Anita Hale: Here.
27 Diane McCartney: Mr. Davis?
28 Nick Davis: Here.
29 Diane McCartney: Mr. Matthews?
30 Jon Matthews: Here.
31 Diane McCartney: Mr. Cole?
32 Travis Cole: Here.
33 Diane McCartney: Mr. King?
34 Chris King: Here.
35 Diane McCartney: May the record reflect Miss Stull is not present.
36 Chris King: Thank you.
37 3. *Approval of Agenda
38 (See Exhibit #1)
39 Chris King: Need an approval of the agenda? Is there a motion?
40 Travis Cole: Mr. Chairman, I move to approve.
41 Chris King: Is there a second? We have a motion.
42 Sheri Nichols: I'll second it. Oh somebody else was.
43 (Audio)(Laughter)
44 Chris King: Motion and a second. Mr. Cole?
45 (Silence)
46 Chris King: No comment needed? Those in favor of approving the agenda say aye.
47 All board members: Aye.
48 Chris King: Those opposed say nay.
49 (Silence)
50 Chris King: The ayes have it, the agenda is approved.

51 Motion to approve the agenda.

VOICE VOTE: (mover-yes) Cole

(seconder-yes) Nichols

Yes: 8, No: 0

MOTION: Motion Carried

52 4. Community Comments:

53 Chris King: First thing is the community comments. We've got one person signed up, Mr. Craig Clark.

54 Name: Craig Clark

55 Address: 2266 Highway 68, Crossville TN 38555

56 Subject: DOS Contract / Eval

57 Chris King: OK, that's the only one we had signed up for the comments.

58 Steve DeRossett: Where was the sign in sheet?

59 Chris King: At the door.

60 Steve DeRossett: May I speak?

61 Chris King: Sign up.

62 Steve DeRossett: Sorry I didn't see it.

63 (Mr. DeRossett signs up)

64 Name: Steve DeRossett

65 Address: 179 Sunny Acres, Crossville TN 37855

66 Subject: Investigative Report of Glenn Martin Elementary School

67 (Community Comments are not normally recorded in detail. However, since the board responded to this
68 comment, I am including Mr. DeRossett's comment for context)

69 Steve DeRossett: Yes, my name is Steve DeRossett. I live here in Crossville Tennessee at 179 Sunny
70 Acres Drive. I've been there a little while. Been a resident here for a long time.

71 Audience member: Can you move the mic up?

72 (Audio)

73 Steve DeRossett: Yes, I did attend school in Crossville and I'm proud to say it. It's a good place, good
74 community. The community is growing so fast that things can't keep up with it. I'm really discouraged
75 in all this uproar, and it's probably one of the best things that has ever happened in Cumberland County
76 that we as the people start speaking up for what is right. Not by individuals behind closed doors and
77 running around here and doing this, doing that, and other. OK, the question that I have for the board,
78 this information, we've made the Knoxville news and now we've made it to Nashville about the

79 investigative report at Glenn Martin Elementary School. The question is, this being pursued, there's no
80 names in this. I wouldn't mention a name anyway. But, you know, what it says right here that this
81 person is being paid by Cumberland County Board of Education. The principal, was the principal aware
82 of this? How is this being handled by the board? It's kind of been set to the side, nothings being said.
83 This is very serious accusations of hiding. And I put it on Crossville chitter chatter how many people
84 would take 18, I used a different number not pertaining to this. How many people would take \$18,000?
85 Only one person said anything of that nature, taking that money. Nobody else would take this money
86 home. How is this being handled? Is this being handled through the Cumberland County Sheriff's
87 Department also? And really it boils down to this. The way I see it. Wonder Mr. Stepp. What I feel a
88 God-fearing man, has stood up for this community, the children. It's been spoken by the EMS. It's been
89 spoken by the Sheriff's Department. It's been spoken by the community. But still, we are undecided
90 here about what's best for this community, what's best for this community is these things to be exposed.
91 The names to be exposed and this to be handled. Put Mr. Stepp back in office. And things are going
92 good, grade reports that I've seen are picking up. And you know, I think we're very undivided here for
93 reasons. That could be brung out of issues like this right here. I don't know how to do it, but it's plain
94 and evident. You don't have to mention names. You know what I mean? Mr. Stepp done his job. An
95 individual got mad and an uproar stirred and the gossip started flying. And what happened? OK. Let's
96 grow up. Let's take care of these kids. This man has been doing it.

97 Shannon Stout: Time.

98 Steve DeRossett: Doing a good job.

99 (Applause)

100 Scott VanWinkle: Mr. Chair? I'd like to comment on that please.

101 Chris King: OK, normally we don't.

102 Sheri Nichols: We don't.

103 Scott VanWinkle: But it is allowed correct?

104 Chris King: Yes.

105 Scott VanWinkle: So, just for everybody's information. Policy, 5.802. Qualifications and Duties of the
106 Director of Schools. In the scope of responsibility, the management responsibilities of the director of
107 schools shall extend to all activities of the district to all phases of the educational program. To all
108 aspects of the financial operation. To all parts of the physical plant and to the conduct of such other
109 duties as may be assigned by the board. The director of schools may delegate these duties together with
110 appropriate authority, but may not delegate nor relinquish ultimate responsibility for results or any
111 portion of accountability. So I'd like to thank Mr. DeRossett for bringing this matter of fundraising
112 management to the forefront. The issue that you've referenced underscores a systemic issue in the
113 county. There was an incident prior to this one where a large amount of money was found in a desk and
114 was not being handled correctly. There are two ongoing investigations for similar issues at 2 of our
115 schools. The comptroller's office has actually been here in the last week investigating some of that.
116 This marks four separate incidents during Mr. Stepp's tenure they're ultimately his responsibility. It is
117 our district's responsibility to provide the tools and training to all of our employees and not put them in
118 these situations. So when you go to a ball game and you pay somebody cash to park or you pay
119 somebody cash and you don't get a ticket. Our districts putting those employees in a bad situation
120 where this can happen. So that is ultimately the responsibility of our district to take care of that. So I
121 think this is something that should be considered as part of the superintendent's evaluation of work. As

122 well as one of the threats that we have in our SWAT. So that has not been done at this point, but I do
123 think that needs to be added as a responsibility. Thank you.

124 5. *Establish and Approve a Special Committee for DOS and Board Evaluation Process

125 Chris King: We'll move on here. The purpose of this meeting was to establish and approve a special
126 committee for the Director of Schools Board evaluation process. Requested at the behest of the majority
127 last Saturday, so I called a special meeting to do just that. In that regard, need a motion to establish a
128 special committee to develop the evaluation process and documents for the board self eval and the DOS
129 eval to be finalized not later than a certain date, shall we proposed to be May the 1st.

130 Anita Hale: I move to make a motion that we made that special committee. For reviewing the
131 evaluation of our Superintendent. And pick a special committee.

132 Chris King: That would include the board self evaluation too?

133 Anita Hale: Yes, Sir.

134 Chris King: Is there a second?

135 Scott VanWinkle: Second.

136 Chris King: Motion and a second. Does everyone understand the motion in the second?

137 Anita Hale: I think so.

138 Chris King: Do a roll call.

139 Shannon Stout: Discussion any discussion?

140 Chris King: Is there any discussion?

141 Shannon Stout: I just had a few things that I wanted to cover. So we talked about this on Saturday.
142 There's a first draft that's been made available to the board, of the DOS evaluation following the TSBA
143 recommended criteria for the director of schools. It incorporates the five-year strategic plan TISA
144 requirements and also state guidelines. It was compiled with the director of schools. Per our policy
145 5.803. And it's been available to the entire board for the, for a month now for review and feedback on it.
146 I believe that these evaluations are just too important in order to, kick it to a special committee and not
147 have full board engagement on them and have full representation for our constituents. Kicking it over to
148 three people to work on it, rather than having each board member provide input. Into a draft that can
149 brought before the board and voted on by the board. I would prefer to have everybody involved in the
150 process versus a committee.

151 Chris King: Other comments?

152 Nick Davis: Yeah, I'll take that. Committee, I guess we looked at, we're shining two lights, committee
153 gives you the narrow focus to work on the nuts and bolts of the evaluation process. The board gives you
154 the narrow view right, or the wide view. So we and that's where that's where the decision is ultimately
155 made anyway right. Is in that, not in the committee.

156 Shannon Stout: The final decision. But it comes out of committee being recommended or not
157 recommended by three people versus nine. So, it doesn't come out of committee with a
158 recommendation the full board doesn't get an opportunity.

159 Anita Hale: But I think anybody that comes, that like, a board members that comes to the committee
160 meeting, they usually can, you know, voice their opinion.

161 Shannon Stout: They can, they don't have a vote in it though at that point. The committee can determine
162 whether it's brought forward from there.

163 Anita Hale: But in my tenure as a board member, anytime I came to a committee meeting and the
164 committee people would say well what's your opinion Miss Hale and I would give it. They would
165 consider it not saying that they couldn't consider it is just a more concise way to narrow it down.

166 Shannon Stout: It can be considered but we have seen in previous committees that it just doesn't come
167 out of committee the consideration isn't given. Doesn't come out of committee for the full board.
168 Opportunity for the full board to, give feedback on the first draft that's been provided already. Versus
169 going into special committee.

170 Nick Davis: So I guess my question would be, you said all this has been available for a month to the
171 full board.

172 Shannon Stout: Yeah it was sent out for the first time with the February 8th agenda.

173 Nick Davis: With that thought in mind has there been data collected that people have provided thought
174 on in that last months' time.

175 Shannon Stout: Nobody's provided anything.

176 Nick Davis: So we've, everybody on the boards had a month to do what you're talking about doing. Yet
177 nobody has done it.

178 Sheri Nichols: Wasn't it removed off the agenda? So we couldn't do it.

179 Shannon Stout: We didn't have an opportunity to talk about it.

180 Sheri Nichols: Exactly.

181 (Audio)

182 Shannon Stout: Last Saturday.

183 (Audio)

184 Sheri Nichols: Last Saturday was taken off so we couldn't talk about it.

185 (Audio)

186 Nick Davis: I'm talking about nobody provided any content, to the chairperson or to Mr. Stepp.

187 Sheri Nichols: Because it was taken off the agenda.

188 Nick Davis: That's not how, I'm saying you can still, you can take the information and have a one-on-
189 one conversation. You and I can have it one-on-one. She and I can have a one-on-one. Me and him can
190 one also. I'm just asking if any content has been provided for discussion other than what was provided
191 by the Chair in the Vice Chair.

192 Shannon Stout: No, so that leads to the question why do we need to establish a special committee if
193 nobody's provided any feedback on anything different from the first draft?

194 Anita Hale: I think we have a lot of different options to look at, because we have. I went through my
195 paperwork from the past years and found several different evaluations that we've done on Mr. Stepp
196 and they've all been different. But all of them had some good points to them and I think we should
197 bring those to the committee and talk about it. All those different objectives that we can go from. I
198 found three or four of them.

199 Shannon Stout: And my point would be that you could make your recommendations for modifications
200 to the chair and to Mr. Stepp, and they could be incorporated into the draft and then the board can go
201 over the draft after any modifications have been made. So everybody has equal input to the draft.

202 Anita Hale: Well, I thought that was for the work sessions to do?

203 Shannon Stout: We could do it in a work session.

204 Scott VanWinkle: Mr. Chair?

205 Chris King: Yes?

206 Scott VanWinkle: So, what is the policy? Why was the policy created for a special committee to begin
207 with? Is it so that we can have breakout sessions and include the community and other people?

208 Chris King: For a lot of reasons, I suppose, it doesn't say. It's just if the board decide that special
209 committee is needed, one can be appointed.

210 Scott VanWinkle: I know I'm the one that made the motion Saturday and the reason I did is because I
211 didn't feel like we had time to actually have a good discussion on the on that topic. And it was a timed
212 agenda, we had other things going on and I felt like the point of suggesting the committee was to create
213 a group that can work on it and anybody can come. We can have all the board members here for a
214 committee. It doesn't have to be just three.

215 Anita Hale: Yes.

216 Sheri Nichols: But not everyone can vote.

217 Scott VanWinkle: But that's the point of working together is that we can all be at the committee
218 meeting and if there, if we don't have two people out of three that agree to bring it to the board, then we
219 need to work on it some more obviously.

220 Shannon Stout: So if we are gonna have everybody available and here for all the committee meetings,
221 why can't we just do it in a work session?

222 Scott VanWinkle: So that's another point that I was trying to make is that we haven't had any work
223 accomplished. We've been having meetings, but we haven't done anything. When I put things on the
224 agenda that has been put off till January and then we didn't have it in January. Now we're in February
225 and we haven't done anything on that yet either.

226 Shannon Stout: The board needs to do a better job of prioritizing the things that we're working on
227 within the work session. I would agree.

228 Nick Davis: How do you suggest we do that?

229 Shannon Stout: Well, I think you have got an executive committee that pulls together an agenda based
230 on the business priorities and needs. And adding a lot of additional things on top of that, leads us away
231 from sticking to the priorities that have been identified for those meetings.

232 Nick Davis: See, I think that's, you're making the point. Is, being able to control the narrative is
233 something you feel like is in the interest of the chairperson and the Executive Committee, and the board
234 needs to listen instead of provide information.

235 Shannon Stout: Absolutely not, I think the board needs to be involved 100%. You know me from the
236 very beginning of my tenure on the board I have fought for inclusion for every member of the board
237 and equal representation. So I think that's important, but the board is not doing a good job of focusing
238 in on the priorities because everybody seems to have their own priority on where they want to go with
239 things versus allowing the Executive Committee to outline certain things. And then us a board
240 determining what takes priority, beyond those things. Or working with the Executive Committee to
241 determine that. Obviously we as a board have identified this now as a priority. So if we all agree that
242 we needed to work on this everybody needed to submit the recommendations and this needed to be on
243 the agenda for us. To have a second draft, including everybody's recommendations. Which is what was
244 the plan for Saturday. Everybody submit recommendations if they hadn't already for the work session
245 this month, so we can all sit down together and go through it.

246 Nick Davis: So what if, you are talking about priorities. What number is this specific item in your list of
247 priorities that I don't have a copy of.

248 Shannon Stout: This would be for the board to determine. I mean, we're all saying that the evaluation
249 that we have now hasn't been a good evaluation during Mr. Stepp's tenure, right? We've had a lot of
250 discussion about that. So going forward, it is the board's determinants of priority that we need to go
251 ahead and get an updated version that. Contains good measurements and criteria for his evaluation.
252 Whether we choose to do the same thing our self-evaluation? That is yet to be determined, but we are
253 going to look at that as well. So knowing that we're on a time frame for having this done, per our
254 policy, it has to be, the results of this have to come out in the June meeting. Then really we need to
255 have it to TSBA to administer, probably the end of May, at the latest. So they can get it out to us and
256 we all can do the evaluation and get it right in. So we have the results before the June meeting.

257 Nick Davis: Is the budget also due in June?

258 Shannon Stout: The budget is also due in June. So the budget so far.

259 Nick Davis: So if we are going to have a conversation about a special call meeting.

260 Shannon Stout: Actually May.

261 Scott VanWinkle: May, yeah.

262 Shannon Stout: May.

263 Nick Davis: If we are going to have a meeting about something special called in the list of priorities,
264 would you put the budget or the evaluation in front of it.

265 Shannon Stout: I think they're about as equally as important.

266 Sheri Nichols: Equally important, yeah amen, I agree.

267 Nick Davis: So why, I'm just, I'm using that as an ask. Why are we talking about the evaluation instead
268 of talking about the budget? If the budgets not as important as the evaluation.

269 (Audio)

270 Anita Hale: In the past, Mr. King, haven't we just asked TSBA to send us an evaluation? And we have,
271 and they have emailed it to us.

272 Shannon Stout: TSBA doesn't construct it, we do. We provide them with the evaluation we want.

273 Anita Hale: I asked Mr. King.

274 Shannon Stout: They send it electronically.

275 Anita Hale: I asked Mr. King.

276 (Laughter)

277 Chris King: You may go ahead and answer.

278 Shannon Stout: OK, he deferred to me for the answer. So they don't compile it for us. We have to
279 compile our own. They only send out what we provide to them and they do it at no cost. As part of our
280 membership.

281 Anita Hale: So in the past. Who has compiled this? Because I don't remember voting on any kind of.
282 Saying I would like this question on it or this question on it. Who's compiled it?

283 Shannon Stout: Well that's a good question.

284 (Audio)

285 Shannon Stout: It was, we've never changed it since I've been on the board.

286 Sheri Nichols: It's just. We just accepted the one that was always there.

287 (Audio)

288 Sheri Nichols: That's why we need to work on it and change it.

289 (Audio)

290 Shannon Stout: It's obviously very outdated.

291 Anita Hale: So that's what we're trying to do.

292 Sheri Nichols: As a whole board. Nine of us, not five.

293 Nick Davis: I just, I don't think anybody disagrees that we need to rebuild the evaluation process. I
294 don't think that's a question. And just Scott's point was that taking and setting an item, on, if it is
295 important, right? And it requires special attention then setting it aside for that special attention is what it
296 garnishes. If it's in a committee, or if it's in a work session with that being the solo item on the agenda. I
297 don't think that anybody has an issue with that. So long as if we're really going to stop to work on it and
298 the intention is to create collaboration, then let's make that the sole item that we're going to do business
299 with. Where, I'm going to echo again the amount of work that we've been able to conduct over the last
300 seven months has been very limited. In the capacity of our board's ability to really understand and get
301 ahead of this budget year. Understand that we have a large surplus where we didn't anticipate having
302 large surplus in our budget. Understanding that we've already got items that were deemed as priorities.

303 That we've still yet, we voted to move money towards and collectively whether we were committee,
304 special call meeting, work session that we wanted to have. Whatever formal meetings we try'd to have,
305 we've still not done those things as a board. And if you're asking the board to continually wait for the
306 Chairperson, the Executive Committee to put this together for us. How long do we need to do that?
307 Before we actually start moving the needle. Because we've yet to make traction on the things that the
308 communities is frustrated about and anytime that I bring something to the table, we bring something to
309 the table. This is a report we received in August about something that would be repaired. When are we
310 going to get around that? Well I don't know. I don't know. We got Homestead school when are we
311 going to get around? I don't know. We got sprinklers. I don't know. We got fire stuff that needs to be
312 done. We got electrical needs to be done. We don't know. We're just waiting on somebody to put it
313 on the agenda I guess? So, and then we're going to worry about how to evaluate that process. And not
314 talk about our strategic plan. When we had an entire two sessions with, two meetings, which is our
315 work retreat, which was designed for us to have the opportunity to really dig into that, press into that
316 strategic plan, modify, adjust, work through it. We spent the least amount that I could. I couldn't image
317 knowing that our business meeting conducted we spent less than five minutes actually talking.

318 Shannon Stout: We've got a plan in place for that from last Saturday, so we'll be moving forward with
319 that, right?

320 Nick Davis: I didn't hear.

321 Shannon Stout: We all agree how we are going to do that?

322 Nick Davis: Say that again, I'm sorry?

323 Shannon Stout: We have a plan in place the strategic, reviewing the strategic plan that we all. Right?
324 Agree how we're going to move forward?

325 (Audio)

326 Nick Davis: We just, the whole point was we were going to do that in those meetings because.

327 Shannon Stout: I know.

328 Nick Davis: I, we're trying to collaborate and it's. We're going to do it later. We're going to do it later.
329 We're going to do it like.

330 Shannon Stout: We're trying to break it down into pieces that we can all.

331 Nick Davis: Are these agreeable pieces? Is what I'm asking. Did we all agree that this is the steps that
332 we're going to take to break this down.

333 Shannon Stout: Yes, we did on Saturday. The whole board did.

334 Nick Davis: The whole board agreed to.

335 Shannon Stout: For the strategic plan.

336 Nick Davis: To break it into chunks.

337 Shannon Stout: How we're going to. Yes.

338 Nick Davis: Correct?

339 (Audio)

340 Shannon Stout: Yeah.

341 (Audio)

342 Nick Davis: So we're.

343 Shannon Stout: And do it at each work session.

344 Nick Davis: Right.

345 Shannon Stout: Yeah, prioritizing it.

346 Nick Davis: And we plan on being completed.

347 Shannon Stout: To work on each section.

348 Nick Davis: At some point in the near future.

349 Shannon Stout: We will have it completed by the end of the school year right?

350 (Audio)

351 Sheri Nichols: Because it's a working document, correct? So it's not going to be completed. I mean, it'll
352 be done this year for year and then take it on again, it'll change again, and it'll change again.

353 (Audio)

354 Shannon Stout: I think, we are getting off topic.

355 (Audio)

356 Nick Davis: You're fine, we're just.

357 (Audio)

358 Shannon Stout: We are way off track with the vote.

359 (Audio)

360 Nick Davis: The point is.

361 (Gavel Bangs)

362 Chris King: I think we demonstrate why we can't get anything done.

363 (Applause)

364 Chris King: Go back to the motion. Are there more comments about the motion?

365 (Silence)

366 Chris King: If not we'll call the question. The motion was to establish a special committee to develop
367 an eval process for, and documents for the BOE self and the DOS evaluation to be finalized not later
368 than May 1st, 2025. Any questions about the motion?

369 Jon Matthews: I guess I do and it's just because I'm young and my first time having to deal with some
370 of this stuff but tell me the difference? OK, if we've got a committee right? That is, the sole purpose of
371 just working on the evaluation and they take the recommendation of these three people. Those three
372 people get to, I guess, create the evaluation or whatever, but at the same time during the committee
373 meeting, we're all allowed to have input, right?

374 Chris King: If you attended. Yes.

375 Jon Matthews: It's just a matter of once, once you get the input from everybody that's there. Those three
376 get to say, OK, I like this. Let's move forward with it and put it on the agenda so that when we get to
377 the board meeting, there's not two hours of discussion in this one item. Is that?

378 Chris King: I think that's partly it but, when three people bring it to the board and there's six others who
379 have to hear more about it, so it takes longer.

380 Jon Matthews: And I understand that. And I guess what I'm saying is. If we can all take part in the
381 committee as far, in the committee meeting, as far as the input and things like that. I think we would
382 have a good understanding. Just more of a, I don't know way to narrow it down. OK, everybody
383 agreeing at the committee meeting and these three said yeah, that's how we like it. Now we get to the
384 board meeting. It's almost a consent agenda thing, I mean it's not, but I mean it's, it should be almost to
385 that point where everybody's pretty happy with what we've got. It is.

386 Chris King: Which would typically be what you do in a work session but if you need to study
387 something at length, over time, like maybe a budget.

388 Jon Matthews: Yeah.

389 Chris King: Special meeting. So when you get to voting time everybody knows what's going on. Well I
390 think that's what you're saying.

391 Jon Matthews: Yes, I guess what I'm asking is, is the committee that bad of a thing? So that it doesn't,
392 it helps us just work together I guess you'd say.

393 Chris King: It's kind of like.

394 Jon Matthews: If you can get three people that can agree.

395 Chris King: It's kind of like if it takes a three person committee an hour and a half to do something, you
396 got five committees. Then that's why work sessions last longer.

397 Jon Matthews: Yeah.

398 Chris King: We just need to get it to a timed event I guess, and then go out from there if we need to.
399 Which we can do. Everybody would have to be on board with what's going on and do their talking and
400 whatever they got questions about and wrap it up. Move on to the next topic.

401 Jon Matthews: Yeah, I'm sorry. Honestly, I don't see the downside to having a committee and allowing
402 those three people to at least get a head start on the majority, you know what I mean. And that's my sole
403 point. I don't see the downside to it.

404 Chris King: OK

405 Jon Matthews: Other than it taking those three people's extra time, you know.

406 Sheri Nichols: Basically, The thing is that they make the vote whether to pass it on to the full board or
407 not.

408 Jon Matthews: Right.

409 Sheri Nichols: So that would be where the question comes in.

410 Jon Matthews: Right.

411 Sheri Nichols: The whole board should be talking into it, not just the three people deciding.

412 Jon Matthews: But and we are allowed to at the committee meeting.

413 Sheri Nichols: Ask questions, yes.

414 Jon Matthews: We're allowed to ask questions and talk things through.

415 Sheri Nichols: Yes, but you have no voting if you are not a committee member.

416 Jon Matthews: But no vote.

417 Sheri Nichols: Exactly.

418 Jon Matthews: Yes and that's why I say I guess I don't see the down side if we're allowed to be here
419 and help.

420 Sheri Nichols: The downside is it. Doesn't go the full board for a vote. That's the downside.

421 Shannon Stout: If the committee decides not to.

422 Sheri Nichols: If the committee decides not to, then it doesn't go to the full board. That's the downside.
423 That would be it.

424 Shannon Stout: So you're giving up your representation and involvement to a certain extent because
425 you don't have a vote on whether it goes to committee or not, or to the full board or not.

426 Scott VanWinkle: The committee does provide a report though right?

427 Jon Matthews: That's where the report would come in if the report came in and there was only. Correct
428 me if I'm wrong but, if there is only three in the committee and there's. Two of them agree, and one of
429 them doesn't. We can kind of then start the discussion between everyone to try to get some agreement
430 right?

431 (Audio)

432 Jon Matthews: I guess like I said, I'm just kind of I'm not understanding the downside to it.

433 Chris King: OK. Are there other comments or questions?

434 (Silence)

435 Chris King: OK, I've stated the motion several times. Does anybody have a question about the motion?
436 (Silence)
437 Chris King: If not, Madam Secretary, call the roll.
438 Diane McCartney: Miss Nichols?
439 Sheri Nichols: No.
440 Diane McCartney: Miss Hale?
441 Anita Hale: Yes.
442 Diane McCartney: Mr. Davis?
443 Nick Davis: I'm going to pass.
444 Diane McCartney: Mr. Matthews?
445 Jon Matthews: Yes.
446 Diane McCartney: Mr. Cole?
447 Travis Cole: No.
448 Diane McCartney: Miss Stout?
449 Shannon Stout: No.
450 Diane McCartney: Mr. VanWinkle?
451 Scott VanWinkle: Yes.
452 Diane McCartney: Mr. King?
453 Chris King: No.
454 Diane McCartney: Mr. Davis, do you want to change from pass to vote?
455 Nick Davis: I'm going to say yes.
456 Chris King: Four to four, motion fails.
457 Diane McCartney: Four to four, since Miss Stull is absent.
458 Chris King: Motion fails. So that's the end of that item.
459 Motion to establish a special committee to develop an evaluation process and documents for the BOE
460 self-evaluation and the DOS evaluation to be finalized not later than May 1st, 2025.

VOICE VOTE: (mover-yes) Hale

(seconder-yes) VanWinkle

Yes: 4, No: 4 Davis: Yes, Hale: Yes, Matthews: Yes, VanWinkle: Yes

MOTION: Motion Failed

- 461 6. Questions from Media
- 462 Chris King: Are the questions from the media.
- 463 (Tony Perry raises his hand)
- 464 Chris King: Yes sir?
- 465 Sheri Nichols: Will you bring him the microphone?
- 466 Chris King: Bring him the mic.
- 467 Tony Perry: Thank you. Mr. Chairman, members of the BOE, my name is Tony Perry. I represent
468 Crossville News First, 3B Media News, and Crossville and Cumberland County Tennessee News. I've
469 worked in the media news business for more than 50 years in Cumberland County. I know I don't look
470 that old.
- 471 (Laughter)
- 472 Tony Perry: During those years, I've never, ever seen such an uproar in my county over the loss of a
473 director of schools. And I've seen many come and go. I have been inundated with calls and texts.
474 Asking me to investigate why five of the BOE members would dismiss someone, who by all accounts
475 from teachers, principals, students and parents. Has been one of the most diligent, caring and
476 conscientious director of schools our county has ever seen. As a reporter in search of the truth I must
477 ask the five members to answer please, individually. What were the reasons for voting down Mr.
478 Stepp's contract?
- 479 (Silence)
- 480 Tony Perry: Mr. VanWinkle?
- 481 Scott VanWinkle: I've already provided my reasons in previous meetings.
- 482 Tony Perry: OK, Mr. Davis?
- 483 Nick Davis: So, I'm gonna answer your question with a couple of things. I don't know if you've been
484 able to accurately report on this matter. While we're making reports, so can you clarify what you
485 believe the motion was made? What do you think the motion we made was?
- 486 Tony Perry: To not renew Mr. Stepp's contract.
- 487 Nick Davis: Were you here for that meeting?
- 488 Tony Perry: I watched it online.
- 489 Nick Davis: Do you know what moment in time that that motion was made?

490 Tony Perry: No, do not.

491 Nick Davis: Because that wasn't the motion that was made and I'm pretty sure that you had to rescind
492 your statement correct?

493 Tony Perry: You've confused me.

494 Nick Davis: So did you not report that he was fired?

495 Tony Perry: Yes.

496 Nick Davis: OK, so you were confused then and you're still confused.

497 Tony Perry: Nope, he was fired.

498 Nick Davis: Does he still get a check from us?

499 Tony Perry: Till June.

500 Nick Davis: That means he's not fired. And the motion wasn't that we fired him, okay? So and he's still
501 not fired.

502 Tony Perry: Theres, don't, that's semantics sir. That's semantics your mincing words. He was fired.

503 Nick Davis: No, he wasn't fired.

504 Tony Perry: So he has a job forever here?

505 Nick Davis: Nobody has anything forever. He doesn't. He's not. The point is you want to clear the air
506 and make a report.

507 Tony Perry: I want to know why you voted him out.

508 Nick Davis: The reason that you don't. You're making a statement that's not accurate, so I'm not going
509 to give you an answer to a question that's not relevant.

510 Tony Perry: Well I'm really confused.

511 Nick Davis: I'm aware because you don't even understand what the motion was. A. you weren't here B.
512 You don't have a notepad and you can't accurately report.

513 Shea James: The motion was to renew his contract and it failed. We want to know why.

514 Nick Davis: No that's not correct. That wasn't the motion. You were here. You had no good reason.

515 (Audio)

516 Shea James: Please clarify?

517 (Audio)

518 Nick Davis: Look, I'm doing my job. If you want me to do your job, I need paid for it. OK, the motion
519 was made at minute 55.

520 (Audio)

521 Nick Davis: To not.
522 (Audio)
523 Sheri Nichols: Mr. King, you need to do something.
524 (Audio)
525 Shea James: To not what?
526 (Audio)
527 Nick Davis: To not accept the proposed contract. That was the motion that was made and it passed. OK,
528 that was what we, that was, not to renew the contract that was proposed. The problem is the
529 understanding that's out there. People don't understand what that means. OK.
530 Shea James: So does this mean you're awaiting a different contract?
531 Nick Davis: It means that it's as open now as it was before. But it's not. Right.
532 (Audio)
533 Tony Perry: No, I'm listening I'm.
534 (Audio)
535 Nick Davis: So, if people don't have the opportunity, if people don't get the right information, we get
536 what we have, which is what we have, which is uproar, which is good for media outlets I'm sure. But
537 it's bad for the community and it's bad for the look of this board and it's bad for the integrity of the
538 situation, which is the organization that we're in.
539 Tony Perry: I'm sorry that I have misunderstood that, but I thought we were releasing him.
540 Shannon Stout: The motion was made not to accept the contract. Which shut down, which was
541 seconded. And discussion continued after that regarding why certain members did not want to.
542 Nick Davis: If he wants, I'm not trying to disagree with you, but he asked me a specific question on
543 record.
544 Shannon Stout: So now that's the specific motion.
545 Nick Davis: He asked me a specific question on.
546 Shannon Stout: 56 minutes into the meeting that was the motion.
547 Nick Davis: Right.
548 Shannon Stout: So it shut down any discussion. Regarding any kind of negotiations on a contract.
549 Nick Davis: This conversation is between Mr. Perry and myself because he asked me about why? so
550 everybody wants to know what I've got to say. If they want to know what you got. Say you can ask her
551 questions.
552 Shannon Stout: I'm clarifying the actual motion.

553 Nick Davis: The motion, you can interpret it however you want to interpret it. And that's the problem.
554 This is being interpreted incorrect. Word for word is that the motion was made to not accept the
555 contract that was proposed.

556 (Audio)

557 Nick Davis: And we five out of four people decided that they were not satisfied with that current
558 contract and the way that it was brought in here.

559 Chris King: Mr. Perry?

560 Nick Davis: The reasons behind that.

561 Chris King: Mr. Perry? Do you have other questions?

562 Tony Perry: Oh well, I was just wanting to hear from each of the five your reasons for voting. To not
563 renew the contract. And he's saying if you didn't do that, right? That's not what Happened?

564 Nick Davis: We did not accept the contract that was proposed. That's exactly what we did. And the
565 reason for that. There's a number of reasons. I'll be glad to provide a more detailed piece of information
566 to that. But the time after that. That led up to that was that information was spread and then not only
567 that, is if indeed the idea was that someone lost their job. That individual has not came to talk to me in
568 any capacity to have that conversation as why that vote was made. So if I were concerned about that
569 information, I feel that it would be best if I had that conversation with my supervisor or my boss or
570 whomever that was as opposed to the entire public and the entire world, out of courtesy respect first.
571 Before any public announcement has been made. And that's the way I would want somebody to treat
572 me and that's the way I've treated this situation.

573 Tony Perry: Thank you, you have clarified a lot to me. Thank you.

574 Nick Davis: Thank you.

575 Tony Perry: Anybody else want to answer that question? As to, Mr. VanWinkle? Oh you've done gave
576 an answer yes. Mr. Matthews?

577 Jon Matthews: I honestly felt as most parents do. That before I sat in this seat, I really liked Mr. Stepp,
578 thought he was doing a great job. Once I got to this seat. I realized as my own personal opinion and an
579 opinion from which. Seeing the things I've seen. I think we can do better. Honestly, I think that we can
580 do better. From the leadership standpoint, and I say that because I have three kids in school. And I don't
581 want to just meet expectations. I want to exceed expectations. I want, to, I want my kids to reach
582 potential that they haven't even understood yet. And so with that. Hearing what I've heard, seeing what
583 I'm seeing. I think we can do better.

584 Tony Perry: Thank you, that's an excellent answer. Miss Hale?

585 Anita Hale: I feel like he's not leading our schools in the direction I'd like to see him lead them.

586 (Audio)

587 Tony Perry: She's not here is she? Anybody else missing that voted? The five? Well good, I just
588 wanted to clarify things from the board members. Apparently I have it wrong, that we didn't fire Mr.
589 Stepp or didn't renew his contract or whatever. I got that part wrong so.

590 Jon Matthews: Where did you get the, that fired from?

591 Tony Perry: From the board voting 5 to 4 to not renew his contract.

592 Jon Matthews: So it wasn't from Billy Stepp himself?

593 Tony Perry: No, oh, as a matter of fact it was.

594 Anita Hale: Yes.

595 Tony Perry: Thursday night, after you all voted, I called Billy and I said, what's up? He said just got
596 fired. What are you doing?

597 Sheri Nichols: Yep, there you go.

598 Tony Perry: And so in his mind, he was fired.

599 Sheri Nichols: Yep.

600 (Audio)

601 Jon Matthews: But that's, he was not terminated at that time.

602 Tony Perry: No, it's a delay firing. It don't happen till June.

603 (Laughter)

604 (Audio)

605 Tony Perry: It's a delayed firing.

606 (Audio)

607 Tony Perry: So I'm just here to ask because I've been inundated with people calling and texting, waking
608 me up at night, asking me will you go down there and find out why in the, all that's good that they have
609 voted out Billy. And so I thank you very much for forthcoming your answers tonight.

610 Chris King: Did you have another question?

611 Shea James: Yes, I had a question. Did you have another candidate in mind for the position?

612 Jon Matthews: No.

613 Anita Hale: No.

614 Shea James: So if you feel that you could do better. To me, that sounded like you probably had
615 someone in mind ahead of time before you made that decision. Something to aspire to.

616 Jon Matthews: I'll be honest with you, if you don't mind me answering. In the short time that I've been
617 here. I got to go to the TSBA conference, was one of the first things that I got to do. And I'll be honest
618 with you, there are some superb, genius, directors in our state. Absolutely amazing at how they're
619 turning their schools around. Turning their areas around. They're turning their districts around.

620 (Audio)

621 Jon Matthews: And so to me as a parent, I don't ever want to settle. For meeting expectations.

622 Shea James: Would you be able to make sure one of those candidates was here before you made this
623 decision?

624 Jon Matthews: Do what?

625 Shea James: Would you be able to make sure that one of those candidates was secure before you made
626 this decision.

627 Jon Matthews: No.

628 Shea James: I think that's the end of my questions.

629 (Audio)

630 Jon Matthews: I'll be honest with you, and I know I may be speaking out of turn. But the money, to me,
631 has absolutely nothing to do with it when it comes to my child's education.

632 Sheri Nichols: What?

633 Jon Matthews: I have no issue with money.

634 Sheri Nichols: Mr. King, shut down.

635 Chris King: Are there any other questions from the media?

636 (Silence)

637 7. Adjournment
638 Chris King: OK, this meeting is adjourned.
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640 (Meeting ended approximately 4:20 PM)
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William Stepp
647 **Director of Schools**

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Chris King
653 **Chairperson of the Board**
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Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on January 30th, 2025.

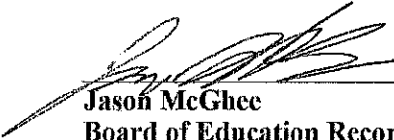
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Jason McGhee
Board of Education Recorder

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(* Indicates Board Approval Required)

The Cumberland County Board of Education met in a work session on Thursday, January, 16, 2025 in the Central Services Board Room, where the meeting was called to order by Vice Chairman Stout at the approximate hour of 3:30 pm.

Stout-we'll go ahead and get started with a moment in silence and Pledge of Allegiance. Mr. Stepp if you'd like to kick us off with BOE items which is first on the agenda.

Stepp- okay the first thing on the agenda is the Director of School's contract and Mr. McCarty is going to go through that so the board can ask any questions or uh discuss any parts of it.

Stout-If I could Mr McCarty before you start I just wanted to briefly do a little contract timeline for everybody because Mr Stepp came on before all of us except for Mr King were here and Anita was here Anita and Mr King were here when he came on and then we've had several new board members join so I just want to do like a really quick contract rundown and then um get over to you.

McCarty-sounds good.

Stout-okay so Mr Stepp's contract began July 1st of '22 um he signed the contract in May um in that contract his salary stipulated \$107,000 which was less than the prior Director, prior Director was, her contract was for \$110,000.

Hale-she had a doctor's degree.

Stout-yes, the base State average at that time for our size districts was \$141,193. Mr Stepp accepted the contract in good faith with the understanding that it would be renegotiated or relooked at during his tenure. During the '23 and '24 the board contracted um a company called lean frog and they did a salary study of both our certified and our non-certified um employees or positions and during both of those years the pay scales and raises were incorporated into the budget to achieve a competitive pay based on the study results. During those two years and those studies the DOS salary being well below average was never addressed. In February of '24 Mr Stepp approached the chair and the board with a contract renegotiation request. The timing would have allowed a renegotiation to occur before the 2025, '24/'25 budget. We hadn't gotten into the budget meetings at that point yet um the chair opted not to add the request to the February board agenda and the majority of the board voted not to add it at the board meeting which kicked the can down the road to the new board and there has been some discussion in prior meetings about the new board being presented with having to deal with renewing the contract at this juncture. In March after the February meeting Mr Stepp officially withdrew his request for that contract renegotiation so we now have a draft of the renegotiated contract which was drafted by our elected board representative Mr King and Mr Stepp. It's been approved by Mr Stepp's attorney and it's been approved by Mr McCarty our board attorney and with that I'll go ahead and kick it over to you Mr McCarty.

McCarty-sure absolutely well it's good to be here tonight as indicated just I know that I haven't been around as board council for a while so I just want to make sure that I'm-everybody's aware my name is Chris McCarty I am as indicated council for the Board of Education. And going through the contract, what I've been asked to do tonight is go through it, answer any questions that members of the board might have any concerns and just kind of go through it in detail to make sure that the public and the board is fully aware of what are these terms? As indicated a

second ago I think it's important to say that at the end of the day this is still a draft so it's obviously still up to the board what it wants to do. I play no role in that. I think if I started playing a role in that people would think I'm going to vote over my skis which is not my job but I can confirm I've looked at this contract I believe it falls in line with Tennessee law, there's certainly nothing in this contract that is outside the norm there's nothing in this contract that I would say is legally disadvantageous or legally impermissible for a school board to agree to which is my job. I'll also answer any questions as the board members know I represent over 20 school systems throughout Tennessee so I see these a lot the other thing I would note there is because I see them a lot I cannot only comment if asked on something that's legal which is my primary job I can also tell you if it's outside the norm of the typical terms that I see, which could include pay which could include things like a car allowance since TOSS has been in existence which TOSS is Tennessee Organization of School Superintendents, one thing that we've seen that they've done a good job at over really the last 10 years or more is most contracts now in the state of Tennessee that I see presented to me as board council by Directors of Schools and/or the board representative that's negotiating with them they look pretty similar. If you were to go County to County I think and compare the Director of School's contracts you're going to see differences in term you're going to see differences in Pay we'll talk about that, that's obviously up to the board and and the Director what they want to do there but in terms of what I would call the standard terms a lot of those look almost identical County to County system to system. So I'll go through those tonight I'll certainly point out anything or answer any questions the board has but the primary point I would make is this is not an abnormal contract this is certainly something I see County to County, system to system and again they look so similar across the state now that it's hard to tell them apart to be candid. Now so without further ado lawyers can't talk without a disclaimer so that was my disclaimer. All right so if y'all can hear me I'm going to go through it. I'm obviously not going to read this thing into the record. I don't think anybody's asking for that unless people want me to read the phone book later, phone books still exist but I'm just going to go through the basics. So first of all the the contract that is presented for board consideration includes a term of contract which will be for four years so the term right now is it reads would be from starting in January 2025 and it would expire if approved by the board in through January of 2028, that's pretty self-explanatory; how that works, as always the board can renew the board can take action during the middle of the term to increase that term that could happen here but again that's just up to the board and the Director what they want to do.

Matthews- can I stop you?

McCarty- sure.

Matthews- one of the things that I've heard from parents and people that have looked over the contract and like and asked me a question about is that term. The term of four years, is that becoming the norm to go for four years or is it...

McCarty-that's a mixed answer now I can give more...

Matthews-a 2 year, most people feel that two years regardless of how you feel of the Director that 2 years is more than enough and then you can always renew after that you know what I mean?

McCarty- I can answer that yeah I can answer that. So first of all me answering it a couple different ways, as a lawyer I can't ever give a completely straight answer but no I will I'm kidding. So one, the maximum the board can do is four, right, so I got to say that from the start, that's the truth. If you said to me when I first started doing this I would say 90% of the Director's contracts I saw were for 4 years. I say a good bit of them still are. I would say that's changed though. I mean there's definitely been more contracts over the last four to five years that I've looked at that are within that two to four year range, anywhere in between and every system's a little bit different so I can't tell you like everybody's got four everybody's got two. You never see one because honestly one's not worth the paper it's printed on most of the time and that's my blunt answer; between two and four is what I typically see. I will say this though I think that pendulum as I've seen over the last year especially appears to be going more towards increasing the years and candid answer is, and I can't speak for Mr Stepp, it's a hard job and people want job security and I think to recruit people you're seeing more Directors ask for longer terms yeah so I definitely don't think it's abnormal to see somebody ask for four, in fact if I'm in that seat that's what I'm asking for, but no I mean if you're asking me do I see two year terms sure, I see those all the time, yes sir. Does that answer your question? I took the long road.

Stout- but and your point TOSS has 3.6 years is the average contract TOSS does and back when Mr Stepp started with us it was 3.45 and it's got up to 3.6.

McCarty-I saw that drop back but then, as again just especially with the climate we're in right now that's political that's everything I think it's just more Directors want that peace of mind that they have job security. Any more questions about terms? All right duties, this is a pretty standard clause that I would almost bet 99% of Director's contracts have in them and honestly if you see there, there's a reference, and I'm going to say this a lot but if you see there there's a reference to Tennessee code annotated 49-2-301. The state of Tennessee mandates what the Director's duties are and they also mandate what the board's duties are, that's at 49-2-203. A lot of times in these contracts just to save space what I'll do is edit it to make sure that it we're just really referring to those statutes because at the end of the day whether we put in the contract or not we're still governed by those statutes so it just saves a lot of time. So that's all that says, is essentially the duties are going to match what's in state law and I'm just...

VanWinkle- does any of that language conflict with the state law in any way?

McCarty-no sir, not at all.

VanWinkle- so it's just basically verbatim?

McCarty-yes sir in fact what I would say is it's almost just referring the board and anybody else to state law, yes sir, and later when we get to governance you're going to see next paragraph that's essentially what I would say there too is that it's referring the board and how it interacts with the Director to state law and also local policy so I'll just go ahead and transition into there if that's okay. I know sometimes I talk like the micro machine man but nobody gets that joke anymore.

Davis- I'll interrupt you.

McCarty- yes sir go ahead.

Davis- on the terms just for reference right...

McCarty-yes sir so, we going back to the term?

Davis- yep I'm sorry duties not term, I apologize. You know I think a lot of what we've done to my knowledge nobody's provided you with any notes?

McCarty- no I don't think so, oh you mean board members?

Davis-no board members have gave you notes on thoughts on the contract?

McCarty-no sir, not specific notes. I've had a phone call from a board member asking me some questions but that was it yes sir.

Davis- so to be in the scope of comparison right as a board we've not actually compared old contract to new contract and outlined the differences in the old contract and the new contract so I got my notes today are I'll just follow along as you're going and I'll just chime in with what my notes are just to point out what I've noted as the differences. So in the duties the duty segment has listed that the the difference is the old job description for the Director was to be as adopted by the board and it may be amended from time to time so if we find that the job description or the duties need to change we have the ability to modify or change those during the course of the contract. That's what the old job description, the original contract was. Current contract is I think to your point just TCA minimum language that says you know what it says.

McCarty-the only thing, can I pause there for a second, the only thing I would say is everything you're saying certainly as I understand is correct but if you ever, I know you have, if you pull up that statute I never refer to as minimum, there's a lot. I mean it if I print it out I think it's four pages long, single space.

Davis-sure I just mean in the segment not in TCA. TCA is never short worded in explanation. Giving us the ability to amend it should or if we see that to be needed and it is and also indicated that we would require the director to live in the boundaries of the school district throughout the term of the contract and that the contract would be void if the Director would not meet the residency requirements. So that was the one key difference in the current contract and the one that's proposed.

McCarty-do you want me to address that?

Davis- please.

McCarty-okay so the residency requirement is certainly something that I've seen less and less, it doesn't mean that it's not legal, it's absolutely still legal. I definitely still have systems that require their Director of Schools to reside within the boundaries of the county or the municipality for that system. So if you say to me which I think you are, is that something you could still do legally and add it? Yes. think again with the type job market, there's a reason you're seeing it less and less because a lot of Directors just don't want it in there. I don't know about it here, that was never discussed with me but that's probably why it's not in there, I just don't know.

Davis-and that's that's just a note really like is whether or not it's...

McCarty- can I answer one more part on that? The other thing I would point out, you can, I typically and this is just a drafting style thing more than anything else, I typically if I see language in there that'll say, and I'm paraphrasing, the board can always modify in negotiations the Director, that's always the case so you can put that language in. I consider that language kind of redundant because the board always has the power just like if I had a contract with Pepsi to you know if I had convenience stores just to stock my convenience stores and anytime I can go to Pepsi and say hey I want to renegotiate this. There's no difference here I mean the

board is a party with the Director if the board ever wanted to renegotiate or put other duties in it has the power to do so. That's implied, is what I'm saying.

VanWinkle-so my question is to Mr Stepp, was that was that a deal breaker in the negotiation, did you want that out of the contract?

Stepp- no no it's not a deal breaker not at all.

McCarty- so going to that actually brings up another point. If at any time, this is a draft, so if the board, I'm making that up and I don't want to I don't want to make a vote here cause again that's over my skis but if y'all talk to Mr Stepp and as part of these conversations you want you all agree to put the residency requirement back in. I'll do it. I mean it just requires board action and agreement with the Director so that's no issue whatsoever.

Hale- we wouldn't do that in a work session we have to do that in our real meeting?

McCarty-yeah so for example let's just use that one okay, that's a pretty, sounds like a non-controversial part of this right so all that would have to happen is the board would take this contract, say hypothetically that would be the only amendment but I don't know the person amending to approve the contract would a motion to approve the contract with an amendment to reinsert or add a residency requirement back to section two, be that simple and I would go back in and fix that.

Cole-can I make a quick point about the residency requirements so in previous years and in my background Public Safety the state law allowed Public Safety departments to have a residency requirement, within the last 5 years the state law has been reversed to allow First Responders to not live in the jurisdiction they live or have a certain amount of time that they have to report to their duty station and they've done that to allow a better field of candidates for positions instead of saying you got to live here to work here so I just wanted to make that point if we're doing that for First Responders to say you know we're not doing that and I know locally nobody has any policies to contradict that you know we've got people working for our Public Safety departments that are going to be fighting our house fires that don't live in Cumberland County.

Davis-I mean to your point, it is feasible just obviously if you're 30 minutes away and you need to be present that the fire is going to be burning for 30 minutes before you show up right.

Cole- no before those people show up there'll still be other people.

McCarty- I really do think it just comes down the job market that's that's why I've started like when I first started doing this which is I used to have brown hair to give anybody an example, that was probably in every Director's contract the residency requirement, now it's not as much and I think it just comes down the job market. There's not a legal reason.

Stout- yeah now we have to determine if there's benefit, what would be the benefit of putting it in there .

Hale-well we are elected officials and we have to live in our constituents district; if we move out of it then we are no longer-that's how I became a board member cause Mr Stone...

Cole- which is state law but there's not a state law saying the Director has to.

Stout-he's hired not elected.

Stepp-I currently live...

Hale-to be a part of the community you need to live in the community

Nichols-You live in Cumberland County so why are we having this conversation? Do you own a house somewhere else?

Stepp-Yeah.

Nichols-You own a house somewhere else?

Stepp-yeah I have a house but I live in an apartment here.

Nichols-so I don't why are we even having this conversation?

Stepp- I'm good with it, I'm good with it.

Davis-it's just different, we're just pointing out differences of the contract.

McCarty- sure so again if y'all just leave that out there that if that's something later after more discussions especially with the board chair coming back and you wanted me to re add that all it has to do is just a motion there's no problem. You want me to continue? All right governance, similar here, what this is, is I would call this an amalgamation of two things, one it's a reference to and a lot of this language is pulled directly from again what I called the the duties of a board of education statute which is at 49-2-203, that's why you see it referred to as, the rest of this most of it comes from or honestly mirrors language that you're going to find within current board policy because you guys use the standard TSBA models and when you look at the standard TSBA model, for example, on Boardsmanship Code of Conduct, those things, it talks about the board member should bring issues or concerns directly to the Director rather than addressing themselves, that's where that comes from, so it's a it's a mixture of board policy working that into as well as state law. Any questions on that?

Davis-is it, where did, who drafted this call?

McCarty-I do not have the answer to that. I don't, my memory, I don't believe I made any adjustments to it; it's pretty standard though. I've read paragraphs like that probably a thousand times. I can tell you I know where it comes from just because I've seen that language also a thousand times or probably 2,000 times within that boardsmanship code of conduct ethical provisions. Usually it's section 1 of your policy manual. Questions on that? Ok, hearing none I'm going to proceed. Compensation, again obviously it comes down to the board and the Director on what y'all think is fair on that but the obvious, the language itself is pretty standard, how the person gets paid, when they get paid. I think that matches payroll as you do with other employees which is what we typically see so there's certainly nothing complicated about this provision. Questions for me on that? All right.

VanWinkle- is it typical to see that? I've looked at several of these, typical to see the Director get the pay increase that the other County employees get as well as an annual pay increase consideration by the board each year?

McCarty- I honestly see that all over the map and that's why I see that so different everywhere there are some Directors that have it in there to where they only get a pay increase if it's approved by the board specifically. I have other Directors that have an automatic clause that they receive the same pay increase as other school system employees. Of the two that I see, that's probably the more common, that it's just an automatic pay increase if one employee gets a raise everybody gets a raise especially professional employees, that's what I would typically see but not always.

VanWinkle-do you see that versus the other sometimes so that you don't have to- if you have a four-year contract and you just get that annual increase every year and to deal with this...

McCarty- yeah I've seen them all yes sir yeah and in fact that that standard raise is probably the more common, just that Director's pay goes up when everyone else's pay goes up yes sir.

Hale- and that's the way our other contract was stated.

McCarty- okay, other questions on that? All right military leave, obviously I think we all appreciate the fact I'll speak personally on this one that Mr Stepp has the military background he does that he's a current serving member and serving our country as he does but I'll also say state and federal law make it very abundantly clear that we provide military leave and I'm sure nobody's going to have an objection about that. I'll just move on with that one pretty quick, there's also a federal law called USERRA which makes it very clear that we follow that so I don't foresee any issues there.

VanWinkle- are there times that you just leave that out, so say if we have a new Director in 3 years and we just want to copy this contract.

McCarty-oh it'd be easy for me to delete it there. I think it was more, I mean the way I look at it is more to honor Mr Stepp and his service to have it in there specifically but if you're asking me does it have to be would we still be bound by that, we would.

Hale-we had it in the first contract.

McCarty-yeah it's in a lot there's so many for that reason.

Davis- Mr Stepp do we know how many days, military leave, you've encountered since you've been Director?

Stepp- Of actual work days that I have to go?

Davis- yeah.

Stepp-usually it's the summer annual training and Veterans Day week so I can get the exact number and email that to you guys, it's usually four or five days in November and then June July probably work days I'm talking about work days cause it's still the weekends, then usually it's about maybe 8 to 10 total work days because a lot of our stuff's on the weekends. Annual training is over three periods of the year for me so it's not all blocked together 15 days in the summer.

Davis-thank you.

McCarty-professional licensure certification, again this just confirms that the Director shall have and maintain evidence of a valid and appropriate license and service as Director of Schools, don't don't anticipate any controversy there, automobile allowance, the the number can change system to system but you do see this as a pretty standard term now especially over the last 10 years that I will see in these contracts just to account for the fact that Directors of Schools drive all over the county all the time and I know everybody wants Directors to do, they want them visible in the schools, they want them in school so this is something that has certainly become much more commonplace.

Hale- I have a question about that, the auto, the allowance, don't we keep up with our mileage anyway and don't you send it to...

Stepp- currently I'm paid by the mileage so I have to keep it every day.

Hale-and you turn it in.

Stepp-I turn it on.

Hale-like if I go to a workshop or something and I get Ms. Diane to help me fill out the forms and I turn it in for my gas mileage.

Stepp- and I added a line on there or the BOE will provide a road worthy vehicle for me so if y'all wanted to do that too.

Hale- we used to have a vehicle, what has happened with that?

Stepp- 2003 Explorers' back in the back.

Stout-it's not road worthy anymore.

Nichols- not road worthy.

McCarty- to answer your question though the what you typically see like for example if this was a private sector contract because you'll see automobile allowances there the difference would be a lot of private sector employees and a lot of employers in general don't reimburse for in-county travel right so it's only if you travel outside the county so like even Lewis Thomason like if I'm, where I work by the way, if I'm going to a meeting in the other side of Knoxville I don't get reimbursed for that. I think the difference here is so many Directors travel all parts of the county all the time that that normal reimbursement doesn't account for how much mileage they spend within the county, that's where that comes from.

Hale- so we don't reimburse for mileage here in the county?

Stepp-yes, yes.

McCarty- I was just saying typically that's why you would see the difference.

Hale- we do.

McCarty- yeah you do. I'm sorry I wasn't trying to say you didn't.

Davis- just like just for a little bit of comparison right we in our budget currently for '24/'25 I think we have \$10,000 put in there for travel currently I think you put you're about 75% per the the document that's attached today so he's about 75% of \$10,000 year to date on travel expenses that have been logged; if there are more or if there's something that comes up between now and then obviously we have to modify the budget to give him room to you know take care of that but \$10,000 is the amount that we gave it so.

Hale- we modify the budget all the time.

Davis- so 600 a month is less than what we're currently budgeting.

McCarty- okay the other thing you save on is just admin I mean it's a lot of admin if you're having to log all your in County travel so I mean that's one reasons schools have also went to it is just there's just so much of that it's constant that it just if you just have this it's a standard amount you don't have to worry about everybody knows what's going to be paid.

Stout- makes it easier for everybody.

Matthews-but this is a question I've got about instead of the automobile allowance, supplying him with a vehicle, I believe that that's one way or the other I I feel that he needs to be compensated or taken care of for the vehicle for the travel because he does travel to all the schools and we have a large County as far as to travel around and especially in days like we've seen the past few days it it's it's been I mean I personally some of the vehicles I wouldn't want it's just been rough roads that he needs to go down to to check out you know what I mean and

so but for the \$600 a month at the end of this contract regardless if he stays or goes at the end of the contract we have nothing to show for it.

McCarty- oh where you would with a vehicle you mean? I understand yes sir.

Matthews-with a vehicle I'm throwing this out for discussion with us supplying a vehicle and I don't mean a Yugo from 1934 but you know that he could also entertain vendors or whatever take him to to schools and things like that at least at the end of the contract we have something that we get back or that we can pass on to the next Director.

McCarty- yeah and to be clear Mr Stepp pointed out that's why he wanted that last provision added because I don't think he has a preference, is what it sounds like.

Cole-one one thing I'd like to add to that also if we were to purchase a vehicle for Mr Stepp to use would during his duties if he's out checking roads and is in an accident in his personal car not only is his driver's license going to take a hit for a for a property damage accident but it's also going to affect his personal insurance; if he's in a government vehicle which is what this would be it would still show up on his DL history but it wouldn't be a ding it wouldn't be used as a consideration for increasing his personal insurance rate.

Stout- better for Mr Stepp, I always preferred that way when I was working.

Hale- where did we come up with the \$600 who came up with that price?

Stepp-I did I did I was just thinking and I know several of you asked me about mileage and how much I get a month it varies depending on if there's conferences or if we're out of school for 10 days or whatever so that would include like a car payment and the stuff I'm incurring that now I still got insurance and upkeep and all that stuff to take care of too. I know you've seen car allowances way higher than this on contracts.

McCarty- yeah I've seen about \$1,000 a month.

Stout- this is pretty typical on the low end of typical from my experience and to your point John I did some numbers on that as well so we're looking at 7200 a year at the 600 a month if we were to do a car allowance which if it kind of talking about doing the government purchase with those who have done that before we could get into a sedan type of vehicle maybe around 40,000 so just kind of going with that idea or even a medium sized SUV you're looking about 5 ½ years of that monthly allowance equating to the price of the car and then we would have that car still, to you point.

Matthews- yeah I think it's advantageous to all of us as a county to supply him a vehicle rather than for the \$600 plus it takes a lot of the like he was saying a lot of the liability off of Mr Stepp and his...

Stout-and the maintenance.

Matthews- the maintenance.

McCarty- so the only thing from a drafting perspective let's say the board, y'all have further discussions and at the meeting there's a motion to modify this to just basically pay for the car again that's up to the board then I probably would want to tweak this a little bit to say again a roadworthy reasonable vehicle and with the board obviously handling maintenance and upkeep yeah but that's no problem that'd be an easy and I'd actually rather this say one or the other rather than the and/or so whatever you guys decide I would ask you to pick one that way we don't have the or in there and it's really unclear later how that works.

Hale- so you drafted this for Mr Stepp?

McCarty-no I didn't draft anything.

Stepp-no no no, I did this. This was sent to me-every year TOSS does DOS contract professional developments and they give you what's the most common thing in Director's contracts, what follows the law, all that kind of stuff so I went through that that training and then I created from that training, that was Chuck Cagle did that training, so I created this contract from that training through TOSS.

McCarty- and then Mr Stepp sent it, so since I'm Board Council, I would never draft something for Mr Stepp.

Hale-thank you for that.

McCarty-but Mr Stepp sent it to me and I looked at it and I'm again I'm looking for two things when I look at a contract that somebody sent me which is this, candidly whether this is the Director of Schools, a vendor, anybody, service provider I'm looking for first legality is everything in the contract legal is there anything that would be illegal there was certainly nothing illegal something that wouldn't be approvable let's put it that way the other thing I look at is just in my experience as a board counsel are there terms that I want added or is there language I want to tweak on the board's behalf to make sure that the language is clearer like later if we ever had to go to court which I hope everybody wants to avoid, that I know the Court's going to understand it and then two just in my experience there's certain provisions over the years that I have just determined I want them to be more clear I want to add things and I'll skip ahead to give you an example. I'll go backwards but I'll give an example.

Stepp- when I gave it to Mr McCarty after y'all hired him my comment was whatever you're going to advise the board go ahead and do it now so when I give it to them you've already on their behalf done that so...

McCarty- so an example would be at provision and I'm going to go backwards I'm not going to skip all at provision 11 or section 11 so contract termination a lot of times there's not a death or disability clause and I've just unfortunately and I'm not trying to before I say this when you have that happen what you really want is clarity as to how it works exactly what the process would be if some unfortunate health situation happened so I'll always add more there and something for an example that's what I added so I mean there's examples like that but but I want you to know where that comes from.

Hale- it says 21 on mine.

McCarty-oh gosh I can't read roman numerals 21 contract termination there's a reason I'm a lawyer not not a math person that's embarrassing, sorry that's just terrible Roman numerals on my part by the way but that's just an example to give you all if things that I would add again based on my experience. All right, going backwards any other questions on automobile? Yes sir.

VanWinkle-I've been trying not to interrupt anybody, on the \$600 vehicle stipend would that be part of the buyout if we severed the contract at any point?

McCarty- no sir no because there would be that's a that's a great question but I understand what you're saying the answer is to why would be that's not something that's guaranteed that's based on use so obviously the Director of Schools would no longer be using that or using it for system reasons, it would not be part of your compensation.

VanWinkle- one of my first questions when I read this term was has there been any study done on what it would save the county to buy a vehicle versus pay this stipend. I guess that's more of a question for Mr Stepp and then also the other part of that is the .67 cents per mile which is now .70 cents per mile actually covers maintenance fuel oil and insurance.

McCarty- that's right on standard reimbursement yes sir that's right.

VanWinkle- so what we have been reimbursing him is covering the expenses that he's asking for in that \$600.

McCarty- correct.

VanWinkle- so I just wanted to make that clear because I've done some research on this but before we make a decision I'd like to know what's the best use of taxpayer money; would it be just to pay the \$600 or and then the other thing is there's another term in this contract down here that says we will still reimburse him for expenses so once we once we give him the \$600 vehicle stopping is he then again going to turn in mileage for that vehicle?

McCarty- no sir the expenses would refer to and we can make that more clear if you want but the expenses there would refer to like say you went to the TSBA conference the hotel charges or a dinner if you're at another conference things like that or or a meeting out of town with the state or I'm just giving examples that's where that would come from.

Stout-travel or professional expenses.

McCarty- correct.

VanWinkle-so I've called Ms Turner about the expenses that Mr Stepp turned in I still haven't received all those yet at this point, she said it was somewhere around \$300 a month for mileage that's not meal reimbursement, that's mileage so \$3,600 a year. I guess in our heads decide- would we be better off to pay him \$3,600 a year or \$7,200 a year? That's pretty simple and then how long is a vehicle going to last if we buy a new vehicle for the county? What makes more sense for us overall with taxpayer money is what I'm getting at. Something to be thinking about for the board meeting when we put this to a vote cause we can amend this as well.

McCarty- oh yeah everything in here is up for negotiation and vote, yes sir. Insurance benefits I mean I can summarize that by just saying that Mr Stepp has the right to the same benefits provided or available to any other employee and that would be no difference here that's just to clarify.

Stepp- it was brought up to me I will take that spouse part out cause that's not the same as what the employees here get so I will be removing that out of the draft.

McCarty- all right.

Hale-what part?

McCarty-where it says and spouse dependent. Yeah I need somebody else to point out the Roman numerals.

VanWinkle-Are dental and vision, are they included for employees too? I don't think they are.

Bray-No vision.

VanWinkle-vision is not. It should be worked to I guess to include insurance benefits to match what other employees.

Hale-what we give our certified, non-certified personnel.

McCarty- okay that's no problem I'm making a note I can edit that.

Stout- and we can come to some.. we can discuss this and come to some agreement on things for Mr McCarty to make adjustments we don't have to wait till the board meeting as you're saying you know we can amend it in the board meeting we can...

VanWinkle- I just didn't know if we could do that.

Stout-yeah we'll have to vote to do the official vote at the board meeting for the contract but we can discuss and rehash and come up with the new draft on this today which would be preferable than getting into the board meeting and doing it yeah.

McCarty-well to just reiterate that especially things like this where you just want it to match what other employees are getting that that's a pretty simple fix just to make sure I'm tweaking that and that's that like Mr Stepp because he's a party to this contract has the right to say hey you can take that out at any time so like he just did when he said take that out I know it's coming out so yeah.

Cole- Mr Stepp would you have any problem with us making that match with what the other employees get?

Stepp- yeah just equal to what other employees get.

McCarty- I'll make that tweak that's no problem.

Hale- but if you rewrite this at this time we won't have time to look over it at the next board meeting and vote for it we might have to go back and I mean it's like there...

McCarty- I mean I could have it to you tomorrow.

Stout-we're all discussing it here so we're reaching some consensus of agreement on what we want to have in the new draft and then and then we would have it at the board meeting and that gives Mr McCarty the opportunity to make the changes.

McCarty- the only thing that's going to say now just in legalese is it's going to say he's going to receive the exact same benefits offered to other certified employees. Any other on, now I'm second guessing myself on every roman numeral, any other on eight? Technology at number 9, this basically just talks about if the Director does have needs for cellular telephone computer hardware like a computer, an iPad, things like that that certainly within reason those are provided to the Director.

VanWinkle- so I have another question, our system already provides everything in that list except for a cell phone...

Hale- do we not offer you a cell phone at this time?

Stepp- I have one that I use for the snow day stuff.

Hale- and there's not any other ones that you can receive....

Stepp- that's all I need is that one cell phone.

Nichols- you get a cell phone stipend?

Stepp- that cell phone as needed.

Nichols-but you're on your phone all the time.

Stepp- they call it, I think they call it the bat phone is that right guys?

VanWinkle- I guess what I'm asking is that term necessary since we already provide all that?

McCarty- the whole term or you need just the cellular phone part?

Davis- the technology line.

VanWinkle- everything in that technology line is provided except for cell phone-he has computer, he has internet, he has...

Hale-and he does have a cell phone.

Stout- he just said he has.

McCarty- yeah no if you're asking me does that have to be in there the answer is no it's up to Mr Stepp if he wants to just confirm that it's going to be made available.

VanWinkle- I understand the need for the cell phone with everybody calling him all the time, need a separate line for personal use, I understand that, I'm just talking about everything else that's in there.

McCarty-doesn't have to be no sir.

Stepp- yeah and I'm okay with that.

McCarty- just taking that out?

Stout- do you normally see that in other contracts?

McCarty- that one, that does appear a little bit redundant. I don't see it every time, no I would say it is more abnormal to see it in there probably for the reasons we're discussing that it's just usually provided anyway to most.

Stout- just an assumption that it's going to be provided.

McCarty- correct, yep.

Nichols- so do you have districts that do a stipend for a cell phone?

McCarty- yeah now candidly districts are all over the map on cell phone part; some districts provide a cell phone, some Directors just straight up say they don't want one, they just rather use their own, some districts provide a stipend so it's really...

Nichols-I mean I have a stipend, I get one for the Pregnancy Center because I'm constantly on my phone with clients.

McCarty-it's just I see that one, that is so different, district to district that there's really no pattern that I can point to.

Stepp- I'm good with the current setup, it's good.

Stout-okay so we don't need to have that in there in the general consensus.

McCarty-okay all right memberships this is a very standard term and this is the exact groups that I see reference within that which would be that Mr Stepp while he's working as Director of School would have the ability to participate in and have things reimbursed in relation to his participation in TOSS as well as the American Association of School Administrators. I would tell y'all here I don't remember the last time I saw a Director's contract that didn't have that provision in it, it is standard term.

Davis- the only addition I guess in this contract is the two local Civic organization membership versus the old contract didn't have two local Civic organizations in it.

Hale- exactly.

Stepp- I'm currently not in two local Civics, I serve on boards.

Davis- yeah so is that suitable or do you does that mean you plan on staying on the board on the ones that you're on and then joining two others and paying dues there?

Stepp- I thought about joining one of the rotaries.

McCarty-I was going to say what I typically do see there is I see at least two or one because a lot of as you can imagine a lot of Director of Schools don't just want to be involved in a regional or a state they want to have something local they're involved in rotary is a typical one Chamber of Commerce is another one I see.

Stepp-I'm in the chamber also.

McCarty- but that is typical to also see the local stuff.

Davis-are you on the board of the chamber?

Stepp-I'm not on the board, the school system is in the chamber so usually Dr Maddox goes to that.

Davis-yeah I saw you at the last event, do we know what that organization's...what do we expect to spend on those memberships we know what TOSS and AASA costs, what would possibly be the expenses of adding those two local Civic organization membership dues?

Stepp- I can find that out.

Davis-I mean if it was specific.

McCarty- and if you wanted me to, I don't know if y'all want to do this, I could literally add rotary by name instead of the... unless you're interested in something else.

Davis- and it may change

Stout-dialing in pretty detailed there.

Davis- well I mean it's like if you're going to join a yacht club or you're going to pay dues at the Tansi marina those are two vastly different expenses.

Stout-Those aren't Civic organizations.

Davis-you know what I mean.

McCarty-so move on? Okay professional liability this is also a term that I see in all these contracts essentially the way I would summarize it is we definitely provide different policies and pay for those policies. I would also tell though here like for example Directors-a DNO policy that also is the same policy we use to protect the board members so for obvious reasons I think we want that it also protects all administrators if there's a claim individually against them, and then the indemnification language is in there as well to make sure it just doubles down on that same concept that if the Director were to be sued or named in a legal proceeding by name then we just want to make sure that there's coverage there the same way there would be if a board member would be named individually as well.

Davis-so to your point there in the indemnification piece, old contract doesn't indicate language of holding harmless in the individual capacity whereas in our- this contract-that's being proposed it does indemnify him individually.

McCarty- but only us to certain claims. I would wholeheartedly think that's necessary. That's why that's in there and I can explain why. If you go to that second page where it bleeds over there's a limitation to that and I think that limitation is crucial to understanding the hold harmless provision so the Director would not have any identification as to any criminal proceeding any malicious act any fraudulent act or improper personal gain or willful misconduct; so the only thing this would really apply to is if there was an allegation that the Director was negligent or reckless or something that was a mistake not something that wasn't anything intentional like

fraud, etc so that's why it's in there it just makes it crystal clear the exact claims that would provide identification versus the ones that would not.

Davis- personally versus professionally, then we open up an entire...

McCarty- it's always going to be professional, it's always going to be professional.

Davis- so would there...would be no issue by striking personal from the clause?

McCarty- well personal okay let me explain what sorry there's two different ways we're using that that's my fault. When I say personal it' be that his name would be personally on a lawsuit okay so for example if Cumberland County schools is sued and the only thing on the the line indicate what we call the caption is defendant Cumberland County Schools Mr step might still be accused sorry Mr Stepp within the lawsuit just like any other administrator of doing something wrong but he's not named the moment his name is on there that's a personal he's named personally even though it could be professional act he's personally named does that sense?

Davis- so if he is personally named...

McCarty- this that's what covers this if he was personally named and again I feel bad talking about these things hypothetically if Mr Stepp got in an auto accident and rear ended somebody on a Saturday night while he's coming back from Mexican food this doesn't apply to that this would only be if he's named personally in relation to a professional action.

Davis- as an attorney would you not if you saw this Clause would you not list them knowing that this is in there as knowing that?

McCarty- no they always list them anyway, yeah I don't remember the last time we didn't have them listed.

Davis- so everybody you always list them?

McCarty- that's what claims attorneys do, they do that to try to I mean I can give you all kinds of reasons but the main reason...

Davis- the biggest checkbook.

McCarty- well it's not just that they yes for sure that but they also do it to, it scares people; if you see your name on there versus just your employer's name on there it's leverage that the plaintiff's attorney will use to try to encourage settlement or other reason. So for that reason we've seen more and more that plaintiff attorney's sort of use that tactic to name you personally. This just provides more peace of mind for a Director that if they're named personally for their professional services they're still covered by the board. I'll be candidate with you the insurance is going to cover it anyway that's why we have it that's why we have like three or four different policies to make...

Davis- liability insurance.

McCarty- DNO, general liability, EPL we have all of them yes sir.

Davis- it just those-once that's done as to whether or not it's covered or not it doesn't change the fact that it will adjust our rate if we do pay out a million dollar claim our insurance company is not going to look at us the same way they did the following year regardless of living or losing the suit we're still going to...

McCarty- I've never seen this provision the way it's written affect any rate honestly it's the insurance company's going to look at it and say what you're doing there is being extra protective and extra clear but this doesn't affect our coverage no sir. I mean I can send this to Tom Stanley

with the trust to get that in writing if you want but I know what his answer is going to be.

Davis-thank you.

McCarty- you're welcome, all right moving forward professional growth, this is just a again fairly standard clause it talks about just making sure that that we know and the board knows that the Director of Schools not only has the ability to but is encouraged to go through professional growth activities sponsored by local state or National organizations so for example attending TSBA, attending a TOSS meeting going through different training like CLE, etc, continuing ed that's just something that is part of the the duties of the Director.

VanWinkle- do you typically see any limits set on that say for instance say there's a convention in Jamaica, are there any limits?

McCarty-I've never seen limits set but honestly to be candid with you I've never seen somebody push those limits so certainly if that happened we could discuss it but I've never seen it inserted because I've never seen somebody try that.

Stout- and we have the budget set for Mr Stepp so we're working within that budget restricts that's the second piece right we've got there's more pieces to this there's the budget that goes along with this for him and then there's the evaluation that goes along with this for them so both of those roll into those.

McCarty- sick leave the Director should be granted one day of sick leave for each month of contractual employment again fairly standard term just to remind everybody certified employees as well are provided one day of sick leave for every month of employment so that matches what we typically do.

Davis-sorry is this the same number of days in that you're currently receiving?

Stepp- uh yeah I well the way it's set up there's it is 12 days and correct me if I'm wrong...

McCarty- because you're a 12 month contract.

Stepp- it's a, the certified teachers get 10 days plus two personals.

McCarty-yeah the reason remember certified teachers I can jump in there are on a 10-month contract whereas he's on 12 yep so that would explain the difference.

Davis- so this is an addition of eight days?

McCarty- no sir, be the same days it's just his are all considered sick versus theirs are... now are you talking about adding the paid vacation? Are you just talking about on...

Davis- I guess they are tied together well I'm sorry days a different line right.

McCarty-yeah sick leave is going to basically match what certified teachers get; his are just all sick leave versus teachers get 10 sick leaves plus two personal, so it's the same number of days yes sir.

Stout- and same thing that was on the contract, the first contract.

Davis-perfect yeah good I didn't have that's why I asked I didn't have on that I had them lumped together.

McCarty-work and the next provision is work year and vacation paid time off this is again something that we do see for Directors of Schools. The way I would explain this and those numbers are certainly not anything I would say outside the norm. I've seen a lot of Directors that receive more vacation time than that; the way I would sort the way I always talk about it with people is it's exactly what we just talked about-other certified employees get days during the

summer, they get entire months off they get other times off whereas the Director of Schools and a lot of the central office staff as well is work those times; it's to account for the 12-month contract typically versus the 11 versus 10.

VanWinkle- but they can take these at any time they want, the 20 days right?

McCarty-I believe so yes sir.

Stepp- I've never taken a non-contract vacation day when kids are in session.

McCarty-what I was going to say is what I typically see is Directors end up not using a lot of these or use it during the summer cause they're just so busy.

VanWinkle-so what they suggest to me I work 12 months is that I take the time off to recharge and reset and that-I'm use it or lose it which most professionals are in my opinion that's what I think the contract should be is use it or lose it.

McCarty-okay so instead of carrying over you mean...

Hale- but in this contract it says...

VanWinkle-he's to be paid for regardless of whether he uses them or not in this contract yeah so another question I have is that part of the buyout if he were to, if we were to sever his contract?

McCarty-so it would be yeah so if there's any unused vacation there's also state law on that too and you probably know that's where we're going so there's basically and I'm paraphrasing there's a state statute that would apply to any employee that essentially if you get if you have unused days unless there's something specifically that says it's not part of about when there's a re

VanWinkle- this basically adds to the face value of that \$141,000 then on a per diem rate.

McCarty- you mean on a buyout? Yes, correct. I mean the vehicle clause does too it just wouldn't be counted in the buy out that's why it was making the difference yeah that's right.

Hale- so I'm not understanding this, so if he doesn't take his vacation days we have to pay him back for the vacation days?

McCarty- if there was a buyout. If there was a buyout, that's what we're saying.

Hale- suppose he just you know decides that he doesn't want to take a vacation and doesn't go on vacation do we have to pay him for the days?

McCarty- so let me just read it that way we can go through it is that okay yeah so unused vacation annual leave days shall not accumulate and/or on I'm sorry and on or before June 30th of each fiscal year covered by this contract; the board shall reimburse the director for unused days at the per diem rate of the day of pay for the Director so that's that's your answer. So the answer is...

Hale- yes.

McCarty- if he, correct yeah if he were not to use it...

Hale-it's a yes or no.

McCarty-yes yeah I just want to make sure everybody was clear about it.

VanWinkle-so that being the case that also adds to the salary base.

McCarty- if he doesn't use them yes sir.

Stepp-you would prefer that that part to be out that line to be out?

VanWinkle- well I mean I I think just from just from what we do at my work is you know I think you should take the time off and recharge and reset and I don't think we should pay you for that. I think you should take the time off.

Stout- I mean we're paying him either way right cause he's getting those days within his contract so we're paying him for them either way.

Matthews- but I think what he's trying to what Mr VanWinkle is trying to encourage is for him to take some time off to recharge you know what I mean and as an employer for that during the summer months when we're a little slower or whatever having either use it or lose it is just encouragement to try to take those days so that he's not burning out or like any other employee they're not getting burnt out on the job we're not trying to take anything away from him trying to help him encourage him to use those dates.

McCarty- you know there there's a third option which the board could consider as well which I see so I just throw that out and this is up to y'all all those things are permissible by law the third option which I see in some director's contracts is some per percentage of unused days would carry over until the next contract year so if you want to split the baby there is that option as well it's never it's never all of them so you there's always that option as well and that account what I would say there is you often see that used to account for the fact that it's a crazy job it's a hard job some years there's just less time to take time off than others you know I think I think about 2021 2020 there weren't a lot of people taking time off in education there's a lot of them in here right now so to account for that you would still not penalize them if they were to have to lose those they work too hard.

VanWinkle-so I pulled that record with Dian- he's not taking hardly any vacation in the last two years so that's a bad practice.

McCarty- I'm staying out of that but I'm just saying if y'all were considering modifying this I would also consider the carryover as a compromise option.

Stout- that's more what I'm used to-you have a certain amount of days that you can carry over next year.

McCarty- that's fairly common.

Stapp-and I also have the military day so sometimes I try not to allow that to accumulate over 20 with the vacation date I try to make sure I'm at work.

Stout-but what are your thoughts on what we're discussing here regarding how that be worded in the contract?

Stapp- I mean I'm good if you want to take out that you pay me for them whatever.

McCarty-does the board want me to insert that some percentage then if that's being taken out would carry over?

VanWinkle- it's five now.

Stapp-I'm fine.

Hale-you did bring up the point that you are gone a lot for military but that's you know I get that.

McCarty- I got to just step in there to say we have to always be and I know this is not what you're saying but we always have to be very careful on that because the way those laws read is so tight that that can never be used any adverse way.

Stout- that's not vacation, that's his responsibility.

McCarty-right we just have to treat it as Mr Stepp would be working.

Hale- yes right he is working somewhere else for our country.

McCarty- right sounds like maybe people want me to take that part out and reinsert the five carryover?

VanWinkle- is that how it was before? I don't know about that clause...

Stout-we didn't have that section in the prior one.

Hale- no we did not.

VanWinkle- it's not showing up in my comparison.

Cole-I have no problem with it that's; the way it works for the county personnel policy on December 31st if my personal time has reached a certain limit and if it's and I forget the exact number at the moment but it converts to sick time personal time converts to sick time if it's over a certain level.

McCarty- that's how a lot of handbooks read now for that reason it's never the full amount that's carried over but it's usually a percentage.

Stepp- I'm good with what the board decides.

Stout- so okay the five day carry over so he has the opportunity to use them in another year if needed and again.

McCarty- just to be clear nothing's going to bind the board what I'm hearing tonight are tweaks that I would make then that would be the draft that would be before you to consider more in a public meeting so I will tweak that and again obviously the board wants to and Mr Stepp later want to make a change to that, that's completely before the board until this is approved in a meeting. All right expenses that's what we just discussed a second ago a lot of that if we're going to make tweaks to the let me go back to sorry the automobile allowance then you would probably want me to tweak this as well this is written with the idea that it would not include those automobile expenses a reimbursement for that.

Stout- so I think from what I was hearing when we were having our discussion on that earlier is everybody seems to be on board with either a car allowance or providing vehicle by the district y but we wanted I mean I roughed the numbers out again \$7,200 a year at \$600 per month we're looking at a \$40,000 \$40,000 for a new vehicle through the government purchase program it's about 5 and a half years of that monthly allowance, so that gives us a little bit of an idea.

VanWinkle- also keep the vehicle.

Stout- we keep the vehicle.

Cole- and the way that the vehicle would be used it would probably have a longer lifespan than most government purchases I'd say at a minimum 10 years if not 15.

McCarty- to save us some time here I tell you what I can do as to automobile allowance what I- when I send y'all this new draft that we're talking about tonight I'm going to put two options for section seven. I'm going to put option one will be just the \$600 concept option two will put more detail into what the purchasing the vehicle concept look like and then when the board votes you would just have to indicate in the minutes which option you're picking that just makes it easier cuts that down y'all can just decide that way.

Matthews- that way it's not an either/or you have a decision.

McCarty- it would literally be there, it would be baked into it yes sir.

Stout- and again we could modify that like Mr McCarty has said as the time goes on with the contract but then we would need we'd have a forthcoming budget amendment we would need to make in order to allocate funds for the purchase of the vehicle.

McCarty- but I'll just put that in there that way the night of y'all can just indicate which one you're which way you're choosing.

Hale- well in his old contract it had this one.

McCarty- which one, the expenses?

Hale-which is that one, one of the expenses.

McCarty-so that to be clear if y'all picked one of the other options on automobile balance the expenses would not include travel reimbursement for mileage and/or vehicle maintenance; that would go away this would really just be for travel at section 15.

Cole- also considering that mileage rate goes up every year in January so it's hard to tell going the percentage of it goes up every year because it kind of changes but if anybody's figuring we have to consider that.

McCarty-medical examination, this is something that I've started seeing more and more in these and it's certainly not something an employee has to do. I think Directors of Schools are understanding that you know it's a taxing job, Mr Stepp can speak to that more than I can, it is a constant job there's a lot of stress with it so this just provides for the the board can require the Director submit to an annual comprehensive medical examination; it doesn't to I know I think you and I talked about this, it doesn't open up the board to certainly see every medical record of the Director that wouldn't be fair or appropriate but it does essentially if the board were to ask the Director would have to submit to make sure they have a fair bill of health to move forward in the in the position that's what that's for.

Hale- it was not in the first contract.

McCarty- no it's it's a provision that I've started seeing pop up over the last few years. Going next to performance evaluation this is something that is required by law so I did make some tweaks here and I can tell you why; this is something that is required of the board to do annually under 49-2-203 and if you look there in subsection I or one or whatever that is lowercase i, there are certain parts of the annual evaluation that are required by law for the board to include in that evaluation. Those include job performance, student achievement, relationships with staff and personnel, relationships with board members, and relationships with the community. So there's a reason I inserted those cause I always like to make sure-I've had boards in the past that I won't name, forget that those are mandatory parts of the eval and all of a sudden they'll create an evaluation document leave them out so I include that in the contract just to make sure nobody glosses over that cause those are again the only mandatory parts of the evaluation to be clear though there's nothing in this that would preclude the board from doing more so if you wanted to put more evaluation pieces more factors that's fine you just have to have these at minimum.

Stout-and then the new evaluation draft that we're working on those are in there.

Matthews- and one of the things that in this section that that caught my eye was June of I guess the evaluations that when they're due like this one the last one we had was from last year a full we're a year behind and now we're voting on this contract, you see what I'm saying, and so is

there any way to change the dates so that we have kind of an updated before we have to go through another contract or whatever that we have as long as it's...

McCarty- the only guidance that the state provides and mandates is, has to be done annually so really it's up to the board and the Director how they want that to look from a schedule standpoint yes sir.

Stout- TSBA recommends June this board was going to try to get on track with that so we make sure that we've got it coming in every year you know at that time.

Hale-when did we discuss that?

McCarty- so the reason that TSBA recommends June you guys probably understand it is because that's the end of the fiscal year that's when everything else ends that's why, but no if you're asking me is it mandated, no.

Hale- I don't remember us discussing that.

Matthews- I guess one thing that I'm asking then is could we change the date from June for the evaluations to come in to say two months prior to the next contract negotiation you know what I mean whatever the the termination date or end date of this is, that those evaluations come in at least two months prior to that date to give us time to look over the new evaluations, have recent evaluations then instead of having year old evaluations that we're going by.

Stout-I think if we get on track with that if we do it in June and we get on track with that we will be okay because we will have that evaluation before we'll be coming forward to having to renegotiate because this ends January but supposing if we're going for a full 2 year, 3 year whatever it's going to be a January end which means we have had the evaluation in June.

Matthews- but yeah but I'm saying that's an entire other semester that we've missed out on... so having a new evaluation from teacher staff everybody else within two months then of the next contract.

McCarty- I the only reason I would I we have to we couldn't do it that way. I'm not saying you couldn't change the date but let me explain- if you do anything of a multi year contract, again that's up to the board and the Director whether it's two three or four, but if it's a multi-year contract then that would not be clear within the contract that the evaluation has to be done annually. If I tied it to the renegotiation or the term does that make sense?

Matthews-yeah.

McCarty- and by law it has to, we have to have something in there mandating an annual so what I would say there is you always want to pick a month cause that way it's super clear in the contract that the board and the director have to submit to that annual evaluation by state law.

Matthews- and I guess that's kind of where I'm...

McCarty- oh I'm sorry if I misunderstood.

Matthews-I'm trying to get to is and I'm not very good at at I guess getting my point across but having a fresh evaluation two months prior to a new contract because just like right now we're dealing with a year old's evaluation more or less you know and a lot changes in a year a lot of opinions change in a year and that's that's kind of what I'm trying to get to.

Stout-so thinking about the timing of that then June is the end of the school year so the evaluation that we're talking about is the board evaluation for Mr Stepp as our employee so June's the end of the school year so we'd be evaluating him...

Matthews- from last year.

Stout- on his work from that school year for him meeting the goals that we're set forth for the school year, strategic plan set forth for that year so we would have that whole year that would be encompassed in that review in June if we were to shift and say let's do it in August which would be a few months prior to the renewal of the contract which puts it closer like what you're referencing then we're doing an evaluation at the start of the school year which would really still be on the prior school year because we wouldn't have any new numbers from the new school year yet it's the start so we'd be evaluating him in August on the prior School Years his results as the leader for the prior school year so we would just kind of have a lag in time of when we were doing that evaluation but it would still be on the same data it would still be on the prior Year's School data the school year.

Cole- the same would be the case if we set it in October a couple of months prior to the to the contract renewal in January; in October we don't have any student achievement data from the new school year so it's in October we're still going to have the same achievement data.

Matthews- I guess what I'm getting at is it's not only just student performance it is not the only evaluation that we have it's also teachers.

Stout- now that's different, those are surveys so he's got a survey that's s by his direct report to supervisors and then last year the board opted to do a climate survey of the whole district so those are surveys that's different and he's got a schedule for his supervisor survey so that's completed and done and comes to us which actually is part of the survey process for us to do his evaluation so we take that into consideration for his evaluation.

Matthews- so nowhere in this is it do those teachers evaluations come in or surveys sorry teacher surveys do they come in am I saying that...

Stout- that'll be that'll be that's stipulated within the evaluation so as part of the evaluation process it stipulates that actually part A of the evaluation is the supervisor survey from his direct reports, part B is a section where we evaluate him on actually what you just outlined right the the guidelines the state requires us and then part C is the quantitative or qualitative and quantitative when we're looking at his results so all that's specified within the evaluation per the form and the process that we are supposed to follow and that we're going to be following going forward as a board so we're in line with that. And then we as a board can decide how we want to do the climate survey. You know if we want to do one every semester, once a year, what we along with Mr Stepp and the administration of course.

Hale- I've heard comments on those climate surveys that we've given out that we just have multiple choice and we don't have any room room for comments to be written and we need comments to be written handwritten or whatever or hand typed so they can, cause sometimes those multiple choice questions are not getting it.

Stout- yeah and I think there was a section on the last one where they could type in some additional....

Hale-not there was not.

Stout-I but that's a separate you know that's a different discussion that's not something that plays into the contract.

Hale- well it should.

Stout- that is part of his evaluation we don't want to confuse what goes into the evaluation with what goes into the contract.

McCarty- yeah what I would say as to the contract is nothing that this is going to give you the bones of what has to be in the evaluation but it's still up to the board in a separate vote and a separate debate what that evaluation metric and criteria look like so that that's something that as long as it has these bare minimums in it that's up to the board and the Director what they want to expand upon that.

Stout- and the evaluation has a lot more in it than the bare bones it does.

McCarty-yeah this just gives you it's almost like the foundation of the house, but it's not the house.

Stout- and we're working on revamping that and that's all something we're going to do in our retreat so everybody will have a say and buy in on that.

McCarty-yeah okay the last thing I would say to address your original point if that's okay it's it's similar to everything else we've talked about tonight that the only thing I would recommend is if the board's not going to keep June then just specify a month that's it. It just makes the contract much more readable and and practically useful let's put it that way.

Matthews- yeah and I guess the the reason I'm it's even on my mind is because coming in as a brand new board member I've had a couple of months now to try to go through and evaluate and read some of these things that's a year old to me now you know what I mean and and so and I know that in two years we're going to have to do it all over again maybe with new board members hopefully with the same ones you never know and in two more years we're going to be in the same boat again so is this being a 4-year contract I just don't want to be I don't want to put new members in that situation where they're having to make decisions on year old stuff again you know what I mean.

Stout-we all agree we want to get on a good rotation schedule on doing the evaluation for the board for the district and for our employee Mr Stepp, that's only fair.

Matthews-right yeah.

Davis- so what you're saying is if we were to turn it in if we had the evaluation in January or December you'd have the new you'd have half a year's worth of academic relevant information in addition to...

Matthews- because most of your board new board members would be similar to me hope coming in in November going through the the first couple of months of evaluating and getting situated so this new information would give them I guess more information and more of a chance to make decisions on the recent stuff.

Davis-so that makes your point so why why why is there what is the reasoning we would like it to be in June July whatever month like we know what John's reason is what's the reason we want it to be in whatever month?

Stout- well as I stated it's a full and this is part of why TSBA recommends that you're getting a full year scope of a review when you do an annual review you we are doing a evaluation on our employee for the entire school year not a portion of it but an entire the full school year start to finish based on the goals that have been laid out for Mr Stepp.

Davis-okay makes sense.

McCarty- one other thing sorry to throw a monkey wrench in this but because everything y'all are saying certainly can do if you look at paragraph 23, renewal of employment contract since we keep talking about this influencing the renewal one thing that you also typically see that we do have in here now that you see in a lot of TOSS contracts is if the board does not act to renew much prior to the actual expiration then that actually is an indication by the board that they're not going to renew the Director. I just want to point out that month actually comes way before January is what we have in here and the board might want to tweak that March date but I just want to make sure you know it's there; that's something that I've seen pop up a lot more over the last especially 10 years.

Matthews- and I guess that was where I was trying to get to was because we we need to let Mr Stepp know one way or the other or whoever the Director is we need to let them know and give them plenty of notice at that you know before that, so having this information making sure the information is coming in you know before we get to that I guess drop dead day you know what I mean.

Stout- we can totally control that and correct me if I'm wrong but we can decide after in two years let's say after the June review we're going to go ahead and extend, offer an extension to Mr Stepp for another year, or for two more years or we could say we'd like to renegotiate the contract with Mr Stepp so we can choose to do that at that time like the board could have chosen to have done that back in February when Mr Stepp requested it so we wouldn't be in a new board position; we can choose to do that at that time and get it set up when now it's on a rotation of July or August instead of January and that resolves the whole problem of when we board members come on would take care of it.

Matthews- yeah that would, that would help a lot I think.

Stout- but we just need to be strategic about it really we need to do be proactive be strategic.

Matthews- but is that something is that a date that we need to change work on now in this contract before we vote on it?

McCarty- the only date the reason I bring this up now as to paragraph 23 though that March date to me if again I can't speak for Mr Stepp I don't represent Mr Stepp but I can tell you I know why I see that March date and I want to explain why. If if I'm a Director of Schools and I'm not but if I was I would want notification by March for obvious reasons. I mean if you're not going to be renewed that's the hiring season for Directors is end of a semester into the summer of that school year yeah so nobody no Director of Schools wants to not know whether they're going to go forward in January because there's no job openings or there's minimal job openings for that level in January so you would not want to change March is my point.

Matthews-yeah so we can change our our evaluation dates and all of our survey dates and all that thing all of that stuff to work within getting us this information before that March...

McCarty-yes sir, I just want to point that out you want to you would want to keep that March for reasons that otherwise would not be fair to anybody in the Director role.

Matthews- right right.

Stout- March is kind of actually on the very cusp of really better to be April or I mean um sorry February.

McCarty-yeah February yeah you would never go to go beyond March though, certainly you want to have some time cause you guys know why I mean typically what happens is if a Director for example is going to retire in another school system resign they'll have it effective at the end of the school year, boards are looking in that spring semester more often or over the summer so that it just provides more opportunities for somebody that certainly wants is is moving. All right I will keep any other questions we've talked about that one a bit on performance evaluation okay loyalty.

Hale-wait I have a question about that when it says all board members shall provide written explanation for ratings below satisfactory. Is that the law?

McCarty- no that is not the law it is it is the law that if the board the board certainly has to do it in writing and those would be public record but apart from that and apart from those minimum categories the state is fairly broad as to what the requirements are that is something that you see in a lot of Directors contracts that section four there you're referring to because if you're given I mean just you probably know why but I'll explain it if you're giving somebody an average to above average rating there's really usually not need to explanation because they're pretty happy with it if you're going below average or pretty low then the employee to correct that wants guidance on what your problem is that's where that comes from.

Hale-hmm I don't remember when I was a teacher that I had the opportunity to ask my principal why she gave me one.

McCarty- oh well what I would say there is that's very different because those evaluation criteria every time we do an eval and you know that we have to the administration to sit down with the teacher, go through the entire thing, provide very specific details as to what the issues are. The Director doesn't have that luxury the only evaluation he's going to receive is going to be this one and if they're if you give somebody a I'm not saying you would but if you give somebody a one without any guidance then you're really asking the employee to fix something without telling them what to fix;that's where that comes from, whereas the teacher would have that full evaluation metric to read through right. Any other questions?

Hale- so we do not have to have that in here?

McCarty- no ma'am.

Hale- I have a problem with that.

McCarty- okay any other questions on that section.

Matthews- so you're asking to remove that?

Hale- well it says all members that if you give them below, if you give a below satisfactory then you have to have it written down instead of just talking about it.

Stout-we could do an either/or if Mr Stepp was comfortable with that either a meeting or in writing, however the nice thing that is the nice thing about having in writing is you're playing The Devil's Advocate and there are issues then we have the issue in writing that's that we've got documented for having been presented. It really protects the board more as well as helping to advise Mr Stepp if it's in writing.

Matthews-yeah I like written a lot better than I do...

Cole- I think it needs to remain to hold us accountable for why we're grading our employee.

McCarty- and just from the so I'm going to now put just the straight up employment lawyer hat on. I would want it to be in writing it's again it's up to y'all you have to but for the reasons you're saying like at the end of the day again I'm going to use a Director in general, not Mr Stepp but if you ever want to terminate somebody for cause you have to show reasons and grounds for that and if you're not even explaining in your evaluation criteria writing why you did that it makes your case a lot weaker if you ever get caught in the carpet.

Stout-we had a lot of builtins when I was a manager if you had somebody that wasn't meeting expectations you were meeting regularly and putting in writing what they weren't doing this this gives us that.

VanWinkle-they do that weekly where I'm at.

McCarty- yeah it establishes the record for policy.

Stout-and it protects it protects both sides.

Hale- okay and what about this written self appraisal from the Director? That I mean none of that I don't think any of this was in the other contract.

McCarty-that is something that we've started seeing more and more as well that you know Directors just want to do it it kind of follows the corporate model. I bet a lot of people in here if they're working that corporate model now that's what typically happens. I know that's what we do you do a self- evaluation and then there's evaluation by the employer just to make sure there's comparison between the two. From an employment law perspective I like that because often times what you'll find and again I'm not talking about the Director now what I find is they match more than you think they will so if somebody has let's say talking let's let's move beyond that let's say you have somebody that is a low performer and you want to have them do that annual self- evaluation, if one of their issues that you have with them is communication a lot of times that person will even self-report that which makes your case later if you want to take action a lot stronger because you have them on record agreeing with so that's where that comes from.

Stout- it's also on our policy so the evaluation policy says that he will do that which is the TSBA model policy.

Hale-model.

McCarty- but it's what you but you approved it.

Stout- that's our policy.

McCarty- okay other questions on that? Loyalty is exactly what you think it is it's that you know the Director at this is a full-time job and often times more so and he will direct those efforts on behalf of the school system for the compensation provided. Consultation Services again pretty standard Clause that I see now if a Director of School want gets asked to come give a speech or let's say an event happens and they put together a presentation on that and they're asked to come talk at a conference Etc this would not preclude the Director from being able to do those things; participate in Consulting situation for another school system it just allows for that as long as the Director it goes hand inand with loyalty because obviously that couldn't interfere with the Director providing full-time Professional Services to the school that's why those are next to each other. This one is so next is 20. 20 is a little bit different because of y'all situation.

Obviously Mr Stepp does not have tenure in this school system so therefore this provision essentially says he does not have tenure under state law there's an old case it's from the '90s I

forget the name of the case that essentially say say if a Director is serving and there's not a provision like this then those years of service can count toward their tenure so they could become eligible just by being a Director so this contract makes that clear that that would not happen the Mr Stepp would not have tenure but in exchange for him giving that up which is something that would naturally happen if it wasn't in here he is saying that the board would not have the power to transfer him to another position; that he's either going to be the Director or not working here would be the way to summarize it. That's what that is VanWinkle-so that's a pretty big deal when you start talking about a four year contract and a 3/4 of a million dollar buyout.

McCarty-yes sir I understand that.

Stout- so if there's a reason that we don't want him to be Director then it would be termination for cause right we would end the contract.

VanWinkle-I understand that...

Hale- but we would still have to buy out his contract...

McCarty- not for cause no ma' it's only without cause.

Stepp- so without cause though say four of us are not on the board next time five there's a whole new board and there's no cause they just don't want to work with Mr Stepp anymore but if they were now we're saddled with a \$600,000 burden for our county because we've signed a four-year contract and we have no other option but to pay him.

Davis- pay him and watch him go and get no service.

VanWinkle-that (inaudible) being taken out of the contract puts us in that situation if that were to occur.

McCarty-sure I understand that.

Davis- and the other contract right the current contract does have reassignment language in it.

McCarty- is that contract and I don't know I apologize for not-was the previous Director and that comes from that previous Director had tenure, is that correct? So that to me there is the difference but I know if the board is asking me everything you've said is correct and it's really just a decision as to what the board wants to do there.

Hale- I think that in all the different contracts we've kept that language in that if we could transfer them within this system, to my knowledge and I've been here for 30 something years in this system system that the Board of Education had the opportunity to transfer a Superintendent if they didn't feel like they were doing the job properly so they still had a job they still and I correct me if I'm wrong they still made the money but they might have to go back into the classroom to teach.

McCarty- that's what it says that's what your old provision says you just summarized it.

Hale- and I think that's a good cause to keep in there.

Matthews- it has and and this is me just asking I don't I don't know of all of the Directors that we've had over the last 10 15 years or whatever but has any of the other Directors not already been here have they were they not already tenured before they they got the Director's position?

Hale- you know we used to elect them so...

VanWinkle- Donald Andrews was not from here, Patty Ragsdale was not from this County.

Hale- she was not from this County, Donald Andrews was not from this county.

Stout- yeah that was many years ago.

McCarty-yeah I got nothing on this part.

Stout- it's a the contract's a partnership yeah we're determining how long we want to offer this to Mr Stepp, later on the board would have to determine is there enough of an issue that they want to pay somebody to walk away or not, do we want to put a Director in a position where he's not tenured in our district where he doesn't have the option if it's not working here to go ahead and move on.

VanWinkle- so another another thing that could help that is shorten the term of the contract because then you won't saddle the county with \$750,000.

Stout- so your reference was into four years right we need probably circle back around and talk about the timing cause we didn't really talk about that when...but yes I mean we could look at that differently.

McCarty-they definitely affect each other that's what you're asking there's no question.

VanWinkle- one or the other.

McCarty- yes sir.

Matthews- I think that's getting on into the next section though, 21.

McCarty- all right let me get there hold on one second okay contract termination yep so let's just go through these mutual agreement that should be pretty obvious if the board and the Director agree on termination that they can always do that; death or disability I referenced this earlier but this is something that I typically add now without going into details as to who I've just had multiple experiences as board counsel where this has become an issue unfortunately and sometimes tragically and if you don't have this in here to guide it it can be very confusing as to what the board's options are so that's why I included that. For cause-what we do typically here and this is literally I take that back I know of one contract that's different on this but it's the only one I've ever seen is just because teachers everybody that comes up in the state of Tennessee understands how tenured termination works. What we do is that we rely on those cause provisions for tenured termination to guide how we would do it here it; we do that for two reasons that I really like as board counsel. One it gives you an entire 100 years of case law help us define what those terms mean therefore it makes it a lot less confusing later as to whether they apply or not and two again even though I know Mr Stepp didn't come up at here he came up in a school system, most teachers in this state that have come up in education know how those terms work, it's not something new it's something they're used to so that's what we typically use those five.

Matthews- but how let me ask you how difficult is it to fire someone for cause to terminate for cause?

McCarty-good question and and I'm going to give you an answer and I promise you if I could give yes no in this one I would but it really depends. I mean it would be very different depending on the situation so for can I give you an example, so for some of these it honestly sometimes it's pretty darn easy; so unprofessional conduct if somebody does something as you can imagine heinous you know I've used I'm not going to use Directors here but I've used unprofessional conduct if somebody unfortunately strikes a student, we don't have to debate much about that right and again that's not Directors that's anybody; if it's neglect of duty that's

hard; you have to show a trail you have to show a lot of evidence as to how that happened it can't just be something happens overnight it's a continuous repetitive issue it's harder right so it would really depend on which one you're asking.

Matthews- and especially with from a board perspective because then you're having to get everyone to agree to that.

McCarty-correct yeah unprofessional conduct usually is pretty clear uh in most situations and you can imagine all the things that fall under that. Inefficiency, neglect of duty, incompetence-those would be the ones that are yeah they're tough even without the board they're tough for any employer.

Stout- and that's what it ties them into the evaluation and the surveys and the supervisor surveys so that's where and again putting in writing if there's anything below satisfactory.

Matthews- and I guess the my point to that is is with that being in there four cause it's virtually impossible to fire it would be very very hard for us to agree to fire him for cause without I guess the opportunity for him to come back and sue our district...

McCarty-I can give two caveat to that I'm sorry, I didn't mean to cut you off.

Matthews-pretty well that's it I mean it would just be almost impossible for us to fire him. For cause.

McCarty- I wouldn't agree with that but I'll explain and it'd be hard I get that but let me explain why. In my experience even dealing with teachers and I I mean I don't want to tell you how often I draft charges of dismissal for educators it's an unfortunate part of my job. I would say anecdotally 80% of the time that's for unprofessional conduct. I mean that's the most common thing that we see people get fired for so if you said what is the most common thing that I typically see somebody get fired for it's that, so I can't say it's hard or impossible because that's the one we see and that one usually is pretty darn clear if you see it it's sort you know it when you see it. Insubordination also not as hard because if you have somebody just straight up refusing to do what they're asked to do by their supervisor that's usually pretty easy to prove with the evaluations especially if you guys use a model where there would be consistent feedback from the board as to hear the things we think you're not living up to and those are in writing it's not as hard as you think.

Matthews- but there again you would have to have the boards, everyone would have to be on the same page more or less.

McCarty-not everyone but certainly a majority yes sir. Yeah so for example and I'm just using communication so if communication was a repetitive issue that would have to be the majority of the board putting that in writing making that clear probably voting to put the Director on a performance plan and then still seeing those same issues that's what you typically see yes sir.

Matthews-and I guess I've said all that to to drop down to the next for no cause that really could almost tend to be our cheapest route had it not been for 3/4 of a million dollars you know what I mean.

McCarty- Oh you mean cause you just eliminate legal? Yeah sure yeah know if you're asking me I know what you're asking me, if you're asking me a lot of times just because of how much how many attorneys fees how much time time how trying it is on everybody from a time and a you know nobody wants to be deposed nobody likes going to court other than lawyers yeah a lot of

times boards will just choose the no cause route just as a buyout yes sir that's right no question about it.

Matthews- so then that brings us back to do we want to go a full four years and expose ourselves to the potential of lawsuits and everything else and a 3/4 of million dollar buyout?

Hale- that's what I was going to have a question, because I didn't know that we settled up for 4 years.

McCarty-there's been no settling, that's before you guys but I want to be super clear on that. That was what was discussed, that's what you know, I don't look at this to determine what the right term is. I look to see if it's legal. Four years could be legal, it's up to the board what it wants to approve on the term.

Stout- so we can revisit that.

Matthews-with that then well I don't I don't want to leave that without...

McCarty- well can I pause you for a second I think there unless y'all ask me I don't a lot of the rest of this stuff is what I'll call boilerplate. Is there anything else y'all want to talk about or you could just turn to that term conversation; was there any of these other provisions you had a question about?

Hale-did you answer my thing about, my question about the board not having the option to transfer the Director, are we keeping that in or we taking it out?

McCarty- well I think that's what they were saying y'all are going to have that's going to be in conjunction with your conversation about the term.

Hale- okay.

VanWinkle- the term versus transfer.

Stout- I think before we move back into the term just talking about this cause and no cause whatever my understanding is we're going into this with Mr Stepp renegotiating his contract in the good faith that he has done an excellent job for this district up to this point; we have surveys we have evaluations we have feedback and if if we're talking like we're setting this up for failure and that's what it's sounding like to me and I know where you're going because you're playing The Devil's Advocate and you're going but if we're that concerned about whether Mr Stepp is going to do a good job and lead this district forward should we be talking about doing a contract I mean is that a big enough concern because we're building this contract around having to let him go early is what I'm is what it's sounding like to me.

Matthews- yeah and and I think you bring up a very good point and I guess it goes back to from and I I have haven't yet been able to really get a good personal opinion of Mr Stepp and how he's doing because I've only been here a very short time so I have to take this contract at face value and if all I'm taking is at face value then I'm seeing there is absolutely no protections for us as a county, it's but a lot of protections for Mr Stepp as the Director because he can give us a 30 days notice and walk away not owe a cent and cost us everything; all the progress that we've made up to this point.

McCarty-can I explain that part real quick? We can never but I mean because of and I know that's not where you're going but I just want to explain it. The courts never allow you to restrict somebody that's working from not being able to quit, it goes back to indentured servitude. I know that's what I just want you that's why that's in there, we're mandated.

Matthews- I guess I'm not saying that I'm not trying to keep him from leaving if he wants to that's that's totally up to him but at the same time what's to say another school district doesn't come and offer him \$180,000 next week if that happens we have nothing to protect us for the next from them doing that.

McCarty- that's true.

Stout- that's kind of the typical employer/employee relationship though there's always the more there's always more protections built in there's double protection in here for a lot of the areas we talked about but the employee tends to have more protections and leeway with that than the employer does right because employer always has to show cause although I come from working in states that you can be like oh for no cause, no cause states but because of the sue and legal system that you always want to have documented cause to protect the company.

McCarty-can I add one thing, in the private sector you we if we were in the private sector there's one area in which you see employers protect themselves which is what we call restricted covenants like non-competes non-solicit things like that but those are not we're not actually allowed to use those in the public sector.

Matthews-and that's I guess that's that's what I'm asking is we have no protection from another school system coming in and hiring him away more or less and then here we are stuck having to go through this whole process again with another person.

Davis- well and it's because of the no cause language right that's in this contract versus the other one well so the question is is this contract worth negotiating with that language or without it are we able to negotiate it without the no cause language or not? Mr Stepp?

Stepp-you want me to take my protection out of it?

McCarty-wait can I go back to something so without cause language is in the old contract.

Hale- it is, it is in.

McCarty- it gets the full salary if terminated so it's the sam, ,it's the same.

Stout- across all counties it is yeah and and in most contracts right regardless?

McCarty- yeah even if you don't put that in there it's implied.

Davis-should and it should be.

McCarty- sure no but I just want to make sure it is so what the way the old contract reads is, let me see hold make sure I get the right I don't want to read the whole thing in the event the board elects to terminate this contract without cause the board shall pay into the Director all salary due to the Director from the date of termination till expiration so it'd be the same concept it's the same.

Davis- so that's the point like you it's not it's it's standard practice to pay without cause or with cause right so it's not really a it's not a chip it's not a negotiating piece per se right that you it's just it's not a posturing in a sense where it's not outside of the norm.

VanWinkle- one way the board could protect themselves from that is to reduce the number of years so if you have a 2 and 1 half year cycle which I have something to show about that later but you have a 2 and 1/2 year cycle on that then if for some reason we decided to sever without cause then he would only receive about a year's worth, year and a half's worth of salary instead of three years worth of salary.

McCarty- so I would from my experience I would echo what you said I mean I'm not getting involved in the debate over the term but if you're saying where you solve the issue and the concern y'all have is in the term negotiation it's not without cause that that part is pretty standard yeah you really the debate goes back to that term that's what we're all talking about Stout-and in looking at this contract, what you mentioned about, you're taking this as face value because you personally haven't had experience unfortunately you are in that situation so are a few of our other board members that have joined however you have data from his tenure and that's what you're going to have to refer to and look at just because we are in this situation at this juncture.

Matthews- and I guess that's what I'm referring to as I'm looking at at data and this that and the other I'm still seeing I'm not seeing I guess I'm not seeing the protections for us and like I guess like you said there really is no protections for us other than the for no cause the term or the no cause.

McCarty-the no cause even if I took that out it would still be implied within the contract does that make sense if you did, even if it's not in there it's clear that unless there was cause you would still owe the full value so that's that's why that part is really...

Matthews-can we...

Davis- reassignment allows you to change to put them, put them to work and you get something...

McCarty- that's true, right.

Davis-reassignment gives you the ability to retain the employee. Now if they should choose to leave then we don't owe them any money; if we give them another job opportunity and say hey you can go be the principal of XYZ school, we'd love you to do that and he declines, at that point in time we don't owe him any money.

Matthews- so then we, that's the only way that we can get any protection...

Davis- is to reassign.

Matthews- is to be able to reassign.

Davis- or limit the term.

Stout-or look at a different term.

McCarty-I totally get where y'all coming with the transfer and I definitely have systems that do it the only thing I would say there though is it is a really unpopular provision for from an employment standpoint from a recruiting standpoint because man that gives the board going back to protection and this is my client so I get it but that gives the board a whole lot of power to make a change real quick that this Director would have no say in whatsoever, zero.

VanWinkle-and it also provides a situation where we have a disgruntled employee that we're putting to work and that's something we may not want him to do otherwise.

Stout- I don't think we want to go down that path but again...

McCarty- it puts the next Director in a real tough spot too and I've had this happen guys there's another reason we don't see it as much cause man you're asking another Director to be in there, there's different camps, I mean it's it's tough, It's it's a bad situation.

Hale-I was just going to say, if this scenario, if Mr Stepp decided to walk out today we could appoint an interim Director from in-house.

Matthews- right and and I understand that completely too and that's the best that we have
Hale-we have people capable of doing that job.

Stout-while we do a search and determine who the permanent one would be.

Matthews- but it still brings us back to having to go through another contract and time with the attorneys and this that and the other you know what I mean we are incurring expense regardless if he decides to walk out.

Stout- yeah that's always unfortunately the risk when we're going into this it just can't be avoided.

Davis-that's what contracts are about, it's limiting damage in that things are not amicable at the point of separation. And it's it's not that we're trying to say it needs to be one way or no way right just any contract that anybody's ever put their name to I would (inaudible) because it may or may not benefit you to to take that position, in the event that things don't go the way you want them to, and it could be worse for you in the event that you did sign it; had you not even accepted the position-so the current contract that were under has some differences one being the notification piece-30 days notification in the current proposal 60 days in the old. I don't have a preference, 30 days is enough. I mean 60 days is a little I think excessive anyway; unilateral termination it just says hey you can go if you want to go; removal from office is not in the current but it was in the old one and these are just conversations that we're having that we're having because it's a contract conversation it's not that where nobody's out to like hang anybody if the whatever just you got to talk through....

VanWinkle-we've not had negotiations until tonight.

Matthews- yeah this is the first discussion, really open discussion we've been able to have about it.

McCarty-well that's why we're here for sure.

Matthews-well let me ask you this on the no cause part if we want to keep it at 4 years is there a way to negotiate or talk about earning that severance pay say after the first year you get one year severance after the second year then you have two year severance; still a 4-year contract but now we're up to at most after...

McCarty- yeah you could do that. I'm not saying that-the problem is it really guts your term because the value, I mean I'll be completely honest with y'all, the value of a contract, all these other provisions matter but the two provisions that really matter the most are section one which is the term, now obviously the pay is in there too but I'm ignoring that for now, section one which is the term in conjunction with how termination works cause that's what everything comes down to. That comes down to the protection, everything flows from that; what I would say is it don't tinker with the no cause- if y'all are going to get in these debates it really just needs to be a debate over the term, that that would be my recommendation, y'all do what you want. If you tell me to change that, I will; that's the board's discretion.

Matthews- well I mean I guess I understand what you're saying, if that's the only way to protect us as a county, as a board.

McCarty- it's the best and cleanest way. I'm not saying it's the only way, but it's the best and cleanest way, because if you start getting into the tiers then it's the question, okay when does

that start, is it all or nothing, is it prorated, you see what I'm saying? Like is it hey as of this date you get another year, whereas the term it's just clean.

Matthews- and I guess like I said taking it at face value if someone offered me this contract I'd sign it in heartbeat and then I would do absolutely the very bare minimum for the next year, hoping that you would fire me you know what I mean? I would not be insubordinate, I would live to the letter of the minimum letter of each law hoping that, because then I'll get a huge bonus once you fired me for no cause. And I understand, I do understand that 100% I'm not trying to say Mr Stepp would do that for a minute but...

McCarty- I would say this, can I? The only reason I would push back practically there, at the end of day you're talking about risk analysis which is part of what I do right, so let's say it's a 4-year contract okay I'm taking Mr Stepp out, let's say it's a four-year contract; it's a four-year contract- if somebody did the bare minimum and their evaluation show that, which they would, then you'd have evidence of inefficiency, incompetence, all those things; then if they get fired then literally what happens practically is I talk to their lawyer and we start talking about it and I start showing all the evidence that we have and I'm going to y'all and saying yeah it's going to cost some money to fight about this maybe but it's not going to cost you \$100,000 whereas 3 years more on that contract is going to be almost half a million dollars. So my point there is you'd be surprised like-it's pretty rare that I've gotten into these conversations even without a Director that that number doesn't decrease as part of the negotiation process, does that make sense?

Stout-and John if we were bringing somebody brand new in we were advertising right to to interviewing and bringing somebody new in we might want to look at some adjustments on this but we're renegotiating a contract for someone who has a track record you know that we are going to entrust to continue to push forward and not do less than what he's done the last...

Davis-that's your opinion though right his opinion is that his opinion is he just got here and he's- the first thing he's got to do is figure out if he's okay with his contract.

Stout-the bottom line is we've got somebody who has been here and has a track record and we're renegotiating the contract based on that track record.

Matthews- and I appreciate your opinion on this but what I'm trying to get to is not everyone in our school system, not every faculty agrees with your opinion that his track record stands for everybody; that his track record is above reproach; there's teachers there's other faculty people that do not agree with Mr Stepp and so without being able to represent that, without being able to represent that opinion, how do we get into this contract?

Stout- that's the difference we're talking opinion but we're against documented factual surveys...

Matthews-so you're saying...

Stout-evaluations...

Hale-opinions doesn't count?

Stout-everybody's going to have an opinion but what we need to look at is the factual data that we have from his tenure and that's what we're moving forward with, with this contract-is the factual data from his tenure; everybody's going to have their own opinion. Some people will like the people personally, I've had bosses I like, I don't like, things they do that I don't like, criteria that I've been given I do I don't like over the years that's my opinion; but it's we're going based on

the data that's been collected from his tenure-the numbers the surveys the evaluations, I mean we have a lot of data. That's just my point and everybody can have their own opinion.

VanWinkle-that data can be skewed as well.

Stout- there is numbers yeah figures; figures lie and liars figure right?

VanWinkle- 77% of approval rating how many people participated out of the 100%? So if we only had 55% participate, and really the approval rate is only 49% versus the 77.

Stout- however that's the data though so people chose to participate or not participate when you're talking a climate survey which is what you're referring to they're choosing to participate or not participate to get their opinion we've got to go on the data that comes in.

VanWinkle-and that's 49% instead of the 77.

Matthews-and that's the, I guess that's the rub is because not everyone in our system trusts those surveys.

Hale- exactly.

Matthews-they don't trust trust the anonymity of those surveys and whenever you have, and I'm listen, I'm totally new to this so I'm trying to bring this into the discussion; there are teachers that have expressed their concern that they don't trust the anonymity of the surveys so then you get, come back to what Mr VanWinkle was saying is you're only getting a portion of the people that hey I'm going to give a 100% approval across the board because I love this guy and you're only getting a very small portion of that data, you're only getting that so if you're not in the schools and talking to the teachers and talking to the faculty then you're only relying on biased numbers.

Stout- well it's the data that we have but that is the data that we have.

Matthews- I understand that but what is the personal data that you've gathered from teachers and faculty and things like that.

Stout- that's the opinion part that you hear from.

VanWinkle- that 77% data is the right side of the spreadsheet not including the left side of the spreadsheet, it's cherry picked data.

Matthews- yeah and that's and that's where we go back to now how are we evaluating because look we're not if you're not...

VanWinkle- so now Jon I think we're getting to the point where we're talking about voting and we're not really there yet we're still negotiating terms of the contract.

Matthews- well I mean I guess you're right there I'm trying to get to one thing from another so yeah.

Stout- so I think we're all in agreement that the survey has not been the, not survey, the evaluation has not been the best evaluation; it hadn't been revamped in forever and ever and the last board was not interested in, the majority of the board was not interested in taking that on; that is being revamped so we will have good evaluations to move forward with that will have good data in it because it will be objective, subjective it'll have numbers it'll have a lot of information- we're all going to work on getting that finalized that's a portion of it; then we've got the supervisor survey which is Mr Stepp's direct report so that's a portion of it, then we have what you're talking about-the climate survey which is a portion of it so it's pieces and parts plus what we hear in meetings, plus what people come to talk about with us, so there is a lot that

we're bringing to the table on this but that goes back to you know we're talking about offering a contract-somebody who's been here two years already with that data with that hearsay, whatever y'all are going to use on it so approaching the contract that way is what I'm saying versus it might be a little different if we had somebody that we were bringing in brand new that had no track record at all, that we weren't familiar with.

VanWinkle-I think the point is that without new board members knowing and working with the Director the track record is only what we hear and what we see and we're not ready to sign up for four years.

Matthews-four years.

Hale-four years exactly.

Stout- right so we're to the term of the contract then.

McCarty- can I ask one more question, was there any more, I just want to make sure you guys ask me to go through the terms-the rest of that's pretty clear-boilerplate-background check, stuff that's standard, governing law, again that's severability, that's all stuff you see in any contract so just want to make sure I don't want to interfere with y'all's debate, I just want to make sure I've answered your questions.

VanWinkle-can we go to the next agenda item before we talk about terms?

Stout- well yeah I was thinking you had mentioned that you had something that you wanted to bring to the table when we talked about the terms so I was going to ask if we wanted to go ahead and mention that.

VanWinkle- well we've already covered everything with him covering the terms that he did. I don't even need to do that now so we can take that agenda item off. I would like to cover the first, the next agenda...

Davis- can we break?

Stout- yeah I was going to say does anyone need a quick bathroom break? 10 min. Be back at 5:40.

Stout-all right we will go ahead and thank you everybody for coming back we will go ahead and reconvene and we're going to pick back up with Mr VanWinkle you had some information you wanted to share regarding the term of the contract, before we discuss that.

VanWinkle-no, I think we've already done that.

Stout-oh okay, so should we, I think we were going to have a little bit more discussion about the term and how we wanted to handle that, should we go ahead and complete that before we move to this?

VanWinkle-I think this may cover that and terms too.

Stout- okay well that's what I was thinking okay go ahead.

VanWinkle-so I just wanted to start with this-first slide is some of the support information that was provided by Mr Stepp prior to the last work session; this is some information that he collected and his staff collected about surrounding areas, Director schools pay; as you can see his is circled there at 118,000; some of the questions I have about this information and I initially was what degrees and experience do all these Directors have, what type of insurance packages are available where they where; so in some places they have high deductible ppo insurance, in our county we don't have that so is that part included? We don't know any details about this

information and so we were asked to I guess make a decision to bring him up to a level closer to what these other Directors were making based on this information. It's not an apples to apples comparison and some of the other areas Kingsport and Greene City are municipalities that receive extra funding they receive both state and city funding, county and city funding. Shelby County, Germantown is in that I think on there they receive municipality funding as well and recently received a \$77.5 million for a new school in Shelby County plus their normal funding and then a \$5 million additional funding just from the Germantown City so we're not comparing apple to apples when we talk about salaries; also in this information Mr Stepp did not include and you see on some of the areas there meals and mileage are for conferences are included. Mr Stepp received meals and mileage as well and he also receives local traffic mileage so that wasn't included in there; he does have a cell phone. That was some of the information that we provided, this was also provided-this is from TOSS provided by the (inaudible) committee the average experience on this information is 6 years, the average time in the current district is 5.6 years. Mr Stepp has 2 and 1/2 years, little over 2.5, currently. Again this is not an apples to apples comparison, we don't know the performance, the terms, the experience, the funding sources, and I think we should focus more on what we have going on in our county and in our situation. This is some research that I did. I downloaded this from the state of Tennessee. I've added links into my presentation to show where I'm getting the data; the most recent data that they had available was '22/'23 data; this is showing Director Stepp when he started at 107,000 you can see the highlighted line he was rated 107th in the state at that point out of 143 counties that's what this data and I have this spreadsheet and I had to combine several spreadsheets to get teachers instructional employees and all of this information together and I ranked it myself but I do have all of this fact data that I can provide to anybody that wants it As you can see there also education funding by the state we were at 31st in the state so that tells me that the state funds quite a bit of of our money we don't get as much from local sources as other counties do; you can see Putnam there below us you see the red circle on on Putnam County their state funding is is a lot less than ours but their local funding is a lot higher than ours and their funding is quite a bit more than ours overall and I I did a comparison of per student pay. Mr Stepp had done that in his previous spreadsheet, he's at \$15.66 per students which ranks 124th at the time. There's no current data for me to be able to say where we're at at this point obviously our teachers have received some raises and so has Mr Stepp but now at this point if we approve this current contract proposal, it's going to move him up into what I would say is probably the top 50 or 40 Directors for pay in the state. So in my experience with performance management, a fair and common pay increase in most professional settings is 3 to 5% and that's based on meet's expectations or slightly above expectations. A 5 to 7% raise is common for above expectations or greatly exceeds expectations; poor performance ratings do not allow for raises in most professional settings-it comes with an improvement plan and you work on getting better basically. So I want to do a comparison with Putnam county as that was one of the counties that Mr Stepp had provided us their salary information. Their superintendent started in April of 2020 as an interim and he started at \$125,000. At that time they were the 13th largest District in Tennessee, almost double the students as what we have in Cumberland Co. 2021 he received a excellent review and was given a raise and an extension or a contract of 2 and half years; salary

was 130,000 which was a 4% increase which is consistent with what I see in in the most professional settings. Evaluation scores were 4.14 and the highest ones were on integrity and ethics. 2022 one year extension on that 2 and 1/2 year contract so he again has another 2 and 1/2 year contract, a 4% raise and you can see his evaluation scores went up. So you can see the picture of what's going on here, in 2023 he actually received a 7% raise and I think reading, and I pulled all this information from Putnam County Board of Education agenda and all of their meeting (inaudible). So I went into every meeting in December, they voted these contracts in, added another year contract so he was good for another two and a half years. In 2023 he received a 7% pay increase and his evaluations combined with both administrators and supervisors were 4.46 so again an increase and improved evaluations; same thing in 2024-just recently happened-150,000 with 3 and half% increments. Some of their accomplishments -they met goal on TISA accountability report and third grade ELA, had seven reward schools last year, no target schools, already said two times the students ACT scores were level five and that's composite over the last two years for ACT for level five. Director will be starting the sixth year in April, evaluation scores based on 131 categories, and have come up, all the trends go up on the evaluations except for the first or the second year I'm sorry; they were almost equal. And also their school board, I think another reason I chose to pick this, was because they were School Board of the year, we all saw at the TSBA conference. So this is Putnam County's ACT scores over the last three years you can see level fives, most of the way across the board, composites were all level fives. Growth is positive; the column next to the colored graphs are growth. So this is a proposed salary of what we're looking at our contract currently; the third column over, '23/'24 is where we're at now with \$118,000 for Mr Stepp. His salary with a 4% increase this year, which we will have to raise teachers up this year would go to \$122,720, that doesn't include the fringe benefits or the travel expenses so if you adjust for the the fringes it would be \$135,380, that includes insurance and over the last two years he's received a 10.3% raise. So if you look at '24/'25 if we go to 141,000 and we do increase the local in at 4% that's going to move him to 152,506 a year; if we throw in vacation, a vehicle that's 165,000 and if we throw in the 4% that's \$170,000 he would be receiving in '25/'26 and you can see where I'm going with this. But overall '24/'25 if we do this contract he is going to receive a 19.5% pay increase and with a district increase that would be 23.5% pay increase. And you can see with the payout which I have a little off now because I thought we paid out (inaudible) it's going to be somewhere around \$700,000 if we have to pay him out and start him next year; if he works for years after that then it reduces; something similar to what Putnam County is doing would be better in my opinion-we have a lesser term. So I put that calculator together just to give everybody a picture of where this is going if we approve this contract as is. So some of the accomplishments in Cumberland County-we were below our TISA accountability for '23/'24-our goal doesn't match what we actually did. I think we were closer to 38% the third time; we have two reward schools; two target schools, one is a repeat. I forgot to delete that bullet point I'm sorry we are not two times the students of Putnam County, we are half the students of Putnam County. ACT scores are trending down, composites are level one and the Director will be starting year three this year. Cumberland County ACT scores over the last three years, you see we're trending down and as a composite for 2024 we're level one. Some of the organizational items

that I've seen since I've been involved-meeting planning and preparation, strategic plan discussion and update requests have been ongoing since since September and just recently received a request for updates on that, agenda items being added last minute, document organization is not very good, data management and acquisition, email communication skills are lacking, we still haven't hired a CFO and that's been ongoing since Mr Stepp started, middle schools have been kicked down the road for years and we continue to do that there's no focus on it, we're working on getting some focus on it but we haven't done it to this point, already covered the target schools, Federal programs has lost over a half a million in funding in the last two years, positions have been cut that directly support children, positions have been added at central office with no real accountability for data showing that they're benefiting the children. Some other things are opportunities for us that I think we need to work on going forward and get it involved in the Strategic plan-third grade ELA we're reported at 31%, we're proficient on our TISA accountability report, that's available in the BOE meeting minutes from November, less than four out of 10 were able to read proficiently this year according to the 2024 data in third grade, 38% so less than four of our students are reading on a proficient level; what are we doing about it? Our leadership doesn't know what we're doing about it because the third grade ELA, the tools that we're using, don't know if they're working or not. That's in the BOE meeting from November. Primarily these programs and curriculum include RTI which we've been doing for eight years, TNTP which we've been doing for eight years, CKLA which we've been doing for five, Mastery Connect which we just now started and if you look at Roane State's data I mean Roane County's data they're getting negative trends and that's where that Mastery Connect came from, Roane County. We're negative for growth across the county in most areas and that's the on TVAAS, I'll provide that link for you and there's our ACT information. So voices I've heard-I've heard from support staff in the community, there's not a lot of collaboration, there's a lack of transparency, our time is not valued or respected, we don't have a voice, we are talked at in meetings, pacing guides don't line with the demographic at our school, some central office staff appear to have time to waste, we are testing too much and students are burnt out. So that information is what, why I stand where I do on this contract at this time. I'm not opposed to having creating the contract with Mr Stepp, I know he's got a a track record that everybody's happy with in some areas. I just feel like that we need a lot of work in a lot of areas, we have a lot of opportunity and we need to have some accountability before we sign a contract, so that's all I have.

Stout-that was a lot of time and effort putting those numbers Scott I know you spent a lot of time on that; just some things that I noticed from what you gathered in some of the numbers and criteria where we are with things, there's not a lot to be disagreed with regarding the data that you pulled together, there's several partners that play into that right and Mr Stepp's definitely the leader for our district, we've tasked him with that responsibility but so has the board and I can honestly say from my past experience before even being on the board coming to board meetings and then reoccurring after Mr Stepp started with the new board that I came in on, that there has been a lot of board activity, board involvement in areas that have hamstrong the Director and the administrators, so I agree with you that there does need to be a partnership on a lot of this, that's the only way that we're going to succeed in it and the new board has an

opportunity to really let's focus and partner and work on a lot of these areas with Mr Stepp and the administration but also being very mindful of the board, what's in our wheelhouse and what's our responsibility and what is Mr Stepp's responsibility and then what do we have in place to hold him accountable as his employers.

VanWinkle-so I would like to point out that I brought up the Strategic plan since I started, since the very first work session that worked. I know we're supposed to do that at the retreat, we don't even have an agenda for the retreat so that's very concerning to me. I do have some items that I presented in the last work session that I thought needed to be added to the Strategic plan, some concerns with the Strategic plan, the way laid out but then I received an email to ask what do you want to see change on the Strategic plan? So the work session (inaudible) are not accomplishing what they should accomplish.

Stout- yeah and I think that's all good stuff that we need to talk about the retreat, I do. I think board operations needs to be a big part of that and that incorporates you know the Director, the administrators, and Ms Diane as well so I think we need to talk about that and I also to your point with the strategic plan, nothing says how often we do or don't revisit that. I mean that should be on radar all the time but again we're merging from what used to be done, what we want to be done, so that does take a little bit of time and unfortunately in the midst of that we've got the contract piece too but yeah a lot of what I'm seeing on that because as you mentioned Putnam was School Board of the year so the kind of support in board operations they have in Putnam is miles away from what the Director and the administrators have been dealing with, with this board so yeah I think this, again thank you.

Hale-thank you for thank you very much for that.

VanWinkle- contract wise I think what we need to consider is what Putnam County is doing and if Mr. Stepp's ok with that (inaudible) something we can work with there and also the pay increase needs to be considered based on what they've done there as well.

Stout- yeah cause you know from a lot of what you brought up in that you mentioned private sector which a lot of us are very familiar with and how raises work there are very different than how they work in the school system and that's something that I've had to get my head around coming in out of the private sector because there is no way in a in the private sector if you were not meeting and this is across the board I'm not just talking about this the DOS position, I'm talking about across the board raises are given regardless of you know these results are from the top all the way down that you're talking about here from that day-to-day interaction with the students in the classroom, we are all in partnership here in this district for our students.

VanWinkle-none of those things are in our strategic plan currently either.

Stout- well a lot of it you're, you are pulling a lot of like what's required from TISA, what's required by Tennessee State, what's required by federal, what's required by our strategic plan, so all that does mesh together.

VanWinkle-academics is not even at the top of the strategic plan.

Stout-that is changing, we talked about that yes so that should be priority number one.

VanWinkle- but what you're saying about the pay raises is not consistent with what Putnam County is doing, it's within those same stipulations that I deal with when I'm doing pay increases anywhere from 3.5 to 7%.

Stout- yeah but they're getting across the board like from top down in our district when one gets it everybody gets it so one teacher who's putting in 60 hours a week gets that 3% raise just like the one next to them that's just putting in their minimum to get by.

VanWinkle- the Director in PutnamCounty does not receive the raise that they give.

Stout- they just go buy a raise specifically for him.

VanWinkle-contract evaluation; their evaluation each year-that's the only increase they get.

Stout-so but I'm just saying if we're setting the same example across the board, like we've asked Mr Stepp to align a lot of this contract with what we offer for our teachers and staff, we're asking him to align his benefits and some other things with that then we also need to look at the flip side if everybody across the district gets 4% whether we get good results or not out of those numbers that you've shown, but Mr Stepp doesn't, we only look got that criteria to give him his raise...

VanWinkle- I'm talking about the 23.5% we going to give him this year.

Cole-I'd like to make a comment on that part, so to be blunt about it we're comparing the existing contract with a new contract and my personal opinion of the existing contract is it was poorly negotiated in the beginning so while it is a large percentage for the raise I feel like that amount puts it closer to on track of what what it should have been to begin with.

VanWinkle- so let's raise every teacher and every other employee in the county at the same time.

Matthews- I don't think that comment is necessarily fair either because Mr Stepp has got his two years of experience at being Director from being here two years; those numbers that Scott was showing from the survey or whatever across the state was for Superintendents or Directors of Schools that had four plus years, five, six years so yes he started out at a low position but we also two years ago took a chance on him and giving him the opportunity to first be a Director. This is his first opportunity of being a Director so yeah you're not comparing apples to oranges or apples to apples as the case may be by saying that it was poorly negotiated to begin with.

Hale-and when we talk about the raises are we talking about just the certified, are we talking about non-certified too, because there's more people than just the certified.

Stout- we've done both over the last two years; we had the survey study for both certified and non-certified.

Hale-yes but when we talk about raises you know giving a across the board then I think we should include the non-certified too because they do a lot for our children.

VanWinkle- I agree.

Cole-100%.

Stout-everybody in the district does a lot for, they're here because they want to be here.

Cole- I don't think anybody's saying they don't want to see non-certified get a raise. I don't think that's what anybody's intentions are at all; what we're talking about right now is the Director's salary and it is in a spot for a contract renewal.

Davis- it's fair for you to say right what you said in a sense, but at the end of the day right we...everyone deserves what they tolerate, so if the terms are not acceptable you don't sign, if the expectation is to grow and exceed expectations then the data should match that so either it does or it doesn't, so the number and the term, so the price you're willing to pay and how long you're willing to pay it should match the results that you got in the time frame that you paid for

what you paid for. So it's like you got a car investment, how long are you going to keep that investment? As long as it's going to continue to bear fruit for you, so we've had ample time in, the mixed board in the past, current board now, like we're how many months into the the new board, five months into the new board; all of the stuff that Mr VanWinkle was talking about needing to be created in order for us to actively be relevant in our own evaluation process as a board, we've not done it okay we've simply not done it;

Nichols-we've not been able to.

Davis- I'm talking about since we got here in September- who's keeping you from from doing it from September until now?

Nichols- we were not able to put any of this together, this is the first progress we made in anything we've ever done as a board; we have been stalemated from the beginning for 2 years now and so all of a sudden we're now working forward and it's still not enough; it's like we're starting to put things together, what Travis said is very real very real, we're just now putting things together and moving forward so thinking that we've not done it and we've been deliberately not doing it, we've not done it because we couldn't do it and now we're starting to do that and now it's still a delay but why should Mr Stepp be the one that takes the responsibility for us not being able to do our job as a board?

Stout-I wouldn't even say I wouldn't even say we haven't done it.

Davis-I think those are two different subjects. I hear what you're saying but I mean like I in no way or you in no way or the board in no way has changed his job duties and responsibilities in the way that he does his job right? Like we've not changed his job duties, like who he has to work with is his decision to hire fire retain or promote in what direction that he gives them to go out and utilize those skills tools and resources that they have been given are what they are and they're a reflection of leadership that they have; now that's a little bit of a reflection on us-our only ability is to say here's the policy that we've created and here is the budget that we've given you-so if those two things are plain and they are they're we can look all that up at any given moment in time that rule we not bound by any different group of rules just because the faces on the board have changed; how you feel or how you approach that might be different...

Stout- or how you interject or try to control it.

Davis-I'm not saying that it was easy, I'm not trying to say that one group was easier than there not easier I'm just saying that the results are the results or they're not the results and the constraints and the help or the lack of help is what that is so we're just we're just trying to get to a point, I'm just trying to get to a point I think the board will be better served and Mr Stepp's interest will be better served if we understand what it is that we have accomplished what can we accomplish and can we compensate the individual for doing that job, within scope, like nobody I don't think has stood in here on record today and said I'm not willing to negotiate this contract and I think he needs to leave, like I've not heard anybody say that so I'm not going to take that stance today either but I think being accurate in understanding all the information that's relevant to making a good decision in alignment with what is happening, is consistent with success, we would be silly to not follow a model that has success and a scope that's relevant to that success and try to mirror that.

Stout- I don't think anybody's disagreeing with that and I think we've all talked about some of the changes we want to make and we're going to be doing those and and we maybe need to have more often retreats which we've talked about or I don't even want to call it retreat cause it's not a retreat it's a planning...

Nichols-it's definitely not a retreat.

Stout- I don't know where retreat came from it just a long...so planning meetings more often may once a quarter so we can but I think the partnership in working with Mr Stepp on setting expectations was not done previously there is the scope that he needs to work within right, I don't even want to say we haven't done like you're saying September to now we haven't, because we have had administrator reports, we've had department reports, we have sat down and gone through where things, and we're trying to get our hands around okay what is it can we do as a board to help and and how do we keep our eyes on that a little bit more so that's all stuff that we need to be working on; we can't forget the list of achievements and the things that have gone on over the last two years despite some of the issues that have occurred; you outlined certain things but a lot of good stuff's happened too, that Mr Stepp has brought.

VanWinkle-that's true and I have some questions about that too that I wasn't going to cover tonight but I can send that to Mr Stepp, but a lot of that is again subjective not objective so I'd like to see information and there are things that are there that I think information can be added to; you know how many times have you done this, how many meetings have you attended, can you give some bullet points on the grants that we've received. I mean I feel like there could be some detail added to that that would help it be more objective and less subjective.

Stout- Do you feel like that is something that would have an effect on the dollar amount that we're talking about?

VanWinkle- I don't know that, that's why I didn't add that tonight.

Stout-I just want to be careful too much of getting into the weeds and spending, Mr Stepp gets his time pulled away by the board a lot and and it's been...

VanWinkle- I did have a slide about that and I think he should set time aside for that and ignore it until that time is here; he should schedule that and I'm not...

Stout- he's trying to accommodate requests of board members and I think we all when we talk operations we need to talk about what is our agreement with our employees.

VanWinkle-I think that is getting into the weeds right now. I think that's something that needs to go to the retreat. But I feel like his time could be better utilized helping our district rather than catering to 9 people.

Cole-100%.

Stout-so that's what I'm saying if you were talking about asking for more definitive on this, is that something that would really help us reach where we need to the contract if not we're pulling away....

VanWinkle-not tonight, no I think it would help on evaluations in the future though.

Stout- okay.

Cole-and I would like to clarify one thing Mr VanWinkle I agree with you. I looked at the strategic plan-much room for improvement and I want to do my part to help, I want to do my part to help our students okay I've got three reasons at home that failure ain't an option for me

okay. I want to see the data that Mr Stepp can do whether it's a 2-year term, 2 and 1/2 years, four years with our foot off of his throat, we don't have that data; that's what I want to see.

VanWinkle- so now the question is what's the bottom dollar, what will you accept Mr Stepp as an adequate pay increase and would it be something that we could talk about tonight? Can you give us a percentage that you're looking at? I mean this is a negotiation between us and you.

Stepp- I think talking in percentage raise compared to talking about where I started it's kind of two (inaudible). I wasn't allowed to negotiate that first contract (inaudible) this the first time able to sit and have this discussion so...

VanWinkle-think about it.

Stepp-I come up with it and get back with you guys.

VanWinkle-that's fine and then the terms I feel like in my opinion just talking to you guys is 2. 5 years would be the maximum that I would be...

McCarty-and I'm not getting (inaudible) if y'all notice I'm glad have that up there the first contract and I wasn't involved in that but the first contract given by Mr King, you know where I'm going with this, appears to be December 2020, if there is one thing I do hate about the current proposed contract, you know where I'm going, is that it would end in January that would put y'all in a really bad situation if it were to expire there's nobody available to take the job so I mean I would whatever you do I would consider that extra half because it's going to then put you in odds with your fiscal year and everything else is going to work a lot better moving forward if you keep that back in mind; you can tell that's what Putman did I don't even have to go and look to tell you that that's why they did that.

Nichols-cause they did April is that what you're saying?

McCarty-they first approved in December which is probably why it's all 2 and 1/2, 2 and 1/2, 2 and 1/2 .

VanWinkle-well I can tell you that theirs is like clock work; you can go to their website-every December they have the evaluation scores, they have the raise and it's in the January minutes,

McCarty-but you see where I'm going, it would then expire in a fiscal year rather than the middle of school year and that is...if y'all could fix that, it's your decision but that would help you out a lot long term.

VanWinkle- something else...

Hale-I'm sorry why wouldn't we consider just one year cause we've had him for three years or one and a half years.

VanWinkle-I mean it still puts it in a cycle.

Nichols-one year?

Stout-no one year is not even a contract.

Cole-I don't want to vote on a one year contract.

McCarty-I've never seen I mean I can just tell you my experience and again, it's y'all. I've never seen a Director accept a one year contract.

Nichols-there's no job security in there.

VanWinkle-what this does if you do two and a half it does give him some security but it also, it also lessens our burden overall; so four year is going to burden us at \$700,000 and it's going to go down each year obviously but a two and a half allows him some leeway too.

McCarty- one thing else if y'all also worried about that which I'm hearing you are with the buyout concept and what you could ask me to do is and for cause sorry for no cause provision it could say that what would be due in the in the event of a buyout would be just the base salary alone so that numeric number not the rest of that which you'd have to calculate it would just be, and that is not uncommon in contract, that you would just tie it to only the base salary not the benefits, etc.

Stout-not the package.

McCarty- right, so that that is not uncommon at all. I didn't know we were talking about that till tonight but that is an easy tweak I'm saying.

VanWinkle-is that something you would accept?

Stout- that's kind of just common sense because the package would be earned while you're here whereas the base salary is what's guaranteed.

McCarty- so I will go ahead and make that tweak cause that is a typical tweak.

Cole-Mr Stepp would a two and a half year contract be agreeable to you?

Stout-and of course we have opportunity at any point in that after first evaluation or second evaluation to come back and revisit, like they do in Putnam.

Matthews- yeah like they're doing, Putnam every year it seems like they're adding an extra year onto that.

VanWinkle-that's what they're doing.

Matthews-yeah they're just adding an extension every year.

Cole-so the way I'm seeing that if we were to do that in January of '25 and did a 2 and a half year contract it would expire June, excuse me January of '25 it would expire June of '27 the way our meetings fall if we did our evaluations in early June we would have the data for our regular work session and meeting in June of that year to consider for...but I still don't have it done before the March 1st...

McCarty- it actually still I think your March 1st actually still works there it actually works a little bit better; if it were to expire in June because then that gives just more falls in line again with that fiscal year so that section 23 makes more sense if you were to do to an apples to apples.

Davis- it also gives the-if you do end up with new board members it falls in line with that cycle to have...

McCarty- that's right.

Stout- also saying they'd have an opportunity to be in the evaluation before it would renew-they would have part in the evaluation before it renews.

McCarty-we're saying two and a half just to be clear when I tweak the contract it'll say June 30th cause that's the end of your fiscal year just so y'all know I'm just making it super clear.

Matthews-as and this is one question kind of way off the subject too I guess or on this subject but from the performance evaluation side or somewhere in the contract I know that Scott pointed out that middle schools are something that we really want to focus on, is there a way to write it into the contract or is it something we would even want into the contract as part of the evaluation, where we're at and how close we are to getting it.

Cole-we've got to perform studies to see if middle schools are (inaudible).

Nichols-we have a lot of work before that even happens.

McCarty- from a drafting standpoint that's really tough because then what I would have to figure out is how do we determine progress, like what would the metrics be, would have to write them in there and then if it's something I hate I'll put it this way I hate anything in a contract that if you read it and I read it we both read different things and that's what I worry about with those type of metrics is progress is a really tough term to put it.

Matthews-and I guess the reason I'm saying that is I want it to be that much of a focus for this board and for Mr Stepp. I want it to be that much of a focus. I don't want it kicked on down the line another two years, another two years.

Davis- progress isn't hard to measure if you know how to use a calculator.

VanWinkle-well we can put that strategic plan.

Davis- where we are (inaudible)

McCarty-oh in the evaluation (inaudible)

Davis- well if we evaluate him in the strategic plan, say we want to be all those numbers that we've looked that just a minute ago, we want to be farther along than we currently are these are all of our bench marks and these categories that we value we'd like to be here, are we within 80% of that range that's progress if we're we haven't picked up if we're in the single digit range and we're expecting double digit growth then we've not we're not making acceptable progress right.

McCarty- so that is easy to define in an evaluation metric, it's hard to define a contract totally agree with you an evaluation and the evaluation I would argue does play into the contract it plays into cause it plays into all those things but it's hard to put that in a contract that is in, readable by everybody that it's the same.

Matthews- yeah we need to put it into our evaluation of his contract for the next time more so than trying to put it in the contract.

McCarty-it's up to you all but that would be my recommendation.

Stout- we need to determine how it's going to work into the strategic plan based on the data we get back and then figure out what type of metrics we would use to measure it and put that into the review evaluation. All right so am I hearing a consensus on 2 and 1/2 years is that we're going to...

Hale-one thought about what you said the data we just had some data that you know he's been here, what, 2 and 1/2 years so we're not even thinking about that data?

VanWinkle-I think that needs to be included but I think we need to work that into the academic portion of the strategic plan, where are we right now, where do we want to be and how are we progressing to get there. I think all that data that I just sharee, there's some more that needs to be looked at as well but I think that needs to be part of the strategic plan.

Stout- and that would be a partnership between board and the Director and the administrators.

Matthews-and I think that's, too, allowing us to take some responsibility as a board that in two and half years how well have we worked together with Mr Stepp to get to getting those numbers on up you know what I mean instead of it's not a fight it's not always a fight with him we're trying to help not only Mr Stepp but our entire district so...

Stout- that's the way it's supposed to work when you're a leader for your employees right the tools you you set the parameters you give the tools...

Nichols- well like Travis said take the boot off his neck.

Matthews- and that's the thing, I think these the data that we have right now is kind of where as a new board we need to start our baseline. I mean this is what we're working with.

Stout-and when we work on the evaluations one of the recommendations you're going to see that the DOS evaluations has change dramatically from what it was before and it is following the TSBA recommended format with weights and quantitative data, but we need to do the same thing with our board; one so we'll want to work on that-ours needs to align with Mr Stepps as a partnership and they're not aligned that way now.

VanWinkle-any work plan needs to align. We all need to be on the same page.

McCarty-just to clarify where we're at right now if I can, if that's okay. I'm going to make certain tweaks to the proposed contract which is what it still is. I mean there's nothing that's been decided-that there's no vote-the proposed contract I will take what I'm hearing tonight from the board which I'm going to take to be somewhat consensus, I will put that back I will resend that by tomorrow and then that will be what you guys can vote upon and even that day you could still move to amend it so I just want to make sure the public's aware, you're aware, nothing's been decided. I will send you that more modified contract as a draft tomorrow.

VanWinkle-the only thing that I think is lacking right now is what's the price.

McCarty- right I'm going to leave that blank. I understood that so I'm just going to leave that for now blank until there's more negotiations.

Stout-and I think a little bit on that too for Mr Stepp to think about when he comes back to us with his answer is are we going to do it the way we've been doing it where there's a percentage raise across the board like everybody's getting in the district and so he needs to come to us with what his bottom dollar would be operating that way or he needs to come to us with what his bottom dollar would be if we're giving him a raise separate from the rest of the district.

McCarty-that's a good question.

VanWinkle- so Putnam County does it as the Director separate from everybody else in the county-that's something consider too.

Nichols- they do that annually, right?

VanWinkle- yes they do annually and that's something we need to consider because we're going to be providing two different raises basically and then something Mr Stepp needs to consider there's some years that we don't do that.

Stout- and they've been heavy the last couple years.

VanWinkle-because we're trying to get caught up...

Stout- right and in coming years we're not going to be seeing that so that's what I'm saying when he comes back to us he probably needs to give us kind of two bottom dollars on this so we can...

VanWinkle- my opinion is if we want to start being more like Putnam County we should work the way they're doing it.

McCarty-just to tell you how I would write that if you guys wanted to consider that, and I'll put that in here as an option for you to consider how I write it but I just want to give you a heads up the way I typically write that and I've done this before is it would set a bottom amount which is what it would start out let's say this new contract term and then it would set it could be January

whatever you would set a mandatory meeting every year in which it's discussed as to whether the Director's contract would go up or stay stagnant. I usually put it in there that it would not regress, you don't ever see that in the contract so really it was set a mandatory meeting where that would at least be discussed by the board. I can put that in there like that.

Stout- okay so is that you know what you're coming back to us with? No, I mean regarding two different, so what your minimum would be if we're giving you the lift in this new contract and you were going to you would continue to get annual raises with the district or if you were to get annual raises separate in the district like the Putnam model. All right so I think we hashed through all of this and we've come to some consensus on some of the areas that you're going to make the changes to, we'll look for that tomorrow, again if you if anybody has any questions once we get that please reach out to Mr McCarty on that and then of course we will talk a little bit about the retreat this Saturday but that does give us one more opportunity after getting the reformatted updated from Mr McCarty before our meeting next week so we could always...

McCarty- and just to be clear as we've documented tonight by my lack of knowledge for roman numerals, if I in any way send something because I wrote notes down wrong tonight or y'all see something maybe you thought the consensus was this please just let me know; don't be shy to say hey I think you wrote, I don't think I'm going to but hey my point I'm capable of making mistakes, so y'all just let me know.

Stout- okay Scott so we took care of the two items that you had on the agenda right?

VanWinkle- yes.

Stout-all right so we are at um 630, 3 hours in.

Nichols-can we not move this to Saturday? Move the rest of it to Saturday?

Stout- I'm thinking can...how much time Mr Stepp do you think it would take for us just to get through the executive committee portion of the agenda so we've got that done for the meeting next week and then we can work on the requested items for discussion, we can work on that either we can decide as a board whether we're going to talk about those during the retreat or at the next work session.

Davis-what are you asking?

Stout- so what I'm proposing depending on how long Mr Stepp thinks it's going to take to get through the executive agenda the items we need to get through for the board meeting to handle business at the board meeting next week and get that through that tonight in case there's any questions on those items and then when we start at number six requested items for discussion we can decide as a board what items we want to put into the retreat or what items we want to put into the work session for next month.

Davis-yeah I'm not willing to not talk about anything that I already asked to talk about.

Stout- tonight?

Davis- uh yeah.

Stout-not tabling some of it to Saturday or the following work session?

Davis-following work session absolutely not. Saturday I don't see a reason not to. I mean we could talk about, we can pick, I guess the real question is how much time do we have?

Matthews-Saturday or today?

Stout- you mean today?

Davis-today. I didn't set the order of the agenda so I don't have a way to say when we talk about this.

Stout-we operate on time parameters in our meetings but I'm trying to be respectful of everybody's time and make sure that we're approaching this information or what needs to be done in order of priority so we're not here until midnight so I'm looking to the board for feedback on this as a whole. We've got Nick's opinion on the item six and beyond but the board as a whole for...

McCarty- even though this is a work session remember you guys can make procedural votes and motions so for example instead of just talk having a lot debate about this up to you somebody could just make a motion to modify the agenda and move those it table those items until Saturday and see if you have majority to do that then it just...

Stout- we could do that we could do a vote or we...

McCarty-on item 6 or whatever...

VanWinkle-Nick do you have anything that is a priority that you want to discuss right now?

Stout- that has to be discussed for business reasons?

Davis-I guess it determines like what can we affect, what can we come out of our retreat that we haven't discussed in work session and still be able to vote on in our next meeting?

McCarty-the retreat really is a work session.

Davis- the goal was to be able to create as much opportunity for me to digest these subjects as possible and everybody be aware of what these things are and us having open talk to dialogue. I obviously had no way of knowing that we were going to be 3 hours into the contract thing; in reality I was under the impression that the contract and the strategic plan were the conversation pieces for Saturday not today, so I didn't didn't know that until we got the agenda.

Nichols- no it was on the work session because we invited him.

Stout- yeah it was tabled from the December meeting to this work session so that was voted on and decided after...

Davis- that's fine I just misunderstood that apparently; I thought that that was going to take place in the Saturday meeting.

Stout- business, priority wise, back to Scott's question is there anything that you asked to discuss off that list that we need to get to tonight versus Saturday or at the next work session; same thing for you Scott cause I think the two you were the ones that pretty much had put those items on for discussion.

Davis-have you all had a chance to look at any of the items from six and beyond?

Hale- the athletic stuff?

Stout- a little bit yeah.

Davis- anybody have any questions there?

Stout- not right now I think that would be, you know I think some stuff might come up in discussion.

Davis- okay so there's some folks in attendance today that have given their 3 and 1/2 hours to the first part of the meeting and are not being the opportunity to to be a part of the second half of the meeting so that's the situation that we're in; we can be respectful some people's time or we can be respectful to everybody's time.

Stout- so can we do this, what in particular are they here to speak on?

Davis-I don't know if they're necessarily here to speak on it as much as they are to hear us speak on it.

Matthews- can we do that now?

Stout-which piece is it?

Davis-6 A through 6 L.

Stout-oh goodness that's pretty much the whole section.

Davis- yeah and it's not to say, I mean, I don't know, I just know that a handful of people have reached out in regards to a couple different topics and there's a lot of them that are tied together and there's some of them that are not. The one area specifically is the budget, athletic facilities in need of remediate repair; there's a lot of these bullet points that are all going to point back into this specific topic so we can either talk about it or or not. I mean it's y'all's decision I just think everybody else is going to be able to show up on Saturday.

Stout-is that something we can cover pretty quickly Mr Stepp cause what I'm looking at we do have administrators here that have to be back really early.

VanWinkle-do they have to stay for this conversation?

Stout-well they have to stay, we still haven't done their portion of the agenda.

VanWinkle-so they have to be here Saturday?

Nichols-no.

Stout-well the administrators will but not for this; all right so let's let's do a vote since we haven't come to a consensus on it so I'm going to make a motion that we go ahead and cover the agenda items through 5 tonight at our work session and that we table the six items to the retreat on Saturday.

Nichols- second it for the sake of time.

Stout- all right.

VanWinkle- so it's not up for discussion? I thought we were going to cover six and not five.

McCarty- you guys have a motion and a second, just vote on it and see what happens.

Stout- okay so take a vote all in favor? Scott?

VanWinkle- no.

Stout-Sheri?

Nichols- so yes means it's going to Saturday?

Stout- yes.

McCarty-six.

Nichols- yes.

Stout-yes.

Hale-no.

Davis- no.

Matthews- no.

Cole- yes.

Stout- okay.

McCarty-moving forward with the agenda as is.

Stout- moving forward with the full agenda yep, does anybody need a break? Anybody need a break before we move on, we're good to move on? okay all righty Mr Stepp it's to you.

Stepp-the next thing is we had the person that sponsors this upper child curriculum, Ms. Polson and I looked through it, it follows to the letter of law, it's to be used as a supplemental material. The only modifications would be by the instructor, which we're not paying for that instructor as they explained in several counties, we would modify according to the age of the child.

Something that will be on the board that y'all would pass as supplemental material or not.

Stout- so we will need to-somebody will have to make a motion, it'll be on the agenda so we'll have to make a motion to approve it and then I think you've mentioned in the past when we've talked about this that the material then has to be on display?

Stepp- yes public display for 30 days.

Nichols- parents can opt out if they don't want to so...

Stepp-yep.

Cole- and by accepting this curriculum we're actually coming into compliance of the law?

Stepp- well it goes over, Marsha you want to explain that?

Polson- it goes over the appropriate touch in that particular law, the Olivia I think it is, and it is basic, parents opt in and out so if they want their child taught then they opt in, if they don't then they opt out and it's at no repercussion for the kid, so there's no grades to it nothing like that it's just extra supplemental education and it's been utilized in several districts around us and has been successful there. I've not heard any complaints from anybody as far as (inaudible).

Nichols-yeah it's reducing sexual abuse because kids are learning...

Stout- raising awareness. And just to remind everybody we did get a copy of the book in our last work session.

VanWinkle- the question I have, are we not already covering what we need to per the law?

Polson-it's a consistency-to have it consistent in every single school, taught by the same person, the same exact way. I just feel like that is more appropriate; like it will give us I guess a lead up; that's the only you know suggestion I have; having the same person at every single school, teaching the same lessons would be I think (inaudible).

Stout- and not pulling from our resources here which is good yeah.

Nichols- and Christy Palin is amazing, she's the director of that group, she's phenomenal. I've known her for years. I've gone to a lot of her seminars and she teaches a lot of amazing things. She's an incredible person; got a good staff.

Stout- any other questions or discussion on that? Okay Ms. Bray.

Bray-we'll start with the financial statement well believe it or not we're halfway through the year, believe it or not we have our revenue right where it needs to be at 35,629,167; our expenditures are a little bit less than the 50% but we will catch up. It's at 34,894,533 which gives us a positive year to date of 734,633.

Davis- what is our expenditure percentage?

Bray-percentage 44.78, year to date.

Davis- thank you.

Bray- sales tax, the good news is is we're running ahead year to date 185, 942 on sales tax revenue and that's always a good thing. So without further ado would you like to start through the mounds of budget amendments?

Hale-yes ma'am.

Bray- okay the first one is allowing us to receive some funds from battalia that some of our elementary schools and high schools applied for; gets a total of \$20,000 they get \$5,000 each; this will be used for like STEAM, agricultural, CTE that sort of thing that will be used in classroom and it's \$5,000 each; the next one is basically from the same group but it was a much smaller award it's \$750 each to two of these schools; the next one will allow us to complete our transportation on-to purchase all the buses that we have requested in the budget-we came up \$11,532 short and I am proposing that we take those funds from our fuel account which we are always over budget there because we budget the fuel dollar higher but I would like to take those funds to finish our bus purchase, that would give us five new buses. The next one is just basically a stipend that Ms Marsha Polson received and this would allow us to pay her her \$250; let's see the next one is the recording of our gear up Grant, we've talked a lot about this and this would be the funding the first funding that we receive on that and how it would be spent; the next one is just basically an ISM cleanup, allow them to move some money around to the accounts where it's going to be needed; the next next one is the recording of our outcome based funding. I have just recorded the revenue and for now I have put it in the regular teacher expenditure line to offset some of the cost there; the next one is just recording the recruitment retention Grant-it's not actually recording it's just moving some funding around there; the next one is a grant that our maintenance department applied for through Tennessee RISK management; the next one is a cleanup for instructional materials on Perkins Basic; the next one is clean up for Perkins Reserve, these are both Federal and then the last two is for our cafeteria fund increasing her maintenance and equipment-no she's increasing her maintenance and equipment in kitchen and decreasing her equipment for her machinery parts.

Stout-just a big fat yay for the grants and the outcome money.

Bray- and then the last one is just recording her USDA funds. Now that we've gone through all of those does anybody have any questions?

Hale- in the balance, in the running balance, where do we get this, where do we get this running balance from?

Bray- okay that-you take your unaudited well it's audited now-fund balance at the end of last year and I just take the year-to date revenues subtract out the expenditures and that's your running fund balance, just like your checkbook. Any questions?

Davis- yes.

Bray- yes.

Davis- on on this balance right I know I had asked in my request for this meeting for that to be one of the items that we, that is on our budget or I'm sorry on our agenda today so the line items here and obviously we're not going to be able to come up with you the reason why the \$14 million is there but ultimately my goal was to understand or better understand how we have a fund balance of \$14 million.

Bray-okay I can explain that-at the end of last year I had projected, if you look at your budget that we would have about \$11 million; well always there's things that are-positions that aren't filled and things like that-when we don't spend that money it rolls to the fund balance; most of it was from CTE which basically what I did it rolled to the fund balance and then when we started the year again I re-budgeted it. I pulled it out and put it back in where we could spend it; if we don't spend the money that year and these grants are always going to be like that you hear me talk about rollover there was \$4 million from ISM that rolled over; it rolled to the fund balance and I put it back in.

Davis- so when we finished our budget in June and we came to that number in June with our estimated fund balance does anybody recall what that number number was?

Hale- 3,000?

Bray- no no no it you're talking about what it would be at the end of this year, at the end of last year I had projected cause I looked before I came in here it was 11 million something.

Davis- so the budget for '24-'25...

Bray- it was going to be four but now with this new number it would have come in basically at the end of this year probably around eight or nine when you re add where I re-budgeted those ISM funds and the monies that rolled to the fund balance. All your grant balance is if we don't use it it just goes to the fund balance and you have to pull it back out the next year and put it back in the budget so that you can spend it.

Stout-we've had outcome monies too right?

Bray-yes the outcome monies are in here but that's in your year to date reserves and I don't ever budget outcome money because I have no idea what we're going to get until it shows up.

Davis-and that's the idea here is for us to get a grasp as a board of what funds we have to plan on using within the year that we have a budget to work with them right so if we're midstream of the year and we have 14.6....

Bray- but you've got to get through the rest of the year, so you're halfway through.

VanWinkle-but that's over what you're projecting?

Bray-this is where we are right now, this is where we are, it's not what I projected, this is where we are today.

VanWinkle-but that projection (inaudible)

Bray-where we'll be at the end of the year? No this is where we are to date now, right now based on the audited fund balance at the end of last year.

Davis- so are we capable of projecting in the fiscal year what the fund balance would be based on...

Bray- you could just use budget. I mean that's all you, at this point, that's all we could do is what we're going to spend the next 6 months doing it that way.

Davis-cause if we're at 46% or whatever of our expenditures it's safe to say we've got 54% left to spend.

Bray- correct.

Davis- and that gives...

Bray-right, just use budget.

Davis- that's going to give us 14 million....

Bray-where you will be at the end of the year.

Davis- we're going to have \$14 million....

Bray-well you still got to spend the rest of the year cause like I said this is half the year.

Davis- are we going to have \$14 million at the end of the year?

Bray- I'm hoping we'll no no absolutely not.

Davis- so how do we how do we know where we're headed right how do we know what work to project, where we're headed?

Bray-what the year to date here is six months so you're going to have six months more of expenditures; that number at the top is not going to change you're going to have 6 months more of revenues and six months more of expenditures and then that will give you the final number the \$14m will change.

Davis- that's what I'm asking, how do we know what it's going to change to?

Bray- I can use budget and come back to you with that number-what we would spend if we stay completely on budget the last half of the year.

Davis- cause I've noticed there's a lot of you know I've got a list of and if we I'm not going to fast forward we can get into that later but and it probably save us time to go through all that at later date one on one or however what setting we want to sit on. I got a list of about 60 different items that I got questions about; you look at a couple different groups that are 14% of their budget, 7% of their budget right so...

Bray- a lot of it's timing when they make purchases.

Davis- that's what I'm trying to get...

Bray- a lot of like, like our technology a lot of times when we buy like the kids Chromebooks they bought pretty much all at one time so he spends whatever's in that line boom it's gone; most of that that you see other than wages is going to be a timing issue, at some point it's going to be spent you see what I'm saying?

Davis- oh absolutely and that's what that's the tribal knowledge I'm looking to gain is to say okay what if we got if we're only if we only spent 14% of our budget halfway through the year, do we believe that we're going to spend the other you know 73% of that between now and and the new budget so...

Bray-at some point, and we' got projects that are planned that we've not issued PO's for yet but we know that's just like okay here's a good example I know we're going to do the roof at Brown because I've already talked to Mr Chamberlin, they're gonna put the bids out around March, looking to do that this summer that's probably going to be about \$750,000.

Davis- yep I remember cause we got the report back that said that it was still in good condition and we agreed that we were going to do it anyway.

Bray- cause it's 30 years old.

Davis- right okay that's an awesome point.

Bray- but that's the kind of thing you're going to see that's going to make these two numbers catch up with each other.

Davis- yeah and and that's what I'm trying to get as how can we...

Bray- that's not a problem, you come sit down I mean it's very simple.

Davis- well and that's what I'm getting at is can we get to a place where as board and in a community that we can visualize in real time pace and projection as opposed to like rarely do we sit in here and ask questions pertaining to the budget and it's a little alarming to me because it's the only two things as a board that we ever actually get to impact and that doesn't mean I'm trying to take anything away from you or your team or anybody's ability it's just I'm trying to encourage the board to be involved in what is our budget; we all stopped to approve it but what do we do between the time we approve it and the next year when it comes in; we don't really grasp and understand the inner workings of how the budget is being used and when and why and we don't have we don't give ourselves an opportunity to be impactful because we're not spending time in it right; it's like we just forget about it and then if something comes up we're like oh my gosh how much money do we got in the bank call Mom see if she'll bail us out and then we figure out if we can or we can't you know and there's some items that are on my agenda here at six and beyond that need to understand as to whether or not can we physically stomach committing to these regardless of time of year, if it was in last year's budget or it just needs to be done and projecting is to whether or not we're going to be on pace; if we were to do that it would be super beneficial to us making decisions in that category.

Stout- I think a little 101 from Ms Bray as we're working on things getting ready for budget season right cause we're getting ready to start that shortly a little 101 from Miss Bray would be good for a lot of the the board members and I know you've offered to do that on a one by one basis for people but in order to help with your time if everybody if we gathered and did it at one time especially with the new board members on it but again also being mindful of crossing over into what's operational and what they're charged to do with and what we're charged to do with.

Davis- meaning what?

Matthews-we're not asking her to do anything we're asking her to teach us more or less.

Stout- no I'm not talking about that, that's part one part two being to Nick's piece regarding the leaving it alone until budget season kind of thing we get these reports well a lot of this is operational we've got people that are charged with that piece of it that bring that to us on a monthly basis where we can ask questions; we need to grasp enough of a knowledge for that and also for when it comes budget season but you know they're charged with the day-to-day operations of it and what needs to be spent when based on the budget we approve.

Davis- so when we've got a budget and we've got dollar bills and we talk, we've outlined things that we're going to improve and effect and change. How do we know when we're doing it or we're not doing it?

VanWinkle- yeah how do we get something on that priority list?

Stout- that's going to be working with them with the budget right and on our schedule, school rotation, maintenance and upgrades and things like that are all part of our strategic stuff we need to be working on.

VanWinkle- where is that, where is that list where we can add those things and have them prioritized?

Davis-yeah we're just trying to get in a place to where it's easy to digest just and easy to see because you know it's less question you can come up your own answers if all the data is available you can sit in the comfort of your living room log into the document that has the information needed and find whatever you need to find and come to the conclusion you need to without stopping a board meeting to ask if we feel like we're going to be on pace or not with fund balance because you know there's there's reasons to spend money and there's reasons not to and amend the budget or not but if we don't know if we're on pace we don't know if we're asking for something we shouldn't or not .

Stepp-let me know (inaudible) needs to be on that report and we'll try to figure out what that would look like. (Inaudible)

Bray- I would ask I have one ask and I'll talk to any of you we do it class I can talk it all day long I've been doing this for almost 40 years so I'm good before we get to into what we have that we can spend I would respectfully ask this year please let's decide what we're going to pay these people before we try to build this budget because last year we did it totally opposite and 85% of this total budget is wages, taxes, benefits and insurance.

Davis- when you say pay these people you're talking about staff?

Bray-staff, teachers, everybody cause the majority of this budget when you take all of that out there's really very little left, a small amount left for everything else when you look at the majority of these pages you got the detail you go through and you look, that wage line, tax line, insurance line, TCRS line, is the majority of what are on most of these pages and until we know what that number is going to be it's very difficult for me to tell you what's left.

Stout- yeah what leeway we're going to have for for other things at that point.

Bray- and we have a mandate from the state on the teachers.

VanWinkle- I think that's been something I've been driving about since we started, since I started, was how do we get a high level overview, maybe a bar graph or department level graph that shows how much money we have, how much are we going to spend, what do we have left; right now we don't see it that way; we have a spreadsheet that's got all these line items on it and I don't know what that means without seeing (inaudible); you know whenever I present my expenditures to my boss I pull that spreadsheet out, I build a bar graph on all the account numbers to say here's how much we spent and I have an AOP, an annual operating plan, that I have to stay within and I show that every month where am I at.

Stout- so when we're talking about projects or things that need to be done that the board has agreed that we need to do it, that the administration's agree we need to do it, we know what kind of money we have to work with and how we're going to prioritize.

VanWinkle-exactly what do we have left over that we can prioritize some of these issues.

Davis- yeah because sometimes we budget monies based on wants versus need right so your ask is indeed that we make sure that if 80% of our budget is indeed staff that we have the money to take care of a need versus a want; totally can't, I can't state that any better; sometimes things come up we budget money for-the wants right the Brown right, Brown's still in operation right, I'm not saying they're not going to be if we don't put the roof on I'm just saying that there might be something more pressing pop up that we would need to reallocate funds toward and for that could be considered in the event that we have something that legitimately is going to

stop progress in the near future and I'm just using that as an example may not be a great example I'm just saying.

Bray- cause it does leak.

Davis-right it's just when I asked the principal about it she had no idea.

Bray- seriously?

Davis- seriously this was when we agreed to it right.

Bray-well she was the one that we walked in the kitchen and showed me where they it had leaked so.

Davis-maybe so. I don't know, I'm just saying that to say that trying to get to a place where we can all look at it from a 30,000 ft view without being a you know...

Bray- well if you can give me a consensus like I said you have the detail on every Department which gives you percentage line wise month to day year to day what it is that would be make it more palatable.

Davis- to make it and to go a little farther obviously once we have a baseline right we get to where we are right I know you worked in the private sector, quarter you know horizontal data and I know you're not the CFO either even though you're acting and I don't mean that as in like pretending I just meant you're the acting CFO right but trying to get to a place where we can see vertical and horizontal changes from quarter over quarter year over year.

Davis- you have an issue with the system that I have to work with which is not our system we share with the county government; it's not like what I had in private sector where I could run a quarterly statement, a monthly statement, six... they don't do it's not like income statement and balance sheet; you get the statement of expenditures you got one choice the year and through what month.

Davis- right and then I realize my ask and because that constraint is going to require additional work but I'm not going to let that be our be our limiting factor; in my opinion I don't feel like that's worth, we deserve better as a community than just being limited to whatever the county has put in place to be as vanilla, generic as humanly possible to not give us good projecting opportunities.

Bray- I'm talking about their accounting system; anything that I bring to you other than what I printed I have taken and literally keyed in (inaudible) it doesn't even come out in Excel.

VanWinkle-(inaudible)

Bray- a PDF; what you see here is what it prints and then I convert it but even like to give you this consolidation I literally print all 50 of those pages and hand key that and have my Excel if I didn't have Excel here all of my spreadsheets for payroll everything like that is done in Excel.

VanWinkle-(inaudible)

Bray- oh I would love to show it to you.

VanWinkle-so we need to work county government on it.

Stout- that or we would have to invest in our own system where she could pull the data some way and work with it.

VanWinkle-if I see the formatting I can tell you (inaudible).

Stout-all right we good to move on?

Stepp-all right next is just FYI this is the only fundraiser that's been turned in so far, next two will have to be voted on, TSBA, this came up when I was speaking with a board member on NIL so TSBA sent us an email, Ms White I think it was, to add the amateur rule to this so that's exactly what lawyers said we could put in there; the next policy is TSBA recommendation there's an addition in there.

Stout-and real quick Mr Stepp the 4.301 is the same one that's under number 6h on our agenda cause it just didn't get shifted off of that it was duplicated on 6h so we can just cross that off 6h we don't need to address that so we're addressing it here.

Stepp- and then the Telehealth services we got some MOU's...

Davis- I've got a question back to the promotion retention piece, the new language says the information shall be submitted in writing 30 days at the end of the school year district shall send written notice to parent or guardian whichever hang on I just pushed the wrong button whether student is eligible for retention (inaudible) the state, so my question is what information will be submitted and when will the district send written notice, so what are we referring to as far as the information to be submitted in writing, information from who and about what?

Stepp- that's the student documented academic behavior delay reading above it the voluntary retention, that will go through Dr Farley and the principal.

Davis- so the-this information, so the information you want...

McCarty- so that's a law that was passed I believe it was May 2023 maybe 2024, I apologize, but there was a new law that basically for kindergarten through second parents now have the ability to request that we retain their child, that's what that's about; so it would only be information from the parent that's referring to.

Davis- so if the parent, okay so we probably should clarify that right?

McCarty- well it's in the section that only applies to voluntary retention.

Stout-up above, Nick.

Davis-well I know but the above it says the student parent or guardian so are we talking about the parent are we talking about the guardian so that would be guardian to me is interchangeable, guardian could refer to-it's definitely not the student.

Stout- parent/guardian of a student.

Davis- so the information is going to be submitted in writing from the parent to the administration within 30 days of them requesting or 30 days the end of the school year requesting voluntary retention.

McCarty- by the parent or guardian and then the district shall then send written notice later as to whether or not they retained them.

Davis- can we define how long like is it when the district has to respond to that? We put a time frame in there when the individual has to submit their information right so we also probably need a time frame when we should expect information back from admin correct?

McCarty- you can I mean that's a-different data comes in at different times which is probably why you want flexibility there but if you're asking me can you do that, yes.

Matthews- but would we want to because then that walks us down to a timeline?

Davis- it gives the parents knowing it lets the parents know whether or not they need to plan on their kid going to school in that grade or not before school starts.

Matthews- this is all for volunteer, if the parents are asking for their kid to be retained not for...

Nichols- not for us retaining them.

Matthews-not for the administrators or teachers...

Davis-the administrators have to tell them whether or not they can, that's what this is about.

Matthews-no, no this is for the parents asking if they can retain their kids, not the teachers asking or saying that they're going to retain them.

Davis-I know.

Stepp-we have a procedure for that we usually do it pretty quickly, Doc do you want to explain what that is?

Farley- so we have retention meetings with principals and we typically have those at the end of April first week of May and that's usually when parents will let the principal know by then so that decision is made and the correspondence that we give to families is when their report cards go home so they already know.

Davis- so you remember the instance you and I chatted about at the beginning of the school year, so if that were, if what you're saying is true would that situation not have been avoided?

Farley-that family was notified.

Davis-so they made a request to hold their kid back...

Farley- correct.

Davis- and we denied it.

Farley- correct.

Davis-so we have the ability to deny a request to hold a kid back even if they request?

Farley- doesn't that law also state somewhere that the child in order for the parent to request that and it to be granted that there has to be a documented...

McCarty-those two things right there, yeah so so the parent can't just say I want them retained they have to show both those two, the one and two factors that's why we get a chance to look at it; sometimes parents do that and they don't realize they have to meet both.

Davis- the second they have to meet both, it's not either/or?

Hale-it's an and.

McCarty-student, that comes straight from the statute that's why it's reference I think to number five I guarantee that references that's the statutory language.

Davis-well I'm glad we're modifying it cause that'll make it a lot easier for y'all, good good.

Stepp- okay this is the MOU we have with telehealth services, you amended it for...

Polson- just to add Crab Orchard as another site; it's been very successful and ETCH offered the service to Crab Orchard at no expense to us again.

Nichols- parents using it?

Polson-yeah we've had approximately 40 visits, I'll tell you more Saturday. And about half of them returned back to class.

Davis-how many schools are participating?

Polson-right now we have three and Crab Orchard will be four.

Nichols-and they offer to do it for free? That's awesome.

Davis- is there I vaguely remember this is there a reason they're not all participating?

Polson- they I we had so many units that they could give us this year and we were piloting it and after this first six months has went so well that they were offering if they can get another unit they wanted to start with Crab Orchard so we needed an MOU for them to start their part and me to start my paperwork all that stuff.

Stout-make sure that they benefit before we roll it out to everything, everybody.

Stepp- all right the monthly personnel reports and newsletters and calendars, field trips that have been turned in since the last meeting and then regular form for retired inventory, enrollment; any questions on any of that that you see every month?

Stout- all right that summarizes number 5.

Stepp-that's the meeting section as of right now.

Stout-and that summarizes the executive session piece that we need to or the executive session agenda that we need to have for the meeting next week; before we roll into six I'm going to go ahead and say let's take a break please um let's reconvene at 20 after.

Stout-I think we've got the majority of the board back here, we're after 6:20, we'll go ahead and get started again reconvene-a couple things I just want to mention before we go into this session one of the things that we're doing for this work session that we're going to be doing going forward is we are videoing so if anybody did have to they are able to watch what they missed so just like our board sessions so the public and our constituents can keep up and staff can keep up with what's going on in the work sessions should they choose to do so. I have an ask that we do move through this section as expeditiously as possible so that we all work together as board members to do that so we can wrap the meeting work session up and head on out. Okay so requested items of discussion we had action item tracking on Google Drive.

Davis-yeah so the creation of the document, has everybody had an opportunity to take a look at the Google Drive doc that has been created? Any thoughts good, bad, ugly, burn it? Okay can you see yourself working with it?

Nichols-sure.

Davis-anybody? You think it's beneficial, can be used, should be used, needs to be adjusted? Scott spent a lot of time with it right. I jumped into it it's not complicated I built everything from 6A to 6L in it that I took off a piece of paper and plugged in there and I'm not going to talk on it because he built it but I just know that I used it and I think it's a great tool that help keep everything in perspective from and it'll help eliminate meetings that are going to be this long in the future.

Stout- so Scott I think the intent was to use it for tracking when you built it was for tracking items that we right here all right I have agreed to you as a board and district.

VanWinkle- so I did create a drop down, as a proposed, it's a drop down that has proposed and so if we do that we can all in a work session say yes we want to make this an action. Mr Stepp can decide if he wants it to be assigned to him or somebody on his team or is it a board action and then we can track it going forward, give a promise due date, if we don't meet that date we we can always look at it as a as an evaluation tool as well; so if we all decide together that this is going to be an action item and we don't meet that promise due date we have a 30-day window to get it closed to be yellow, if we close it on time it's green, past 30 days it's red; now we can evaluate ourselves on how we're accomplishing or meeting our promises.

Stout-so for example the Middle School piece so the action item currently is task force right and we've got the end of the quarter that Mr Stepp is agreed to get the information to us by so it would go on there with that date.

VanWinkle- yes and then it would switch from proposed to open; once it's closed it would switch from open to closed and we can move it to a tab on that spreadsheet-it's all the closed items so we're only looking at the items that are either proposed or open during these work sessions.

Stout- who would be responsible to keep track?

VanWinkle- so that's a question, a good question; so what we do in our staff meetings is we assign a staff member to take notes at each meeting so I don't know if that's something Mr Stepp would want to do or one of us would want to be an assigned notes taker but the idea is to have these comments or these statuses updated before we come to the meeting so that everybody can preview it; we all know where these action items stand before we come to the meeting and we have this running list of things that we are working on proactively as a team and we can track.

Stout- and that might be something that we could visit quarterly if we decide to have quarterly planning meetings or whatever.

VanWinkle- absolutely-these things-I also had added a drop down where they apply to either policy budget or strategic plan so that would be the only reason that we would want to add anything to that action item on list.

Davis- or community involvement.

VanWinkle- yeah I had, I did add community involvement.

Stout-well that would fall under promotion so that's one of our three P's and I say it would be good to have a promotion as a category in there cause I think that's something that we all need to work on.

VanWinkle- we can add to that drop down list, I just did this as a...

Stout- yeah a sample. Not everybody uses Google, I know that the Google Drive-have you been able to get into it Anita?

Hale-nope.

Stout-so not everybody has had access but if the majority can.

VanWinkle- well I mean if she has something that she wants to add we can do it during the meeting.

Davis- yeah if we need to print off and say here you go, you know at the end of our meeting or whatever, that can be done. The idea is that we got open, we've got work, we've got lists of activity and actionable items and things that we are actively working a running list of what we're working on so as we can be concise, we can update as needed, when needed and it won't take an exuberant amount of time to come to terms and be caught up to speed on where we are on certain topics or projects and we can add or eliminate as needed when needed in real time.

Stout- so this sounds like a board operational kind of retreat sort of thing to me for us to dig into further.

Nichols- work session.

VanWinkle- I can present it at the retreat if you want, I didn't prepare to present it. I have it pulled up now, but just for just for time reasons we can move along.

Stout-make sure figure out how the administration can tie that all right okay. Thank you. The next one, the CFO search update.

Stepp- so we have changed that title to finance controller, still not getting a lot of bites on that; we got it posted, going to start walking around asking some of the accountants around here what would it need to take to get somebody in that position, do some research on that.

Nichols-cause it's money is the reason we're not getting these people.

Stepp- it might be it's....

Nichols-I'd say yes.

Davis-well we don't have a- what was the last thing you said, was find the person we'll figure out we got to pay them that was the last directive I remember.

Nichols- cause they all want a whole lot of money.

Davis-inaudible- the position do we right? Like when you look at the position does it have a range?

Stepp- so we went from CFO to the finance controller because of the original limitations on the salary so now we've tried to send out and just get people and we're not getting them to apply at least ones that could do the job so we're just going to have to get right back out there and keep it posted and post in different places and really go after it.

Stout- you had mentioned to me maybe working with some of the local colleges for...

Stepp- that and talking to accountants around town and that kind of stuff trying...

Nichols- so is there a certification or...

Stepp- yes Ms Bray.

Bray-part of the problem is this is not your normal CFO job; a normal CFO and a CPA would be bored to death in this job because you have no control; half of what I did the other 30 years of my life I'm not allowed to do here; I have view only status to the accounting system basically I am a paper pusher, approval, making sure everybody complies with the comptroller's office. I don't sign a check, I send bills to the County finance office for someone else to approve to my PO's, to approve my requisitions-a regular-someone that has like a CPA or something they would be bored stiff at this job.

Matthews- so what is the difference between what Ms. Bray does and the position that we're looking to fill?

Stepp- the finance-she's doing all the finance stuff that the finance department requires so we want somebody to come in and that's their job is just working on the finance side with the finance director for the county.

VanWinkle- can we add some responsibilities to it like data analysis, data mining?

Stepp-yeah, if we can find that person yeah.

Davis- what's the feedback when we say we don't find the right people right we say what do we know that people are are a hard no for, like what have we learned for the last two years that's we've not hired somebody?

Nichols-they haven't taken it because the salary wasn't high enough.

Bray- they have no experience at all, they just think this sounds like something fun, which that's not going to work or either they're a CPA and they're going to want a lot more money and like I said a CPA would be bored with this job because you have no control, you are a pencil Pusher

you're working in somebody else's data if, when you can get in, we share the system. I don't have-I mean my login is only as good as if the ladies in county finance aren't running payroll, running checks.

Davis- so you've already turned me off from it, I don't even want to apply, so how do we change our messaging to the community, the public and the people trying to retain? We need to find somebody to do it, speaking positively about it's going to help in my opinion.

Bray- but you've got to be honest, because one lady that left after a month did not realize what the job wasn't and she left-1 month.

Davis- this is probably the longest tenured time frame we've had in the history of Cumberland county schools without a CFO though, correct?

Hale- yes.

Davis- and I don't know the whole story, the history since inception but it's probably fair to say two years right so I'm just trying to say what can the board do to help? I mean if it's, I don't know what it is-a billboard, do we need to independently go out do we identify this as a relevant thing for us to try to go help with, while we're promoting; can we go somewhere to meet people, is there a work session, is there a work fair, a job fair anybody on the board have an idea to hire a CFO?

Nichols- so the job description, I think that would be the biggest thing is to like you say not be negative but being honest what they're doing and not doing because if you get somebody that's used to this crazy financial stuff...

Bray- I know how frustrated I have been when it's like, not to get to into the weeds, I just want to make a journal entry, make a journal entry, that's all I want to do; I can't do that, I have to write it out on a piece of paper, send to somebody else, see if they approve it and they physically do it; things that were just routine to me that I can make and click and get my business done, it just doesn't work that way. Whoever it is is going to have to understand you're much more of a financial manager and someone that manages and make sure everyone follows policy and procedures both from the comptroller's office to your internal school accounting manual which is this thick, that sort of thing it's just different; but you have to have some accounting skills or you're going to be lost.

VanWinkle- some of the things that we've been asking for as far as budgetary items, TISA funding projections, outcome projections, those types of things couldn't be added to that position? Because they're going to understand spreadsheets, they're going to understand data, they're going to understand analysis.

Bray- they could do that but like I said a lot of that is going to be able to mine that data from the information that we have; you don't really...

VanWinkle- they take the time to type it in until we figure out how to do it differently but they would have something to do that would be beneficial to Mr Stepp and to all of our system, understand what we need to do to improve outcomes, what we need to do to understand our TISA funding better, actually present high level information to the board so we can make better decisions and project these things if you find the right person that can manage a spreadsheet is basically all we're looking for.

Bray- and then will be willing to sit down and key all day long.

VanWinkle- so yeah that's something that we can look at too is how can we help improve that system. I mean it may be money, do we need to add that to a priority list so we can start understanding this better? What I'm doing is voicing what Nick's saying-is how do we look at this and approach it as we're going to get this done instead of adding roadblocks?

Stout- do you think that changing the job description to add some of that would make the position a little more appealing?

Stepp- we'll do that and we'll get some positive recruiting out.

Comment from the public.

Stout- okay strategic plan, middle school committee task force, Mr Stepp.

Stepp- yeah we got working on the surveys now we're also going to get demographic information, facility information just all that kind of stuff so when board puts the committee together you should have a good baseline I've already gotten all the research out to you so you have that part the survey will go out to the whole community people will tell us they a parent community or whatever and we'll get all that information back to for the for the committee if y'all want to see the survey before it goes out and have some input I'll shoot it out to you tomorrow and you can let us let us know cause we got just the beginning format right now.

VanWinkle-do you what middle schools or don't you, is it that type of...

Stepp- it's pretty simple but it includes programming you know for do you think it'll improve certain types of programming and that kind of stuff so some of the touch points that we've already talked about.

Stout- and so we're still trending on track timing wise for having that data around the end of the quarter?

Stepp-yeah it's sometime probably the March meeting I would guess and then whenever you guys are ready to put that committee together I've already got some people that volunteered from the community that board members had sent me names so that's a good start you have somebody you want on there you want or if you're going to be on there you know that's up to the board to develop that committee.

Stout-send it to you and so we can have a running list.

Stepp-correct.

Davis-and that's you know for us as a board right trying to get to a place where we're content with our our approach to this right because we're not going to get another opportunity to pitch what we're trying to accomplish so if we collectively are interested in this project creating those timelines we got a deadline essentially in the q1 like what are we going to do between now and the q1 right and what how can we help right instead of just saying hey good luck we'll have a committee ready for y'all in March but we're no smarter on the topic than we were January the 14th; like how can we get ourself positioned to be helpful for March when it's time to go do the work.

Stepp- well I mean obviously you're going to have input on the survey then we're going to get that out y'all probably want to take it too and then at that point all the data we've collected all those studies that I've already given you you know there's I don't know how many documents are in that folder there's a bunch there to acclimate ourselves to the benefits of middle schools.

Davis- is this something that would be beneficial for us to put onto our website and say hey here's here's a topic agenda....

Stepp-it will social media, whatever.

Davis- make it touchable in multiple areas; that would be ideal cause we just not game planned as a board on how we're trying to approach a community in a sense like survey is one topic I know for sure we're talking about a survey I know for sure we're talking about a committee or groups of task force or however but those are really the only two vehicles that I know of that we've identified so those are two areas now what other areas are we going to deploy to get this messaging out and then how are we going to start coding or sifting through that ultimately is what I'm...

VanWinkle-we've discussed a special committee just of board members-we've not done that yet.

Davis-do we want to do that sooner than later?

VanWinkle- well the the only thing that I think we could do at this point is what are our options is it can we do it for free can we do it for a low cost can we do it for a middle cost can we do it for two new schools how can we best as a board support if we do decide to do middle schools how are we going to do it quickly what kind of game plan do we need to put together for Mr Stepp's team to be able to decide how we're going to implement it?

Stout-in talking to Mr Stepp the third piece of this that we had talked about was folks in your administration coming up with data for us as well-cost to the district.

Stepp-that's what the task force...

Stout- yeah so that would be all the information that would be available to us at the end of the quarter.

VanWinkle-all of the TISA numbers I've looked at totals for each school how many students there are, how can we divide those students and so I've already done a lot of that leg work but I don't know if it's needed or not.

Stepp- yeah everything helps.

Stout-so anything that we can help with I guess Mr Stepp will let us know and then we need to obviously put the information out, the survey is coming out, take it, please take the survey it's coming to you and then we'll have the data by the end of the quarter and then we'd look at getting the committee rolling in order to go over that data.

Davis- I didn't know if there's a reason if we wanted to delay the committee piece or can't start...

VanWinkle-I think we talked about that at the last work session...

Stepp-put it on the agenda for the next meeting if you want.

Stout-I think you know, setting up-we don't want to set up a committee before we have the data, if we're pulling people together we need to have the information that we're going to be discussing so we don't want to get ahead of ourselves with that.

VanWinkle- I mean I volunteered to lead the committee so I could have an agenda for that first meeting and we can decide if we want to meet after that.

Stout- and of course as we have our work sessions and things we can talk about what's going on and get prepared for that so it's not like Nick said we just get to March and go okay now what we'll be rolling, we'll be doing our piece while Mr Stepp's doing his piece.

VanWinkle-just asking if we should be proactive.

Davis-yeah cause right now it's all we're still talking in theory right like there's no different not being insensitive we're still talking in theory right we don't have a survey to look at right now we don't have a we don't have the only thing we have that's concrete is the end of q1 is a deadline so that means everything that's happening right now is not visible or we don't know where we.

VanWinkle- and we really don't know what to do at the end of q1.

Davis- yeah what are we going to have?

VanWinkle- just the survey that's all?

Stout- all the data y'all pull together, what the committee is going to need to consider, look what we're going to do middle school wise we're going to have to have all that.

Hale- I have a question: we dissolved committees so wouldn't we have to vote on forming a committee?

VanWinkle-a special one, yes.

Hale-a special committee we even have to vote on that.

Stout-if we did a special committee but we were talking about the community committee like we've done with the trauma informed.

VanWinkle-that's not what I was talking about, I was talking about a special...

Stout-that's a separate which yeah we haven't really gone down that path yet that's something new you're suggesting.

VanWinkle- initially when I brought it up, it's what I was suggesting but it got...

McCarty-it's a simple vote though as long as it's on the agenda.

VanWinkle- we can't do that in a work session.

McCarty-no I didn't mean that, I'm sorry-I just meant if it's on the meeting agenda.

Davis- and that's why I wanted to bring it up that way we understand where we what needs to be accomplished, what potentially could be accomplished and by whom is it going to be accomplished so is it going to be just the task force that's community based, the board itself want to say hey we find this is a valid enough topic to form a committee to do independent research or however you want to look at it to bring those things to the table to be right in the middle of it so we can go out and...

Stout-and I think if we're going to do that we need to (inaudible) to your point Scott that we need to decide what we're looking for from the community committee right made up of board members and staff and whatever and we have to decide do we need a special committee what would that special committee do like let's not say we're going to form the committee and then figure out what the committee is going to do let's determine there's a need for that committee and then form the committee that's really the order that we want to do it in so we can talk about that and then decide if we need to do it.

Davis- so do we have a list to your point, do we have a list of the task force and the things they're going to do right now?

Stout- so Mr Stepp task force is going to, you want to do a...

Stepp-I'll send out a list.

Stout- okay. You want it in list format or do you want just to roll it out right now for you, Nick?

Stepp-I'll create the list, I'll create it.

Stout-all right we good on the middle school how we're going to move forward on that? Okay all right now next the budget athletic facilities in need of immediate repair.

Davis-so here's an area that has been a topic of ours, it's in every board meeting right how do we improve how do we repair what needs fixed what do we spend the money on we're always either in a maintenance mode or a rebuilding mode or some some mode that requires us to give things attention financially at different times for different reasons; sometimes we can see it coming sometimes we can't see it coming how well we are at that equally is going to determine how good we are with our budgets moving forward and whether or not we have to make amendments at any point in time or we don't have to make amendments and sometimes the good Lord acts we just have to take care of business and we have to take care of business; in this situation I'm going to preface this this report that we've got here I don't know how many of you all have read it or not with saying that the bulk of repairs or maintenance that go on on our school's campuses are being taken care of by people that aren't employed by the school system. So I'm going to say that. I'm also going to say that this particular situation with tennis courts the track and the field at SMHS in this report there's also the issue of the tennis courts that have been removed at CCHS that are no longer playable, none of these issues have happened overnight okay; none of these issues have happened overnight and this isn't my opinion it's just it's impossible for things like this to happen overnight unless you know I mean the sinkhole doesn't happen overnight, you know floods are floods, situation or situation cracks appear when there's a major shift of an earthquake or if things have settled or they weren't properly construed underground so saying a lot of things to say in reading this report I've got some highlighted items that indicate what is the issues; this report came in on August the 12th it would appear and there's a timeline that leads up to this that provides some information.

Stout- Nick before you go into that can you clarify for me caue I wasn't sure I see who it's to but who actually did this was this requested by the district was it requested by our athletic director where did this report come from? Ms Bray you requested it okay so this report was requested by us already and this has come to the district for information for us regarding the status of these three areas at Stone?

Davis-yep so we it's the entire football season the entire track season the entire tennis season has came and went since this report got to us; highlighted right this is Baseline construction company out of out of Knoxville is where this this gentleman came into or came here from indicated the tennis courts that it's 17 years old and there are significant subgrade movements that there most likely caused by extreme freeze, thaw cycles, amplified by the amount of water that's able to subgrade through open cracks that are there so underneath through and because of the cracks are on top of the surface; recommendation of course be removed and replaced once proper subgrade testing has been completed; proper subgrade testing has been completed, that's at the tennis courts, it's unplayable, they can't host district tournaments there to my knowledge that's the way that that's been being handled now they they can't play tennis there even though three three and a half years ago I think they launched the middle school tennis program; we indeed have let the tennis courts go; if we ever ever maintained the tennis courts it's not to my knowledge I don't know how or what or if it's ever been maintained, repaired

how do even how to do that, couldn't tell you but I do know is they've been there for 17 years and they're falling apart we can't use them.

Stout- I know at one point Nick last work session, work session before last we talked about, maybe last week's session you're shaking your head, we talked about getting the athletic areas fields and such on a rotation like we were doing with the schools.

Hale-with the maintenance department?

Stout-well like we have with the schools we've got our assessments of the schools and we were looking at what we and so we had talked about getting that on rotation so this is more on the forefront when we're looking at doing budget.

Davis- yeah I think in the future that's that's 100% what needs to happen I agree we should have eyes on facilities we should have scheduling for how often we're going to look at it and by whom the evaluation process is going to be given right because if I go out there and look at it I can't tell you the condition of the subgrade terrain like a guy that does that for a living right so I don't know how to I can't do that for you so who's going to do that when they're going to do that we've got to be smart enough to deploy the right people to put them in place to look at our facilities in a way that we can we can be mindful of how we're going to spend the money maintaining or replacing, I agree.

McCarty-can I throw something out there, I know Sevier County recently utilized a company-I can't remember his name but I can find out that like did a full athletics assessment and basically brought back a report I'm going to summarize this in very basic more complicated that was that these are high degree of need medium degree of need and that was that allowed the board to almost put together what you guys are talking about which I would call an athletic capital outlay. I mean I'm just showing there are companies that will do that.

Stout-like we did for our buildings.

Davis-100%. And and not to take anything away from them because it does need to be, those things need to be done that's what they do for a living but as a board like getting on page with what does it look like now from where we're currently sitting and what's going to have to happen in order for us to get the next season underway waiting on the timing of some-us to employe them be agree to the price be agree to terms and then them do the work and then it actually help us for next season; I don't know that we have time for that that's why I put this on here as immediate need for repair because we've let time go by already and we're going to be asking a lot of hard questions in the very near future if we don't do something about this from what I've gathered.

Matthews-can I ask a question, coming up to budget season anyway right we not employe a company such as that or go with what Baseline is saying however but determine how fast we need to, like you're saying, get these fields fixed up so that we can get those included into this year's budget, things that we've got to get done before the season starts?

Davis- I mean that that's my intention of having this on the item today and that's precisely why I didn't agree to letting this go till the next time we could possibly move it down the line a little farther so I agree with you.

Stout-we could certainly look at what the cost would be and then vote.

Matthews- but can as trying to move this I guess forward do we need to put this on the agenda as we are requesting a company such as Chris is mentioning to come in and give us a quote, do we, is that something that we need to..

Davis-my opinion would be if the longer-if we wait right if we wait on finding somebody to come in like our experience in finding someone to do it like how long did it take Chamberlin, his team like we deployed them for the same conversation it took 6 months for them to physically be able to come on site and do.

Matthews- so by employing them now it's still pushing it way beyond our timeline.

Davis-and maybe I'm wrong, maybe they can mobilize and be here in a week's time, I don't know that company but in theory what I've seen is that it takes a minute.

McCarty-yeah there's lag time there's no question.

Davis-and I don't want to and I think that's a good point we should come back to but when we get in you know tennis is where tennis is it's unplayable it wasn't playable last year really it's dangerous in my opinion it probably needs to be locked and people kept off of it.

Stout- we've got them playing somewhere else right now so that's been the result right now not long term but right now.

Davis- yeah right agreed. Stadium field the stadium and the field and the track are are two issues that are combined in my opinion because they sit on the same footprint, the track physically surrounds the field itself; the report here goes on to tell us the field exhibited wet soft displacing conditions due to slow percolation rates possibly caused by existing native soils that seem to retain water; based on the visual inspection after walking the site I did feel obligated to inform those in attendance of the potential of lower extremity injuries that could occur due to the conditions; it's our recommendation that the field be removed replaced with a Synthetic Turf to accommodate high volume of use by the middle high school teams as well as local youth teams; so it's it's a very high used facility; he says also please note the site testing may necessitate the need to soil (inaudible) the site to ensure stability so site testing that's another theme that I'm noticing here they're big on testing to see what needs to be and what doesn't need to be.

Stout-It's come up because it has not survived where it is because of the current soil.

Nichols- was built on a pond.

Stout- so since we got I do have a question and I guess this would be for Ms Bray, Dr Maddox Mr Stepp, since we got this in August is there a current plan in place that we haven't been involved in as a board to I know we've talked about tennis courts off and on but is there a current plan in place or there recommendations or suggestions that you were going to...

Stepp-we have different plan that we've been working on for the field than doing this; this assessment what was this the week of the monsoon yeah so this happened right after that huge monsoon we had so I ran into this situation at Upperman, it took it was playable and safe but Maddox has been working and we've talked to some people here in the room about our plan so it's not this plan but we want to put it on the board agenda for next week?

Davis- I would love for us to have this on the agenda for next, you talk, you talking about us moving forward with this quote on the agenda?

Stepp- which part, all of them or just one or?

Davis so in looking in looking at this you've got three pieces that got to be fixed; two out of three are in the same vicinity the other one is an existing issue; well they're all three existing issues; yes I feel like we need to we need to move and mobilize quickly and come to terms as to whether or not we are going to repair this based on a professional's opinion; professional's opinion being people that build fields for a living and we identify like we've never seen any any type of proactive maintenance performed here that we- I've been on the board for two years I've never approved a budget item that spent money on any of these facilities right so yes this was a result of getting we got this quote back when we had an issue the issue had some repercussions right we had there was a leg injury that did occur during the time that this report came out so after this report came out there was a lower leg injury kid broke a foot lost 5 weeks of football playing time okay that's one that was on our on our team now I can't just say that it was 100% his fault it's not my place to say but I do know that that happened and I do know that the the the the track was falling in well before the monsoon I do know that we spent to my knowledge a hundred and something plus thousand dollars a couple years ago trying to Band-Aid the field itself or Band-Aid the track itself as it was falling in and delaminating due to its wet condition or whatever the conditions were. It's not changed the situation and to my knowledge this is the first time we've had someone give us a professional opinion and they're telling us to go deeper right they're not telling us to stay up here at the surface and fix things on top they're saying go down below and find out why you don't have drainage being taken care of and then let's reconstruct okay so that's the way I understand this and that's the way that I've heard it explained; I've heard it explained by Mr Chamberlin explaining that the drainage is inadequate has never been adequate the soccer field had the similar issue where it was not adequate they fixed it to some degree it's not still 100% so trying to get something done before we're into another situation, I think time is of the essence and that's the reason I'm bringing this up today in this way.

Stout- and looking at this there's quite a bit of expense involved in these three buckets for Stone one school and I appreciate your enthusiasm and dedication to Athletics because that's an important experience for the students as they're going through their education process. I would have a concern with just saying we can approve that much money at that school for those areas without knowing like where are the other priorities you know individually I'd have a problem doing that because we've talked about middle school fields using both the high school or middle school students using both the high schools and how the fields are wearing and tearing and so it's like where does this fall into the overall scheme of our athletic maintenance and what's the priority first so you know this is a big what we're looking about 2 and a half million outlay for these three items roughly based on this.

McCarty- can I add something to that real quick and I'm sure you guys already know this but just to throw that out remember and I don't even know what the numbers say cause I haven't seen this and I apologize but at at best what you could do if you put this on the next meeting is you'd have to put it back out to bid based on anybody else that want to bid on it would have to put new numbers in so these as y'all know inflation there's no I guarantee the numbers don't match what's in there from August that's not shocking and then you would have to determine what are the actual numbers we get for bid because you can't just hire Baseline to do it you have to put it

out for bid right so I know you know that I'm just to make sure there is even more lag time your point.

Davis- exactly so to echo everything he just said how we decide in theory is and I guess if I were going to pick the approach is just that like we've got to get we've got to agree that this is something that needs to be either repaired or we're content with putting it off knowing we've got a report out there and we've got another year that's going to go by in two sports where they can't play on it okay so track, couldn't compete couldn't host couldn't compete on our field tennis couldn't host couldn't compete on theirs football it was they missed opening week they missed a couple other scenarios had to rearrange schedule move game venues almost had to totally like and and we're not any closer to any of that being fixed so from that moment in time to today the only repairs that have been made on that field were the people sitting over here and the coaches and the parents and and the kids and the community that have pulled money out of their pockets to go to work and do this okay there's not been one single repair made by anybody that's employed by the school system that's fixed anything that's wrong over there.

Stout- have we not had you know work done on that?

Stepp- Ms Bray is working on the track I mean we got that plugged right now.

Davis- you mean there's a cone?

Stepp-well they had to Ms Bray what you have to do just to make it...

Bray- they repaired the drain and we got that and they did a lot of work over there as far as getting the earth moved so in doing all of that they spent probably two days over there, now competition's going to come in and actually resurface that area of the track weather permitting.

Matthews-is that an item we have on the budget right now?

Bray- correct.

Davis- to resurface the track itself?

Bray-not the whole track but just that area.

Davis- and what is the expense on that?

Bray- just to do that small areas about \$2,500.

Davis- and that's going to put us back into the scope where we have the ability to host?

Bray- no absolutely not.

Davis- so it just means that we're going...

Bray-that will fix the sinkhole, that will fix where that hole is but we have put a drain and done everything underneath the surface we just need him to come in and do the surface.

Davis- but it's still not going to put us where we need to be, what's going to keep us from being sued when somebody walks out there and trips and falls and breaks the leg?

Bray- correct I mean the track is a mess. I mean I'll be the first person to say that.

Davis- and it's just a matter of like us trying to come together as a board and saying look let's get ahead of these things because we know we need to right like we can't undo the past.

Stout- can we get on the agenda to have the athletic director and Mr Stepp and Ms Bray work together to outlay for us with the information that we have so we're not losing time to have someone come in what are the first priorities and approximate cost so that way we can if we can get that on the agenda we can start looking at what that's going to be for the budget why we

maybe look at a long term solution for actually getting a company to come in and evaluate everything so we...

Davis-do you know why this is on the budget today, you know why this is on the agenda today

Hale-why?

Stout- for all the reasons that you mentioned.

Davis- why is it on there why is it on there?

Hale- cause you put it on there.

Stout- you requested it be.

Davis- because I requested it to be on there, so that's a point so if you're asking me if I want to allow people that should have been taking care of it to take care of it I'm my answer is going to be no.

Stout-okay so we've got folks in positions that are tasked with doing certain responsibilities you are coming to the board saying you feel there's a need in this area so then we need to go to the folks that we've tasked with a request and they need to come back to the board with that so we can determine how we're going to move forward.

Davis- so based on this report that we have we're asking them to provide a report to us in an unqualified manner not because of proximity when we have a report from a qualified group that tells us what we...

Stout-I'm not just talking about this I'm talking about some of like athletic wise because we've talked about other areas in need so we have a full scope idea of what we need to do cost-wise not just at SMHS.

Davis-if we could have had a list of all those things before should we have to ask for it?

Stout- Dr Maddox you're raising your hand.

Maddox- well you know when this all got started back some time ago because we walked the field back in Spring time not have to back back up when I left Stone Memorial High School when I first got there we had a lot of work to do with the field although it was a new school there was a lot of work that we had to do to that field and it took us quite a few years to get it back get to the shape where it needed to be. In the years I've been here in the central office it has deteriorated; we've gone through three different groundskeepers we've had a lot of different issues with trying to maintain because there's a difference between a groundskeeper and someone that's been hired to cut grass, there's a big difference; we actually had groundskeepers at the beginning the first two leading up to two more so in the since 5 and 1/2 years we've had three different people go out there; we had the field turned into pure Bermuda at one time and we never had a problem in drainage so we have to take a look and say okay what has changed in those 5 and 1/2 years as opposed to before; now let me stop there and say I would I am in all support of having all this done with you know that that Nick has presented. I'll be very supportive of that but realistically I know where we're at as far as budget wise and when we discussed this this past August when this first came out we said it needed to be address during the budget season because there was nothing that we could do at that time; when I first walked the field with Coach Samber back in March of last year my question to him was what has happened to this field, what's happened to it, who has done this to the field because what happened...

Davis- the real question is who should be doing something to the field?

Maddox-the field had clumps of grass in spots and so leading into the spring the only thing that we could do at that time was we had to prepare the field for the upcoming season; when you plant when you have a lot of Fescue, Fescue grows in clumps and in order to fill in the spaces and the clumps where students wouldn't twist an ankle and turn their ankle we had to fill in those bare spots so the best ways of filling those bare spots was to go ahead and oversee that already with the same type of grass which is Fescue. Fescue is not a good turf for sports never has been but we had to, you know crimp our way through the season; when you have Fescue to fill in those spots we had to raise the blades on the lawn mower to 4 and ½ inches; normally the turf is cut at 1 and ½ inches; when you cut grass at 4 and ½ inches and you have a sprinkler head and the grass is growing up higher than that sprinkler head it prohibits the water going out so we had to raise the sprinkler heads; okay the other thing that was happening to us was when I was principal at Stone we had to replace one of the drains in the field; we had, there's four drains on that field but I had to replace one and put a riser underground and a grade on the top of it. I never liked the way the design was which was by Upland Design and whatever flaw is in that field in their drainage it was fine when Upland Design designed it and put it in; what's the problem now because we ran scopes through the drainage systems; the only thing only problem we found was in the french drain that Ms Bray was talking about that's draining-we replaced that so now we've got a problem with you know we still have to fix the grass; my job as the athletic director is try to get this thing playable before football season; we've got to do something for the safety of the kids now longterm turf the field; turf it make it look beautiful but we have to do it at both schools; also my experience is when we take a bite of something and say we're going to do this school one year and this school the next year that next year never comes because there's a change of school board members.

Davis- well that's true but it's not true right, we spent spent \$3 million in 2019 on projects for maintenance.

Maddox- look at where we're at right now with with the plans going forward; an email was sent out again to Ms Smith Mr Brown and coach Samber yesterday morning at 6:20 after a meeting I had with Ms Bray and Ms Kington after our supervisor meeting where I outlined the next steps of what we had done in November. I first went and met with the gentleman at, they're not called Parks and Recreation anymore it's the leisure activities. I met with them on a separate issue and at the time I was wanting to find someone who can come out and I know two other gentlemen that are turf experts that I always leaned on to build that field up. I reached back out to them-what do we need to do with this so I had a gentleman come down and take a look walk the field with myself Mr Brown and Mr Samber; what is it going to take for us to turn this Fescue back into a Turf that's made for athletic competition and to get it down, shore it up-if you go by CCHS look at their field. I did the same thing with CCHS in the springtime; we walked the field, gave them, tell them what we had to do to that field. So the plan is this we first had to take a soil sample and send that off that has been done I've not seen the results yet. Mr Brown had collected that soil, well actually the the groundskeeper, or the grass cutter collected the soil, Mr Brown got it and we sent that off; we had to find out what nutrients that were needing on the surface of that field; again we're trying to get it prepared for next season; that is not saying that

in the future we can't, and if the board decides that they want to spend this money on that facility I'm all about it guys I really am and I like to do it at both. I want a showcase at both schools that the community and the kids can be proud of but let's take a look at what we need to do to get it ready for football season; so after meeting and going over everything we had to do after the soil sample we and applying the nutrients that the soil is required to for you know the awful growth then in the first and second week of April we have to apply a substance called revolver; revolver mixed in with another chemical that makes it stick to the grass along with dye when you spread it so you can make sure that you're not putting too much in, that it's applied evenly all through the field; it takes approximately 2 weeks for everything to die, when everything dies out then you can observe and see what you have up underneath; you've got to see how much Bermuda is up underneath that; now once we see how much Bermuda is up underneath it then we can find out all right then what is our next step and the way I outlined it to them in the next step was I told about this will drive the next decision-number one do we work with the Bermuda that we have-number two do we sprig this field? And before I go further, well I'll wait; do we sprig the field, number three do we place in various spots with sprig or sod, number four do we replace the entire field with sod; the quote for the entire area inside the track is \$51,320; if this is the route we go the quote doesn't include installation we will need to organize one to two days of work from a lot of volunteers which shouldn't be hard; number four prior to the installation of the sprigs or sod if needed we need a minimum of around 20 to 25 tons of sand spread all over the field and then we need to drag it into the low areas of that field just like you drag an infield of a baseball or softball field; remember the crown is okay and it is okay if you go out there and look the crown is not the problem it's the low areas on the sideline but we do have low areas that need to be built up; next we have to install some rain gauges some water gauges so we'll know that we're not overwatering and so we'll put those around the field but we've got a solution short term to get us through the season but we need to turn that field back into a turf; now if you spray the field it takes approximately 6 weeks for it to grow by 8 to 10 weeks you're on it playing; I've experienced that before I've done it before this is not and once we do that but then we have to make sure that procedures are in place and the proper people are on a schedule that they know when to top dress that field they know when to aerate it first and then top dress it, when do you apply the pre-emergent to keep the bad stuff the weeds from growing into it when to weed, you know the watering cycle has got to be regulated; we can make that field playable before the first game but this is the steps in which we need to take; now do I have the \$52,000 in the budget- that's something for the school board to decide that if we have that in this year's budget because there's no way that this should ride on the shoulders of our parents; if you recall back in the years ago when we had to have a 2 week delay in school and does anybody recall that? I was charged at that time that I had to come up with how much money does our parents raise in our school system? So I took Stone Memorial high school at that time and and we're talking you know 17, 15-17 years ago our parents are second to none of what they do; these gentlemen right here are proof of it we raised-our parents at just one school raised almost \$220, 000 in one year. \$220,000 it takes a put it in perspective it takes \$80,000 to run just a basketball program; it is astronomical and that's before inflation.

Davis-yeah that's all valid information, we appreciate you sharing that with us.

Audience member-there's two, actually two bids turned in; had another contractor come put a bid in. Baseline has put a bid in- both of them agree there is a crown issue of the field which means the grades' off and they both agree there is no drainage so yeah this is great I wish it would work but it's nothing more than a poorly placed band-aid at this point.

Davis-so to go back and and look at construction on the field Clinton engineering is a company tasked with building the drawing for it so to my knowledge they have a drawing that's in place that shows what is indeed this field at construction it doesn't there's no drainage that I could see other than the the french drainage essentially that would shed water away from the track off of the crown off the sidelines into that void in between essentially where the players stand so you go back to 2019 you look at the issue that the board approved to fix that field; at that time they elected to only fix that field because it was the it was what had an issue okay, spent \$2.5 million on a total renovation right total renovation in a sense where they don't have turf there okay it's still in a hole it's still below the surface of the track and they have to put tons of sand on it every year to keep grass in the position that it'll grow.

Stout-so let me just ask you Nick I'm going to circle back around a little bit to what Mr Stepp asked so you got it on the agenda tonight for work session so we could hash all this out; are you asking that we at the upcoming agenda put these three items on to be voted on and what are you asking for us moving forward now that we've gotten a lot of the information?

Davis- yeah I just wanted to get to have the opportunity today to explain what history has been and how are we operating and how or how are we not operating in order to get to arrive at this destination okay because as as a board it is our budgetary obligation to make a decision on how to keep our facilities up to date and up to speed and check all the safety boxes that need to be checked and not only that we've got an obligation to do that sooner rather than later; if we're going to move forward in any capacity whatsoever with those with those three sports we've got to come to terms with how bad do we actually want to fix it so I'm asking that we identify that a professional in the field has gave us a recommendation another professional in the field has gave us a quote also we have asked for this information to be presented today right we finally got a hold of the information; it wasn't brought to our attention okay; anybody else know that there was quotes out there and there was a report that said if you don't fix your field you're going to break a, you're going to hurt your legs.

Stout- no but there's a lot, I think there are a lot of quotes that happen out there before it gets brought to and then it's brought to us with the plan and the ask for money.

Davis-very well could be, yeah do you have is there any safety concerns that that you're aware of that are outstanding?

Stout- tennis courts we've talked about for quite some time that's why they were relocated but we have the tennis courts at CCHS we've got to talk about too not just...

Davis- so I'm getting at that to say to answer your question I think we need to move forward and ask how to budget how do we budget for this so can we is this important enough for us to take action and fix the entire situation or just you know fill in some cracks.

Nichols- I love athletics I really love it now that my 15-year-old nephew that I'm raising is playing football I mean it's super important to me but what's more important to me is Homestead

Elementary that has 16 cameras and 16 keys that run a school and the school keeps my sheriff up at night because he's afraid of the things that might happen there; we have two SRO officers who are on the ground now so if we're going to spend \$2 million I think it's for the safety of our children and when all 12 of our schools are one key and our kids are safe then we can put \$2 million into a football field. I know we need this guys, I'm not trying to be rude and I'm not trying to be disrespectful. I love sports, our kids, that coach has made such a difference in my nephew it's not even funny but here's the deal we have a school that desperately needs our help so we going to wait for a shooting or something crazy to happen before we move on that; we have the plans how much money did we get quoted to build that addition to Homestead?

Stepp-it was between six and eight depending on what...

Nichols- yeah but we can't find that to fix that school; that principal has 16 keys to open and close doors, she got a key ring this big, she's got poor little Hope is sitting there in front of a TV screen this big watching and opening and clicking doors all day long hoping they don't let the wrong person in or a kid.

VanWinkle-it's pretty simple to change locks too

Stout- I think what I'm hearing is that there is a need, nobody's denying that, but we've got to figure out priority wise.

Nichols-There's priorities, I just don't get it.

Stout-we need to move forward on figuring out priorities for the athletics and the rest of the budget.

Matthews- I agree with the priorities, we've got to prioritize a lot of this stuff but at the same time are we going to continue with our athletic department knowing and Chris maybe you can help me answer this, with a letter like this that says that there is high probability of lower ankle lower leg injuries, our liability then raises substantially I would think; if we invite another school to play in/on our fields then it could end up costing us multi-million dollars for some of these athletes if they get hurt and can trace it trace it back to our fields, am I off on that?

McCarty-you're not off at all in liability I mean I totally agree with that, if we are and the way you look at it from a you call it premises liability the way you look at that is if we have a known danger and we don't take steps to reasonably fix that within a reasonable time and you can have liability the only the only tweak I would make to what you said is that would still be covered by our general liability insurance policy so it wouldn't be money coming out of fund balance it wouldn't be money that would come out of us it would be money that our insurance company would pay and then on the back end you would feel that on your underwriting.

Matthews- right and then it cost us more money over several years.

McCarty-it would be more of a long term hit than short term.

Stout-we would weight that for sure and we've relocated the tennis playing because of that and I'm assuming probably we're not fielding track right events because of that so...

Matthews- and I guess that's kind of what why it's being raised as such a concern is do we want to continue athletics on this field on Stone Memorial's field at this point?

Hale?- well where else would they play?

Matthews- well I don't know but...

Stepp- that assessment and that comment was made the day after the monsoon so that is a very accurate assessment for those 2-3 to 4 weeks. I mean that happened to be up...

Matthews-and I understand that completely and I don't know Chris can probably answer that too how much of a determining factor that would...

McCarty- which part I'm sorry.

Matthews- about when this report was written.

McCarty- well the I mean certainly the report that's what I was getting at earlier the report gives you guys an idea it sounds like there's multiple quotes gives you an idea of sort of where ballpark would be no pun intended but really there's nothing we could do until you got recent quotes multiple quotes that the board can then determine A: can we pay for them and then B: which ones are priority which ones are not so really nothing can happen until you guys put something on the agenda and I don't, your decision to do that, put them on the agenda separately decide do you want to throw them out for quotes get the quotes back and then determine do we have enough money A and then B is this a priority to do now. That's what has to happen is just put it on the agenda see what it looks like.

Davis- and to your point Ms Nichols it's not that nobody's marginalizing what you're what you mentioned and what the sheriff has his I guess unofficial report was that it does keep him up...

Nichols-he gave the report to the County Commission.

Davis-but the Middle School conversation also has potential to alleviate some of the requirements of that school and change the dynamics that are indeed of a concern so I don't want to dismiss or just pretend like you didn't say what you said and if there aren't things that people know well above and beyond me that are out there I'm just I'm looking through the lenses of this came in when it came in the history has been the history and we're just trying to get to a place like what can we do with what we have in the time that we have to do something with right. \$8 million...

Nichols-we've had the plans for Homestead how long we had those now two years about two years?

VanWinkle-this is all point of order we're trying to decide what we're going to put on the agenda so can we just do that. So procedurally can I make a motion to put that on the agenda?

McCarty-as a, honestly as a board member since it's (inaudible) meeting...

Stepp-just request it.

VanWinkle-can we just add that to the agenda-get quotes on repairing.

McCarty- and then the board would just vote at that meeting whether or not to put this out to bed.

Stout-these three items just specifically these three items.

Davis- second.

VanWinkle- in the meantime (inaudible)

Maddox-we got to keep going forward with the plans that we have in place we don't know what's going to happen this is the only choice that we actually have.

VanWinkle- right now it's the only choice is to basically grow it not sod it because you don't have money to sod it right?

Maddox- no we can-you know I talked to Mr Stepp about it it's, and I'd have to talk to Ms

Bray, again sodding cost about \$52,000 versus a million dollars practically to (inaudible) that field; but again I would love to see it my hometown looks beautiful all that and we'd all be for that if we could find the money to get that done.

McCarty- not to make this more complicated but if you want more flexibility for what you can do that night the meeting you put the action item agenda put discussion on possible action items to remedy situation at tennis court, stadium field, etc so if it were to be that you didn't want it you didn't I have no idea if you didn't have the votes to go throw it out for bid you can make a vote for example on alternative motion to get sod so it just gives you more opportunities to make those fixes.

McCartney-can you repeat, please.

McCarty-I'll send it, I knew where you were going.

Davis-we parked on the football for a minute right but we we've not you know we still can't compete on the tennis court and we still can't compete on the track so two out of the three issues whether we grow grass or don't grow grass are still not solved okay and that's not there's no quick fix for that to my knowledge and it all has a lot to do with what's underneath the surface so thank you guys.

Stout-ok budget lighting project update.

Stepp- yeah the Mr McCarty and the County commission's lawyers finished up the paperwork recently it's on the agenda for the County commission for them to vote on it already had some Commissioners call me just to verify the details and information and the loan and the EESI and all that kind of stuff so we've been filling that information out so it's at the County commission.

McCarty- we're good to go. We've been in communication like Mr Stepp said with County attorney and with all green light we should be good.

Cole- I believe that's on the agenda for their meeting Monday night Monday or Tuesday next week.

Stout-okay we had a request to add the budget by department on.

Stepp- this is the report that Ms Bray printed out for the board that she can do through the platform we currently have. We talked about different things that the board would like to see so we're going have to move forward on that and just work on it, do the best we can.

Davis-real quick Ms Bray can you show us where the maintenance item for athletic facilities is on here.

Bray-none. other than the seed and the grass and things like that.

Davis- which line item would that be?

Bray- down towards the back line 420, page 37 it's line 72620 fertilizer, feed, lime and seed.

Davis-I'm trying to get there can you... you said 37?

Bray-page 37 fertilizer, lime and feed line 420.

Cole-that may be on a different page.

Davis- yeah it doesn't line up with my page either. So that budget number is \$27,500?

Bray-correct.

Davis- and we, so our our current budget for athletic maintenance and repair is 20,700 or \$27,500 currently so knowing that we have potential for millions of dollars repairs do we think

as a board it's intelligent for us to have a budget of \$27,500? So those are the hard questions that we're talking about-how to prioritize-maintenance and where we put our money into what bucket has a lot to do with whether or not we're going to have a 20-year problem.

Stout- I think we all agreed that we need to get a plan in place so we're going to start (inaudible) out with this budget year and put it on a rotation like we're doing with the building so I don't think that's up for...

Davis- the booster club spent a little over \$15,000 maintaining one field themselves this year so I've got 60 comments on this on this spend by department. I'm not going to bore y'all with those tonight cause I know y'all have heard me longer than you probably care to for the rest of your lives and that's all well and good but I will take I will bring these up in another setting.

Stout- a lot of that I think would be helpful as we start approaching budget discussions. So we've got our plan in place for that, the next one on the agenda is the community involvement multi-use tennis facility-is that something we need to address with addressing the tennis?

Davis- sure I brought this to Mr Stepp's attention that the that you know maybe we can find I think we've all had some conversation on how to maybe find a joint venture or a group to help us place, solve the tennis problem universally right can we build a tennis complex, a tennis location that will solve that problem for both schools cause it's both happening in the same location; there's a new group forming or has formed rather called Cumberland Cares-they're going to be having after school day care, Mother's Day out, a lot of things that are family based, school based that's going to help alleviate some of the issues that are happening already; they're leasing property at the First Baptist Church location, they have a 40 acre campus there, large the bulk of that campus is in grass so I shared the contact info for the individual there for maybe us to start that conversation in the event that it would serve our purposes of building a complex on some other campus; that would be universally located to serve both purposes; just a theory just a thought but just trying to connect some dots with two initiatives that would help each other.

Cole-are you like using our funds to build a facility on somebody else's lease property?

Davis-uh huh.

Hale- I don't know, I mean what's your thoughts on that?

McCarty-you'd have to have...

Hale-what about the liability?

McCarty-the liability we could handle contractually I wouldn't I'm not saying that's not an issue but you can handle that contractually it's the ownership factor of it like the way in which we can possess and own real property is pretty finite so the question then becomes honestly I'm not dodging your question I just I need to look at that it's a new idea.

Davis-that's why I'm bringing it up.

McCarty- yeah that's a new idea I'm not saying no to it just give me some time to think about that.

Davis-and even if that and that was the reason for it-I knew they had space if we had a piece of property that we could utilize that would serve the purpose obviously that's job one right that would make the most sense, I just off the top of my head can't tell you where that's located.

McCarty-there's and you and I can talk about this there's other ways to do it too that might not

be quote/unquote us leasing it but would still serve the same purpose that we could make that work and one of my property gurus at work could probably help us with that, does that make sense? Different ways to skin the cat and it give us the same cat.

Davis-yes sir, absolutely.

Cole- to me sounds like a great opportunity to maybe partner with the city's leisure services Bunch like if we were to do something like that with another government entity it' be a little more secure than...

McCarty- it's a lot easier.

Stout-I have put the bug in the ear of our two Mayors but that's about as far as it's gotten but I think we all would love to see some kind of Community Partnership in that.

Cole-I think if that was possible to partner with the city or even you know the county but the city already has existing facilities and people to maintain them and everything but I would definitely think that would be a better avenue than unleased property.

Stout- okay all right, policy we're skipping 6h cause we already addressed it, 6i policy mastery connection textbook adoption.

Davis- this is another item I asked to be on here right we've got you know the mastery tool instructional material item that's been piloted and deployed in different ways across the county and then I think Mr Stepp has explained to me that there's a different how about this-walk us through the timeline how did we get how did we arrive at mastery connect and where are we now with mastery connect-what was the intention what was the how did it work and where are we now with it.

Stepp- yeah so just operationally last year we piloted it the schools that did pilot it or certain schools piloted at a certain grade level had some success so we decided to do it last semester we all tried to follow almost the exact type format gave principals because every building's different the culture in every building is different so we gave them some latitude and then at the end of the semester now that everybody had done it we saw gains in almost every area and the principals were allowed to make it work in their building so I just needed to know real time accountability and how they're going to remediate so that was principals over the the break worked on that and we're collecting their plans right now and I'll go building to building talking with them to see how it's working and how they feel; the point is is to get that academic press in real time and provide remediation.

Davis-so when we go when we went we decided to go forward with using that you know and I'll expand and you can correct me if I'm wrong to my knowledge it's either 80% or 100% of the grading scales the students are measured by.

Stepp- so we got the principals together asked them what they think the percentage would work in their building they did it in different groups they just some decided on 80 20 others decided on 100% and now they got a little more latitude to figure out how they're going to do it long as I see real- time accountability and remediation so if I can just see that and I see that they're using it and the kids are learning then that's the goal but every building is different every principal's different all the cultures are different so.

Matthews- so is mastery connect continuing this semester in every building?

Stepp-or yeah the principals have the latitude to how's it going to work in their building how's it work for third grade who's self-contained as opposed to 8th grade who moves around just a lot of different angles to it.

Davis- so now the principals can decide as to whether or not that's going to be the 80 or 80 to 100% or 1% of the grade?

Stepp- no they have to get their plans approved by me so in regular operational sense they're going to have to talk to me about their plan and then we'll approve it.

Davis- so is it fair to say that one school's grading scale will be different than another school's grading scale?

Stepp- percentages on assignments.

Davis- okay so in...

Stepp-and that's been that way forever I mean each building has different percentages for different things.

Nichols- and the principals, they're the ones that choose the percentages?

Stepp-uh huh.

Davis- were they given any parameters minimum percentages versus maximum so were they told that they have to have between 80 and 100 or they said you can have one to 100?

Stepp- no they cannot not go extreme where they get rid of it; they're going to bring their plans to me and operationally we'll talk through that and I'll make an operation decision on it.

Davis-so in that vein of of what's operations and what's board control and not maybe control or directive, I appreciate the fact that we're trying something new right and we asked you to come up with the way to do that and give us real time accountability create those midterm results between report cards that way we know if what we're doing needs to be changed or whatever so totally 100% appreciate that; my feedback from principals, parents, and students is that mastery connect is harmful; this is feedback I don't I've never taken a mastery connect test I couldn't log into the computer and tell you how to take it I can log in I can show you where to find mastery connect website so I'm not trying to be the resident expert or be the operational wizard behind mastery connect but I think the community itself is a little detached from how you can get a zero on a on a six question test and get a 50 as a grade or get three out of six and get better than a 50 and then that be your primary source of grading; your primary source of grading has nothing to do with the amount of homework that you've been sent on home with and you have to do, has nothing to do with all the other course work that you've completed your grade is solely dependent upon your ability to take a test and is standardized testing at its finest and not only that our policy says in 4.401 section 7 the responsibility to select from textbooks and instructional materials as recommended by the state commission rests with the local textbook selection committee and then subject to approval by the board; use of textbooks and instructional materials not to the list approved US state textbook commission is permissible the board submits a waiver and it's approved. I am just trying to understand how we have some oversight on that instructional material?

McCarty- so can I jump in cause I did look at that cause I knew this was on the agenda so I wanted to take a look at that policy the cause I wanted to see what the definition of that was so you're right, under 4.401 which comes from State regs you're right it says that the textbook and

instructional materials essentially have to go originally through the commission which local commission first then by the board that's right then I wanted to see what how does it Define that and the way that's defined is textbook and instructional materials and by the way this is that reg if you want me to read this whole number I can -052-05-01-.01 I love the state; the material shall be defined as any medium or manual of instruction which contains a systematic presentation of the principles of a subject and which constitutes a major instructional vehicle for that subject; my understanding of mastery connect and this is where I just throw this out so using that definition I thought it was just an assessment tool, an assessment tool versus instructional tool is different; an assessment determines what the effectiveness of the instruction so I don't think as I understand mastery connect unless somebody can explain it better would fall under that definition.

Davis- so if looking at mastery connect I may not have brought that document with me today...

McCarty-I'll have to get somebody else to tell me how it works that's what I understood.

Davis- it's kind of designed to do both like so the whole intention is to follow if I'm paraphrasing is to follow this curriculum so we can be better at taking the the TCAP test so its logic is to teach principles so you can take this test better.

McCarty- so it provides and I'm asking a question now so mastery connect also doesn't just provide testing your quizzes or data collection...

Stepp-it's just it's a it's a bank of questions that are that are mimicked off of the state test but the point of doing it every week is not just to do it the point is did the child get it and how are we going to remediate so we don't wait 4 and 1/2 weeks and then all of a sudden half of our class missed this standard this standard this standard this standard-how's the teacher going to catch up after 4 and ½ weeks on remediation so I my point of doing it is just to provide real time remediation and in the heart of this I've talked to a bunch of directors about this they read this as the instructional materials related to the textbook that's being adopted not as every instructional material.

Davis-and it could so very well be I just my only ability was to take this and say what do we have as a board that that lists the textbook selection distribution of the care and somewhere along the way we thought you know good of ourself to say we're going to put this back in front of the board once we've got that together so if everything goes away from the books and we no longer have books anymore does that mean that the board no longer has the ability to provide direction on what our instructional material is?

McCarty- I thought that this material from mastery connect and again help me if I not understanding...

Stepp- its to help the curriculum.

McCarty- it's basically helping assess whether those materials in the textbook so those approved materials are being taught correctly?

Davis- it is but you're grade for your...so if indeed you're graded on the what the test you took it is indeed instructional. Whether or not you stay in the grade or not.

McCarty- yeah but we don't have every teacher come in and I mean I'll give you an example I'm just going to give a personal example when I taught which is a long time ago, the issue I mean I would do my own tests and I did those based upon the instruction materials that I was utilizing

or relying upon from State Standards which is the textbooks approved but I created my test I didn't have to go before the board to approve that because an assessment does not follow that that's why. I can create my own quizzes my own tests a lot of teachers do that and I don't think we want every teacher coming to y'all and having to get all their test approved right I don't think that's what you're saying I'm sort of kidding just that's what I think I'm not sure...

Davis- when there's philosophical shifts in the grading scale because that's the ultimate that's that's the outcome and that's my thing is like it's not that this was you know sabotage and somebody's like oh let's just sweep this through and hopefully the board doesn't realize it that's not what I'm saying it's that if our goal if our job as a board is to look at what instructional materials can y'all remember time when we looked at instructional materials.

Hale- well the science thing is being adopted right now so, isn't science being adopted?

McCarty-the way that's supposed to work is that you have textbook committees that are assigned every year they rotate, those committees provide y'all a report they don't ask you to read everything but I mean read every book or textbook but you rely upon those reports and that's how it's supposed to work.

Davis-yeah it's just we're the Board of Education if our goal was to influence education understanding how our kids are taught and graded should probably be at the front of what we do and if we if we change our grading scale in a sense where it goes to to standardized testing when all the reports are out there says that standardized testing is not the way to go then why are we going to continue to be in standardized testing and it is if it was supposed to be brought to our attention I'm just asking if we do get in a position in the future when do we need to be informed of what is going to shift and when do we not right like how involved in this process do we need to be? I'm not the resident expert on education. I'm not going to claim to be, I just know that when we have policy that indicates that we need to be apprised of instructional materials and if our grading scale changes I feel like we should be in the know on that.

McCarty-you have a policy I'm trying to remember right now what model policy number is, you have a policy on grading scales how those work how those are applied across the system I think of a grading scale is more like you go from 90 to 100 or you go from 93 to 100 right so that should be set by policy and you guys do govern that everybody relies upon that.

Davis-maybe that's the wrong language- grading method.

McCarty- what I would say is and I don't-it's up to you guys if you want to be more involved in it I don't play a role in that, I'm not trying to, I just want to make sure you know that when I looked at the definition of is this something that would go through what I call the commission process if it's purely an assessment data tool don't think it has to.

Davis- so what regulates-what vehicle grading is to be determined?

McCarty-really the administrators teachers principals determine...

Davis- so if they want to teach them all day long all mastery connect all every textbook and...

McCarty- that would be different if they were if they were teaching from mastery connect and that was actually acting as the textbook or the or the instruction material. That'd be different; what I understand is they're teaching from their textbooks or the approved materials and they're using mastery connect to determine whether the state standards (inaudible) that's what I thought, is that right? That's the difference. I mean I you're right 100% if Mastery

connect was something I misunderstood and it's being used to essentially take the place of textbooks which are approved by yall that would be a very different story.

Stout- and we did know about mastery connect. I mean we we talked about it last year we talked about when we did our school tours we talked about them doing the schools that were testing it you know we got feedback from them during the piloting, from the principals when we were there on the school tour so we heard about it Mr Stepp involved us in that piece of it but it didn't require our approval and then obviously he's working with principals on the grading piece on that which apparently doesn't involve our approval either.

Hale- but I didn't think it's supposed to be the whole curriculum, we still using the...

Stepp-it's not a curriculum.

Stout-like what we used to call pop quizzes when we were in school right the pop quizzes we would get so the teacher would know did you get what we went over or do we need to go over it again.

Stepp- yeah we call it formative assessment so you continually do formative assessment to find out if they get it and when you know they get it great you know they didn't you provide the mediation this is just a centralized formative assessment tool that we can track.

Hale- but okay but to what his point is somebody's using it as a grading thing to put like your child made a 50 on this.

Davis- it is the grade. Homework doesn't matter, it is the grade.

Stepp- it's up to the principal to decide how they want to use that some some schools had 100% showed a lot of gains the principals got together and said the minimum would be 80 100 I didn't set that number the principal set that number and now they have the flexibility when we debrief how's it going to look in your building to know we got real-time data and you're remediating how do you feel it's going to work in your third grade as compared to your fifth grade as compared to your eighth grade so.

Davis- so when will we know if it's an effective tool or not?

Stepp-I got all that stuff ready for Saturday.

VanWinkle-can we look at other systems that use it?

Stepp-you can.

Stout-all right so I think we got all the questions answered on that,clarified the policy okay there's three more policies on here we can move through those fairly quickly, policy 2.404 School Support Organization. Nick, that was one of the ones you requested.

Davis-yep so kind of back to where we were talking about budgetary items and how we spend money and how we don't spend money who's been taking care of what; School support organizations; reading the primary purpose of those organizations is to assist and support the school in recognizing promoting Student Activities, principal being the responsible party for maintaining close communication with such organizations to ensure the organization's goals bylaws and constitution accurately reflect the vision and beliefs of the school and are in compliance with board policy so anything, I'll paraphrase that we got an attorney here he can probably do it better than me and he had brown hair once so the intention here is that the principal is working alongside these School support organizations to make sure whatever it is that they do or not do on behalf of that body that they represent is within compliance of our

board policy right and it's saying that one way that they found to do that is by including a representative from the School faculty a sponsor I understand that is most of the time they will ask the coach of that sport to be that school sponsor.

Matthews- but also I don't mean to jump in either but as school representative they're I guess our policy is a little bit off from the comptroller's policy because the comptroller actually defines what a school representative as and lists basically the people that that deal with money right it's not necessarily just someone that is employed by the school but the comptroller defines it as a treasurer, someone that deals with money as being a school representative can you...

McCarty- can I explain it? It's sort of depends and I know that's a classical answer, let me explain; if it's a school system SSO or if it's a school at large SSO so for example the SSO School support Organization for X school okay then a school representative has a different definition if it's a what I would call an extracurricular based SSO like football booster club it's a different definition too the state makes everything fun so the example would be if it's schoolwide or school systemwide School representative would be a school board member this comes straight by the way from 49.2.603 School Board member director of schools a principal or to your point this is where you get that you're getting that one any individual who is primarily responsible for accounting of school system funds or the funds (inaudible) with the school that's if it's that; if it's a booster club though what I would call activity specific it's a little broader that's why I was going to point that out so for example School Board member director of school principal same ones here then the same one in number four the primary responsible for funds there's an there's an additional one it would be any individual who works for the school system who knew as part of the individual's employment by the school system is charged with directing or assisting in directing the related school club activity then there's a separate definition that says I know I'll explain it let me read it I'll explain I got to I got to decode the state then they put to make it more fun they put another definition that says it would always include coaches assistant coaches band directors or any other school sponsor of the related Club so for example if I was football booster club you know what I'm going yeah and the football coach or an assistant coach could not be a signatory could not be a Treasurer they can't hand the money for that booster club that's where that comes from, that makes sense?; really administrator or anybody that's a specific coach or sponsor.

Davis- so it would be the sponsor.

McCarty-I mean what I typically deal with are a member, a parent somebody like that somebody that really is not working for the school system who is you usually the comptroller wants us to have could it be an employee who is completely unaffiliated with A money and B Administration and C that club? Sure.

Davis- so the organization must include one representative from the School faculty as a sponsor, who should the sponsor be?

McCarty- well that's what I'm saying anybody that would fall into those categories so if I was I'll give you an example if I was I know and by the way if I could rewrite this to make it more clear believe me I would if I was a teacher at X school and or if I was a teacher and I'm teaching history at high school and I want to be the school sponsor but I'm completely unaffiliated with

the club then I could do that cause I'm not an administrator I don't handle funds cause I'm a history teacher I hope not cause I was one and then see I'm not an actual coach for that team.
Davis-unaffiliated with a club as in like you're not going to reap any benefit from being affiliated...
McCarty-unaffiliated would be you're not the coach or the sponsor so you're not the band director.

Davis-so it doesn't need to be the coach?

McCarty- correct or an assistant coach.

Davis-so do we have a list of all of our sponsors per like right now do we have a list of all of our sponsors per athletic event?

Stepp- we're in the middle of working on all that right now.

Davis- so we don't have one currently?

Bray- the athletic directors should have one.

McCarty-of the school year?

Bray-correct.

Maddox-they keep on file all the bylaws and the constitution along with they have to keep an updated record of all their officers in that club.

Davis- but I'm talking about who's our school sponsor as line item 21 in our policy 2.404, organization include one representative from the School faculty as sponsor who's our school...

Maddox-like he said even with our CTSO's in Career Technical education the classroom teacher is a sponsor of our CTSO coach Buck would be and in coach Capps are the school sponsors of the basketball boosters.

McCarty- let me explain sorry if you look at their number three...

Maddox-they can't serve as officers.

McCarty- they can't serve as treasurers or bookkeeper or sign any checks they can't have a debit card but yeah they can access the sponsor sure.

Davis- okay so that's all I was asking who's supposed to be the sponsor.

McCarty- so if you look at number three there's your answer.

Audience member-they can ask for money up front and then that booster club votes on it.

McCarty- correct you got it you know. They can't have a debit card, they can't be a signatory, they can't handle the money in any way shape or form.

Davis- all right right so any plan project movement instituted or to expand modernize renovate or render maintenance to school controlled and or own properties or provide academic achievement awards and other educational recognition to student bodies will be presented to the board in official session for its consideration comment evaluation approval and sponsorship; this must be done before any public announcement is made; so if anybody spends money on my interpretation is if anybody spends money on school property other than the board where to be the approval of that.

Hale- I think that's in the consent agenda that kind of thing isn't it?

Stepp- what are you talking about every time they throw sand on a field?

Davis- anytime somebody spends money on school property other than the school board we're supposed to approve it.

Stepp-my understanding talking to other directors that is not the intent of this how they read

it that that amount of BOE oversight.

McCarty-yeah I would not consider this to be your daily you know like he said throwing sand on field certainly anything that would be a project that would affect or change or add to the structure of the improvement...

Stout-like the bandstand.

McCarty- let me give an example if booster club money wanted to put a new scoreboard which I've seen that a million times at a million high schools y'all would have to approve the acceptance of those funds.

Davis- so do we have to approve the acceptance of them to do the maintenance on the field?

McCarty- if it was if they were changing the facility.

Davis- well anytime you do something other than its current state is that not change?

McCarty- not if you're just bringing it back to what I would call working order like putting sand on grass or sand on a golf course. I don't think it's that daily operational stuff I don't believe that all has to go before the board, no.

Matthews-if we were putting a whole new drainage ditch in...

Davis-how do we have any control over who's going to do what on our facilities then? We can just let anybody show up...

McCarty- well they no I'm sorry no no that's what I'm saying I'm sorry you're asking me what the board has to approve certainly the the principal or the administrators can say no you can't come on our property or know hey we don't want you to do that we you you guys put them in charge of those daily operational tasks but if it's a major task that's going to change the property or change the facility that's when the board that's when it comes to the board.

Davis-so we've spent millions there's been thousands of dollars spent on all these field maintenance projects that has not-it's been above and beyond what the board has spent right so the law of averages says that they spent more money than we have.

McCarty- I have no idea on that.

Davis- right if we provide if that information is relevant or accurate did we violate our policy?

Matthews- not if it was allowed by the director or the principal?

Davis- do we need to know when people spend money on our property?

McCarty-not what I would call not a not a baseball coach or a booster club member coming in and throwing some extra sod down, no I don't think so; somebody coming in and putting a new stage in a theater, sure. Or even replacing a structure so for example I give you an example of rendering maintenance; if you had a light pole at a football field and there was a crack in I'm just I have no idea you can guys I don't do construction for a reason but I mean you're talking about a significant maintenance piece that is going to determine whether or not that's going to fall or stand that certainly would be something that to come for the board sure, filling in a hole with sand, no.

Davis-even if that turns out to be an issue?

McCarty- now again well that's why you have administrators in place to determine who they're allowed on the field who they're allowed to access; I'm not saying that the school should have no oversight of that, I'm just saying it doesn't come to the board.

Davis-so what instance would we need to know like this if I read this any planned- it doesn't say some, it says any planned project or movement instituted to expand, modernize, renovate or render maintenance to school controlled or owned properties.

McCarty- yeah I just don't think that's where we're...

Davis- any-it starts out as any.

McCarty-any planned project or movement I don't think that me going over there and throwing sand on a piece of grass falls under any of those categories.

Stout-it doesn't say maintenance.

Davis-well it does say that any planned project movement instituted to expand modernize renovate or render maintenance so if we're rendering maintenance if sand is considered a maintenance item on a field is that not...

McCarty- I understand what you're saying I just disagree with the the expansive reading but I totally understand what you're saying and and I want to clear I'm in no way saying the board does not have oversight or should not have oversight over its property it does I just think that the daily oversight of the property for what I call minor situations like sand on grass is left up to administration to handle the not the board.

VanWinkle-if somebody went to change a breaker out the breaker box that to be approved by somebody.

McCarty- correct.

VanWinkle- you wouldn't want a 30 amp in place of a 20 amp.

McCarty- that's right that's right.

Stout- but does the board even know to say? No it wouldn't be the board it would be in the someone who's in the know, some administrative person that's charged with that, that knows.

McCarty- I would argue that anything that happens on school grounds we have to have say in it whether that goes to the board or not is the question at play. Should it be an administrative decision or a board decision it's really I think what you're asking I get that.

Stout- okay policy 2.601 fundraising activities.

Davis-so fundraising should be authorized by the board shall be for the purpose of supplementing funds for established school programs and not for replacing funds which are the responsibility of the board, goes on to number five the director of schools will determine whether or not the activity will benefit the school contribute to the welfare of the student body supplement not replace funds necessary to fill the board's required contributions; couple questions come to mind there right where does the buck stop who's responsible for it our policy says the school board's responsible for the primary source funding-my interpretation the other entities, other fundraising abilities, school support organizations should be the supplement right so how do we know where we stand with that? I can tell you we're spending \$27,500 a year to my knowledge per our line item, our own budget to ensure that we're throwing some monies at these established school programs. I guess the question is that is do we think that's enough money, do we know what that dollar-how do we know what that responsibility is if our policy tells us that we are responsible to fulfill the board's required contributions so what is the board's required contributions?

Stepp-so the response I got and asking questions to other directors is the board decides on

that every year in the budget season so it's-you decide what your obligation is as a board so that's up to that's yall's prerogative.

Davis- so we got to figure out whether or not we are going to be in alignment with our policy; are we going to be content with being the supplement or the source? Our policy says that we're not to be the supplement or they're not the currently math would tell me we're the opposite okay we are the supplement booster clubs and community organizations is the funding body and currently that's not how we're operating; so simple if we were to go out and and I'm probably sure we already have the data we could probably look and see what money is being raised through fundraising activities and those school support organizations and how they're spending it is going to come back and tell us that they're spending more money than we are on our own equipment.

McCarty- to clarify that and you probably know this but the way the school support organization manual now works from comptroller's office is they do have to provide us their budget reports so that all that all that data is available.

Stout- well and if we're looking at that we can't just look at athletics because we've got arts and music and a lot of fundraising things that come past us in our board meetings where they are raising money to do the activity that they want to do at the level they want to do it where the school has to determine what are we providing that's safe secure and reasonable that's available to everybody across the the school district.

Matthews- and correct me if I'm wrong too but with school support organizations they don't have to spend money if we say the coach comes and asks them to pay for this or pay for that...

McCarty- it's their decision.

Matthews- it's totally up to that organization whether they want to or not they do not have to in any way shape form or fashion pay for something that they don't feel is is going to work or they want to invest in.

McCarty- and then on top of that we would then have to approve if we're going to allow them to do that and whether that's an administrative level or board so for example go back to that score board example the steps there would be somebody thinks you need a new score board you go to the booster club they say hey we can pay for that we'll sponsor it we got two donors then they have to come back to the board though to determine do we want to accept those funds and move forward with that project done, yep that's all true.

Davis- so I guess what I would ask us to do right is we're starting to head into budget season and all of these different things have kind of came to surface knowing that we've got some language that tells us that we're we're supposed to be responsible as that primary funding source instead of the secondary funding source let's get some information available how do we best find ourself getting that information do we need to look it up on our own to find out how much money is being spent by these School support organizations or can we ask for somebody to get that for us?

Stepp- we get the end of the year reports every year it's required to go in to the comptroller, Ms Bray.

McCarty- you should have last year's because it it's required that you report that to the comptroller correct so that's something that...

VanWinkle-you could look at the last (inaudible)

McCarty- all the school all the official School organizations have to turn that in we have to turn it in the comptroller.

Davis-is that just something we can simply ask for or do we need to add that to an agenda and vote to ask for it?

Stepp-Ms Bray has all that-we can get it all compiled.

Davis- just SSO spent over the last 3 years okay perfect that's all I had on that one.

Stout- all right last policy 4.300 extracurricular activities.

Davis- line one says the board shall initially approve each specific extracurricular activity so proper support and supervision may be assured; it ties into kind of what we already are talking about proper support supervision supervision is the sponsor proper support is primary funding source being the board secondary funding source being SSO's or whoever just wants to graciously give their funds time or money so knowing that we've got that in our first line item in our in that policy how you know we've talked we this has come up and it's been cited and some people agree, some people disagree as to whether or not we are to initially approve each specific extracurricular activity our policy says we are, so how are we getting, how are we being proposed with those extracurricular activities and how can we continue to do that?

Stout- what extracurricular activities are going on that aren't haven't been run through the proper channels, per the policy?

Davis- I don't know, do you know?

Stout- no, that's what I'm asking I mean why is this an issue are there extracurricular activities going on that haven't been run through the board?

Maddox-to give you an example because initially when you set up a, when you start a new sport say if we wanted to start a lacrosse team, here recently last year we start okay we started started a a girls flag football team last year that had to come before this board and you guys approved of it because they we're changing the budget because we got to pay the coach we have to increase you know their pay so initially that comes before the board we don't vote on and approve it annually because they're already established it says initially so anytime we start a new sport that has to go before the board.

Davis-so right to his point right that those things have to be funded proper support and supervisions got to be assured if we're not looking at these things periodically we don't know if they're receiving proper supervision or they're receiving proper support so I'm asking the board to make sure like this is one of the reasons that I asked for the the full-time athletic director position to be the description to be made and for us to adopt that that position into our budget right is so we can do that so we can keep our we have eyes on the prize of what is the proper support how are the activities being managed and so we can do that our policy says we're going to do it we're just not right.

McCarty- the only caveat I would go out there just legally is and if the board wants to expand that the board has every Power to do so the only thing you're mandated to do by policy is be involved in the initial approval process of a new like lacrosse like we just exemplified after that it all falls back to the basic goes back to that director of schools provision we talked about earlier 49-2-301 b1a what that says is it's the duty of the board to assign the director of school

to quote act for the board and seeing that the laws related to the schools and the rules of the state and the local board be executed so for example to make sure that you have good coaches in place that kids are taken care of that's a responsibility of the director to provide that and put it down to the his or her designees. So I mean you're doing that by hiring a director saying that but if you want to increase oversight you can. I just want to make sure you know you can.

Davis-and that's the idea, is we're just trying the goal is to not do the the minimum and do the do what we've always been doing right that's not my my goal is to find out what our policies tell us we're able to do so that we might aid in the opportunity factor and that's really what I'm getting at is how can we be more active in ensuring that we're following our policies as boardsmen right; bullet point one initially improve specific activity Provide support and the supervision may be insured so I'm just saying can we create touch points or how do we do that? Do you all think we need to do it?

Matthews-isn't that kind of what the director's report should be is each year whenever they come and give their reports all of those say it's the athletic director should be reporting on all of the athletics going on and not just main one main two right?

Davis- and how broad is extracurricular?

Hale-very broad, very broad.

Matthews-but that falls back under that sponsor too.

Davis-and it says here approve each specific extracurricular so having a list of all those specific extracurriculars for us to approve and ensure that they're getting the support I guess what I'm getting that is we won't find ourself in a position to where we're trying to fund every extracurricular activity that's in our school district with \$27,500, could have saved you a bunch of time and just said that but without giving you all the information I don't know that we would have arrived there it would have meant anything but it's impossible to think that we're capable of helping everybody that has an extracurricular activity with \$27,500 that's all I have and the fact we didn't add that one item to the line item or the we didn't add the director athletic director position to the agenda which we can do in the next meeting.

McCartney- Madam Vice chair I don't want to keep anyone for half a second longer but I'm probably not as fresh as I was at 7:20 this morning; you all chose to move the curriculum to the agenda. Is that correct?

Stout-yes.

McCartney- and I have what our attorney gave me, what about the final decision on the middle school's task committee?

Stout- that was Mr Stepp to...

McCartney-so we're not putting anything about that on the agenda?

Stepp-no, that's information.

McCartney-thank you.

Stout-sorry you mentioned something too?

McCarty- did you guys talk about changing the agenda for Saturday?

Stout- yeah I'm getting to that.

McCarty- I'm so sorry.

Stout- that's okay that's okay, was that everything Ms Diane?

McCartney- yes.

Stout- okay thank you all right before we go got a couple things to talk about first of all next work session February 20th at 3:30 okay so if everybody put that on their calendars and then the retreat I'm putting that in quotes our annual meeting that we had scheduled for this Saturday I sent an email to yall yesterday about making a shift to do the department head reports in the morning on this Saturday and because of Mr King our chair's health issues, not being able to attend, that we look at the 1st or the 8th which are both Saturdays sticking with the same Saturday or we could do it a weekday.

Hale-no we don't need to do it a weekday.

Stout-the first or the eighth to go ahead and do the second portion of our retreat which was board operations and team building, strategic planning so do we have a preference on the Saturday date? So it' be half days which we we talked about that maybe being a possibility when we were in Nashville maybe two days and half days instead of one long one and that way the chair which is very important can be involved in that that piece that board piece; he can get the information from the department heads that he needs from missing that okay all right so I'm either day you're either day you're either day you're either day was the first better for you?

McCarty-actually the first or the I think I'm actually good either day.

Matthews-I've got stuff for both days so it it doesn't matter whichever is agreeable with everyone.

Cole-I can make either one work but I prefer the first.

Stout- okay all right so the first.

Davis- can we be sure get that out and updated and published on the website like tomorrow that way we've got...

Stout-well we don't we don't have the work session out there yet right?

McCartney- I have not been given, I'm going to try to be diplomatic here with everyone, I have not been given-when you get something from me that's published it's when I have received the information and had the time to put it out there. I know from the outside world it's all coming from me, it looks like that's just when I'm doing it. I think you all hopefully understand that but if we're in limbo with some of this stuff and I did have to ask today do I have an agenda? I've been working on it all day between all the other craziness so when I get it in my hand with the directive you may publish this. That's when it's out immediately, when I have time; so just know I'm waiting.

Stout- we had to make we're waiting also because we need to determine how we were shifting this but there's been some delays because of Mr King's health he has been working best he can with Mr Stepp on it, so it'll you're going to get the one for Saturday out tomorrow right you said so that'll be out tomorrow for this Saturday and then the following the first...

Davis- that's what I'm getting I just want to make sure that whatever we're doing is visible with the right date and the right time because we had an issue with the last meeting that wasn't at the right date, we didn't have it, we didn't have it, it wasn't available today actually.

Stout-ok so 9 o clock, this Saturday until 12:30, will not be doing lunch in, lunch is on our own afterwards when we get done and then the first will be reconvening for the second half of it when Mr King can join us at 9:00 we'll do the same thing 9 to 12:30.

Cole-motion to adjourn.

Davis-Second.

Stout-We're adjourned.

Meeting was adjourned at approximately 9:30 p.m.

(*) Indicates Board Approval Required
February 27, 2025 at 6:00 PM - Board of Education Meeting

1. Call to Order

2. Moment of Silence/Pledge of Allegiance

Brown Elementary

Kailey Jones

Jesse Wyatt

3. Welcome to Visitors/Acknowledgement of Elected Officials

4. Special Recognition

-Student Representatives

-BETA Winners

-SMMS Girls' Basketball Team & Cheer Team

Attachments: (2)

- [BETA Winners](#)
- [Tn Middle School Champions](#)

5. Roll Call

6. Declaration of Conflict

7. *Approval of Jan 23, 2025 Minutes

*Feb 13, 2025 Special Called Minutes

*Jan 16, 2025 Work Session Minutes

Attachments: (3)

- [1-23-25 Regular Meeting Minutes](#)
- [2-13-25 Special Called Minutes](#)
- [1-16-25 Work Session Minutes](#)

8. *Approval of Agenda

Attachments: (1)

- [Agenda](#)

9. Community Comments

10. TLN Report

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

12. Legal Report

13. Director's Report

13.A. *Tenure Recommendations

Attachments: (1)

- [Tenure Recommendations](#)

13.B. *Proposed Payout for Outcomes Money

Attachments: (1)

- [Proposed Payout of Outcome Money](#)

13.C. *Education Freedom Act Resolution

Attachments: (1)

- [Education Freedom Act Resolution](#)

13.D. *Hazard Mitigation Plan Resolution

Attachments: (1)

- [Hazard Mitigation Plan Resolution](#)

13.E. *Requests for Funds

Attachments: (2)

- [CCHS BETA Funds Request-](#)
- [SMMS Request for Funds](#)

13.F. Service Agreements

Attachments: (3)

- [Leverage Education Agreement \(Stone\)](#)
- [Leverage Education Services Agreement](#)
- [TNTP Agreement](#)

13.G. Annual Planning Calendar

Attachments: (1)

- [Planning Calendar](#)

13.H. FYI

13.H.1. Attendance Report

Attachments: (1)

- [Warm Body Count](#)

13.H.2. Personnel Report

Attachments: (2)

- [Personnel Report](#)

- [CCSNP Staff Changes](#)

13.H.3. Substitute List

Attachments: (1)

- [Substitute Board List](#)

13.H.4. School News Articles

Attachments: (12)

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

13.H.5. School Calendar of Events

Attachments: (12)

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

14. Chief Financial Officer's Report

14.A. Monthly Financial Report

Attachments: (1)

- [Financial Statement](#)

14.B. Monthly Sales Tax Report

Attachments: (1)

- [Sales Tax Revenue January 2025](#)

14.C. *141 Budget Amendments

Attachments: (2)

- [141 BA CTE Gen Funds Travel, Bldg Const](#)
- [141 BA TISA Funds](#)

14.D. *142 Budget Amendments

Attachments: (6)

- [142 BA ATSI 24](#)
- [142 BA Federal IDEA Part B](#)
- [142 BA Federal IDEA Preschool](#)
- [142 BA Title I](#)
- [142 BA Title II](#)
- [142 BA Title III](#)

15. *Consent Agenda

15.A. School Board Reports

15.B. *Approval of Overnight and Out of State Field Trips

Attachments: (6)

- [CCHS Overnight Request-Band](#)
- [CCHS Overnight Request-BETA](#)
- [CCHS Overnight Request-FBLA](#)
- [Crab Orchard Overnight Request x3](#)
- [HES Field Trip Request](#)
- [SMHS Overnight Request-HOSA](#)

15.C. *Approval of Grants

Attachments: (3)

- [CCHS HVAC PERC Grant](#)
- [HES TVA Grant Proposal](#)
- [HES Whole Kids Foundation Garden Grant \(AG Science CTE Class\)](#)

15.D. *School Wide Fundraisers

Attachments: (7)

- [Crab Orchard School-Wide Fundraiser](#)
- [Martin School-Wide Fundraiser](#)

- [North Fundraiser-Crowdfunding](#)
- [North School-Wide Fundraiser-Library](#)
- [PHS School-Wide Fundraiser](#)
- [Pine View School-Wide Fundraiser](#)
- [South School-Wide Fundraiser](#)

15.E. *Approval of Disposal of Surplus Property

Attachments: (10)

- [Brown Elem. Retired Inventory](#)
- [CCHS Retired Inventory](#)
- [CTE, Food Service, SPED Retired Inventory](#)
- [Homestead Retired Inventory](#)
- [Martin Retired Inventory](#)
- [PHS Retired Inventory](#)
- [Pine View Retired Inventory](#)
- [SMHS Retired Inventory](#)
- [South Retired Inventory](#)
- [Stone Elem Retired Inventory](#)

15.F. *Executive Approval

Attachments: (2)

- [EA SMHS Overnight Band Trip](#)
- [EA SMHS Overnight Trip MS Girls Basketball](#)

16. *Discussion as to Possible Sale of the Genesis Road Property

17. Questions from Media

18. Adjournment



William G. Stepp • Director of Schools

Chris King • Board Chairman

Tenure Recommendations

Crab Orchard

Kayla Patterson

Homestead

Chasity Bohannon

Amber Houghton

Emily Kilby

Rebecca Standefer

Kayla Wadlington

Chelsey Burgess

CCHS

Bruce Johnson

Mike Tumulty

David Walker

Kimberly Varner

Martin

Jennifer Asberry

Jennifer Petru-Gilbert

Pleasant Hill

Vicken Yegenian

South

Jamie White

Stone

Laurel Marlowe



SMHS

Andrew Berta
Ivan Hawn
Alyxandra Johnson
Jamie Smith
Matthew Troino

North

Kelsey Sexton

Phoenix

Laura Betsinger

Central

Theresa Bernabei
Jason Conforti
Leslie Eldridge
Christa Wendig

Proposed Outcomes Payout
2024-2025

Employees

Certified Fulltime	560	\$ 338,240.00
Certified PT Prorated (120 Days)	13	\$ 4,711.20
Certified PT Prorated (105 Days)	3	\$ 951.30
Certified PT Prorated (100 Days)	11	\$ 3,322.00
Certified PT Prorated (80 Days)	1	\$ 241.60
Classified Full Time	367	\$ 221,668.00
Classified PT Prorated	11	\$ 3,300.00
Food Service FT	46	\$ 27,784.00
Food Service PT Prorated	68	\$ 20,536.00
Total Employees	1080	
Bonus Amount	\$ 604.00	
Total Bonus	\$ 620,754.10	
Taxes (.0765) FICA/Medicare	\$ 47,487.69	
TCRS (.09)	\$ 55,867.87	
Total Pay out	\$ 724,109.66	
Outcome Funds	\$ 724,480.00	
Balance	\$ 370.34	

RESOLUTION OF THE BOARD OF EDUCATION

A RESOLUTION OF THE BOARD OF EDUCATION (“BOARD OF EDUCATION”) AFFIRMING PARTICIPATION IN SECTION FOUR OF THE EDUCATION FREEDOM ACT OF 2025 FOR TEACHERS TO RECEIVE ONE-TIME TWO THOUSAND DOLLAR BONUS

WHEREAS, the Tennessee General Assembly duly passed House Bill 6004 as amended, enacting the “Education Freedom Act of 2025” (“EFA”), during the First Extraordinary Session of the 114th General Assembly;

WHEREAS, Section Four of the EFA requires the Department of Education to award a one-time bonus of no less than \$2,000.00 to each teacher employed in a Kindergarten through 12th grade public school in Tennessee during the 2024-2025 school year, subject to appropriation;

WHEREAS, Section Four of the EFA requires local boards of education to adopt a resolution affirming that the local education agency desires to participate in Section Four of the EFA for teachers employed by a local board of education to receive the one-time \$2,000.00 bonus authorized by Section Four of the EFA;

WHEREAS, Section Four of the EFA requires governing bodies of local boards of education to submit their resolutions to the Tennessee Department of Education by June 1, 2025, to receive funding from the Tennessee Department of Education for purposes outlined in Section Four of the EFA;

NOW THEREFORE, BE IT RESOLVED, that the Board of Education hereby affirms that it and the Cumberland County School District desire to participate in Section Four of the EFA, and have teachers employed by the School District in K-12 schools become eligible to receive their one-time bonus of no less than \$2,000.00 authorized by Section Four of the EFA;

BE IT FURTHER RESOLVED, that it is the intent of the Board of Education to comply with the requirement under Section Four of the EFA to deliver a copy of this duly adopted Resolution to the Tennessee Department of Education on or before June 1, 2025;

BE IT FURTHER RESOLVED THAT THIS RESOLUTION TAKE EFFECT FROM AND AFTER PASSAGE REQUIRING IT.

Duly authorized and approved this _____ day of _____, 2025.

Elizabeth Stull, District 1

Chris King, District 6

Scott VanWinkle, District 2

Jon Matthews, District 7

Sheri Nichols, District 3

Travis Cole, District 8

Anita Hale, District 4

Shannon Stout, District 9

Nick Davis, District 5

RESOLUTION 1.2025.1
A RESOLUTION OF CUMBERLAND COUNTY TO ADOPT
THE 2025 CUMBERLAND COUNTY NATURAL HAZARD MITIGATION PLAN

WHEREAS, the participating jurisdictions of Cumberland County have worked together to develop a strategy known as the Cumberland County Hazard Mitigation Plan to improve disaster resistance in the planning area; and

WHEREAS, the Federal Disaster Mitigation Act of 2000 (DMA2000) pursuant 44 CFR Part 201 and the Federal Emergency Management Agency (FEMA) require communities to adopt an approved hazard mitigation plan in order to be eligible to receive pre-disaster and post-disaster federal funding for mitigation purposes; and

WHEREAS, the participating jurisdiction has participated in the hazard mitigation plan by the formation of a Mitigation Planning Committee (MPC); and

WHEREAS, the MPC recommends the formal adoption of the Cumberland County Hazard Mitigation Plan dated 01/24/2025 by the passing of this resolution; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Cumberland County, Tennessee, in the regular session assembled, that:

Section 1: Board of Education of Cumberland County, Tennessee, hereby approves and adopts the updated hazard mitigation plan in its entirety with projects as adopted by the MPC; and agrees to be governed by the Hazard Mitigation Plan dated 01/24/2025 attached hereto and incorporated.

Section 2: Board of Education of Cumberland County, Tennessee, authorizes the appropriate participating officials to pursue funding opportunities for the implementation of proposals designated therein; and will, upon receipt of such funding or other necessary resources, seek to implement the actions contained in the hazard mitigation plan.

Section 3: Board of Education of Cumberland County, Tennessee, will continue to cooperate and participate in the hazard mitigation planning process, holding regular meetings, including reporting progress as required by FEMA, the Tennessee Emergency Management Agency (TEMA), and the MPC.

Approved and Adopted this 27th day of February, 2025:

Elizabeth Stull, District 1

Chris King, District 6

Scott VanWinkle, District 2

Jon Matthews, District 7

Sheri Nichols, District 3

Travis Cole, District 8

Anita Hale, District 4

Shannon Stout, District 9

Nick Davis, District 5

Cumberland County High School

660 Stanley Street
Crossville, TN 38555
Telephone 931.484.6194

January 28, 2025

Dear Cumberland County School Board:

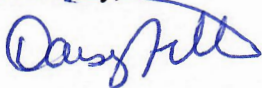
The National Beta Club empowers high-achieving students in acquiring leadership roles and service opportunities. At Cumberland County High School, our Beta members have demonstrated great leadership ability by serving others in the community and overseeing independent projects. As the result of our students hard work, **the CCHS Beta Club has qualified to compete in the National Beta Club in Orlando, FL, from June 22-26, 2025.**

Back in November, members from our Beta Club competed at the Tennessee State Convention in Nashville, and placed in the top 5 of seven different competitions. Awards we earned include: 1st in Fiber Arts Division II, 1st in Digital Art Division II, 3rd in Technology, 3rd in Black & White Photography Division II, 4th in Living Literature, 4th in Onsite Painting Division I, and 5th in 9th Grade Social Studies. Due to our stellar performance, our club has been invited to compete in the national convention. In the past, our team has brought home awards for national competitions.

In order to make this trip, our team must raise funds and apply for grants. Our students will need to raise money for lodging, travel, and meals. Our team consists of 20 students. The amount estimated for our team is \$25,000. Currently, our team has raised approximately 10% of the necessary funds. Therefore, we respectfully request the Board of Education to contribute a donation of \$1,500 to our club.

As always, we are grateful for the support we have always received from the school board, and we are confident we can achieve even more with your continued provision. Thank you.

Sincerely,



Daisy Filler
Head Sponsor
CCHS Beta Club



Board of Education Funds Request for Extra Curricular Trips

Date: 1-28-25

School: Cumberland County High School

Club / Activity Name: Beta Club

Sponsor Name: Daisy Filler

Purpose of Trip: to compete at National Convention (we won 7 awards at State.)

20 # of students

5 # of chaperones

9-12 grade range

Type of Transportation: charter bus

Type of Accommodations: resort (same place the convention is held)

10 # of rooms 4 # of nights \$ 300 cost per night

20 # of meals (1 per student)

\$ 12,000 Total Cost for Hotel Accommodations

provided by club
\$ 25 Maximum cost per meal

List fundraising activities and profit:

Charitable Funds: \$370

Winter Calendar Donations: \$391 (ongoing)

Fall Calendar Donations: \$1,000

Fall Football Concessions: \$700

What are students paying for? Students are covering the majority of their meals. They will only have to cover other trip expenses if our fundraising falls short.

Central Office Use Only:

Amount Originally Requested: _____

Received on: _____

Committee Review/ Approval: _____

Board Approved on: _____

Amount awarded: _____

Check Requested on: _____ by: _____

Budget Account Number: _____



Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

Kelly J. Smith

Principal

To Cumberland County Board of Education:

Stone Memorial Middle School is requesting the Cumberland County BOE help supplement the travel expenses associated with the SMMS Girls Basketball Team and the SMMS Cheer Team. The basketball team qualified for the TMSAA State Championships held in Murfreesboro, TN on February 14th and 15th, 2025.

Policy 2.9001 permits the board to fund student competitions up to \$1500. Factoring in travel, lodging and food, this trip has put a significant burden on both the team's school and booster accounts that far exceeds \$1500. Attached is a receipt for the lodging that exceeded \$2000, as well as the required request form associated with Policy / Procedure 2.9001.

We respectfully request that the CCBOE provide the maximum amount possible (\$1500) to the SMMS Cheer and SMMS Girls Basketball teams to offset the cost of lodging for this trip.

I will gladly answer any questions you have regarding this request.

Thank you for your time and consideration.

Respectfully,

Nathan Brown
SMHS Athletic Director
2800 Cook Rd. Crossville, TN 38555
931-484-5767

Board of Education Funds Request for Extra Curricular Trips

Date: 2.14.2025

School: Stone Memorial HS.

Club / Activity Name: SMMS Girls Basketball and SMMS Cheer

Sponsor Name: Ivy Mayberry + April England

Purpose of Trip: TMSAA State Basketball Championships

35 # of students 4 # of chaperones 6th 8th grade range

Type of Transportation: Bus - (Rented)

Type of Accommodations: Hotel

13 # of rooms 1 # of nights \$ 142 cost per night

6 # of meals
provided by club

\$ 2030.50 Total Cost for Hotel Accommodations

\$ N/A Maximum cost per meal

List fundraising activities and profit:

- Player Fees
- Donations
- Advertising of Video Board

What are students paying for? Ø - state gear if wanted

Central Office Use Only:

Amount Originally Requested: _____

Received on: _____ Committee Review/ Approval: _____

Board Approved on: _____ Amount awarded: _____

Check Requested on: _____ by: _____

Budget Account Number: _____

Booking Check

Post As:	Stones Memorial Middle School	Event Dates:	February 14, 2025 - February 15, 2025
Account:	BNAMU - Sports Teams	Contact:	Lori Myers
Address:	Murfreesboro, TN	Phone:	(931) 261-4631
		Email:	lmyersnt@gmail.com
		Onsite Contact:	
		Onsite Phone:	
		Sales Manager:	Cherie Divens

Event Date	Event Time	Room	Event Name	Setup	Agr	Gtd	BEO #
Friday, February 14, 2025							
Guestrooms							
Qty	Name	Value	Subtotal	Combined Tax	Admin	Gratuity	Total
12	Studio Double Queens (S)	\$142.00	\$1,704.00	\$170.40	\$0.00	\$0.00	\$1,874.40
1	Studio Kings (S)	\$142.00	\$142.00	\$14.20	\$0.00	\$0.00	\$156.20
Daily Total							
			Subtotal	Combined Tax	Admin	Gratuity	Total
		Guestrooms	\$1,846.00	\$184.60	\$0.00	\$0.00	\$2,030.60

Summary Breakdown		
Taxes, Gratuities, and Administrative Charges Summary		
State Tax	0.00%	\$0.00
City Tax	2.50%	\$46.15
County Tax	5.00%	\$92.30
	Subtotal	\$138.45

Deposit Summary	
Subtotal	\$0.00

Summary All Charges					
	Subtotal	Combined Tax	Admin	Gratuity	Total
Guestrooms	\$1,846.00	\$184.60	\$0.00	\$0.00	\$2,030.60
Events	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal	\$1,846.00	\$184.60	\$0.00	\$0.00	\$2,030.60
Less Deposit					(\$0.00)
Grand Total					\$2,030.60

Leverage Education, LLC
PROFESSIONAL SERVICES AGREEMENT

1. PARTIES. This Consulting Agreement (the "Agreement") made on 02/28/2025 is by and between:

Client: Cumberland County School District (the "Client"), and

Consultant: Kate Givens-Martin of Leverage Education, LLC (the "Consultant").

In consideration of the mutual terms, the Client hereby employs the Consultant as an independent contractor under the following terms and conditions:

2. TERM. The term of this Agreement shall commence on 02/28/2025 and will cancel upon 6/30/2026.

3. SERVICES PROVIDED. The Consultant agrees to provide the Client the following services at **Stone Elementary School**, contingent upon selecting mutually agreed upon calendar dates:

- Culture of Inclusive Learning: Leadership Systems & Structures: One half-day in-person training session for leadership personnel, including applicable mid-level leadership, to ensure the work continues to progress at the school level with school and district-level support.
- Culture of Inclusive Learning: Year 2 Educator Training: One full day and one half-day in-person training session, applicable for all educators, including all professional staff (general education teachers, special education teachers, related arts teachers, special education, related service providers, social workers, etc.) and certified staff that can attend, to continue schoolwide cultural transformation.
- Culture of Inclusive Learning: Educator Communities of Practice: One full-day of professional learning community (PLC) rotations, applicable for all educators schoolwide, including all professional staff (general education, teachers special education teachers, related arts teachers, special education, related service providers, social workers, etc.) and certified staff that can attend, to continue schoolwide implementation and sustainability.
- Culture of Inclusive Learning: 1:1 Coaching: 6 days of coaching (2 cohorts) for school-identified participants.
- The client agrees to provide training space that allows all participants to have table space and work in groups, handouts printed and copied for all participants from a digital file, a projector/screen, a microphone when the group is larger than 30 (lapel/lavalier), and clear audio (for video/microphone).

4. PAY. The Client agrees to pay the Consultant the following for the services mentioned in Section 3 of this Agreement (all travel expenses included): \$19,436 to be made in three installments:

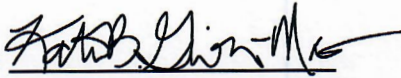
- September 15, 2025 = \$7,000.00
- December 15, 2025 = \$7,000.00
- March 15, 2026 = \$5,436.00

5. ASSIGNMENT. Neither party may assign this Agreement without the express written consent of the other party.

6. ENTIRE AGREEMENT. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all other prior agreements and understandings, both written and oral, between the parties with respect to the subject matter hereof.

7. GOVERNING LAW. This Agreement shall be construed in accordance with and governed by the laws of the State of Tennessee.

Client Signature: _____
Printed Name: _____
Date: _____

Consultant Signature: 
Printed Name: Katie B. Givens-Martin
Date: 2/28/2025

Leverage Education, LLC
PROFESSIONAL SERVICES AGREEMENT

1. PARTIES. This Consulting Agreement (the "Agreement") made on 02/28/2025 is by and between:

Client: Cumberland County School District (the "Client"), and

Consultant: Kate Givens-Martin of Leverage Education, LLC (the "Consultant").

In consideration of the mutual terms, the Client hereby employs the Consultant as an independent contractor under the following terms and conditions:

2. TERM. The term of this Agreement shall commence on 02/28/2025 and will cancel upon 6/30/2025.

3. SERVICES PROVIDED. The Consultant agrees to provide the Client the following services, contingent upon selecting mutual calendar dates:

- Culture of Inclusive Learning: Foundational Educator Training: Four full-day in-person training sessions (two at North Cumberland Elementary and two at Pleasant Hill Elementary), applicable for all educators, including all professional staff (general education teachers, special education teachers, related arts teachers, special education, related service providers, social workers, etc.) and certified staff that can attend, to ensure districtwide cultural transformation.
- Culture of Inclusive Learning: 1:1 Coaching: Four days of coaching (two at North Cumberland Elementary and two at Pleasant Hill Elementary) for school-identified participants.
- The client agrees to provide training space that allows all participants to have table space and work in groups, handouts printed and copied for all participants from a digital file, a projector/screen, a microphone when the group is larger than 30 (lapel/lavalier), and clear audio (for video/microphone).

4. PAY. The Client agrees to pay the Consultant the following for the services mentioned in Section 3 of this Agreement (all travel expenses included): \$18,000 (\$9,000 per school) to be made in three installments:

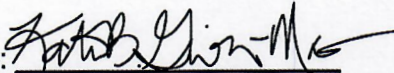
- April 1, 2025 = \$6,000.00
- May 15, 2025 = \$6,000.00
- June 20, 2025 = \$6,000.00

5. ASSIGNMENT. Neither party may assign this Agreement without the express written consent of the other party.

6. ENTIRE AGREEMENT. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all other prior agreements and understandings, both written and oral, between the parties with respect to the subject matter hereof.

7. GOVERNING LAW. This Agreement shall be construed in accordance with and governed by the laws of the State of Tennessee.

Client Signature: _____
Printed Name: _____
Date: _____

Consultant Signature: 
Printed Name: Katie B. Givens-Martin
Date: 2/28/2025

THIS SERVICES AGREEMENT (this “**Agreement**”) is made by and between TNTP, Inc., a Delaware nonprofit corporation organized and operated exclusively for charitable and educational purposes and qualifies for exemption from federal income taxation as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the “**Code**”), and is further classified as a public charity within the meaning of Section 509(a)(1) of the Code, with its principal office at 500 7th Avenue, 8th Floor, New York, New York 10018 (“**TNTP**”), and **Cumberland County Schools**, with its principal office at **368 4th Street, Crossville, TN 38555** (the “**Client**”). This Agreement shall be effective as of the later of the dates beneath the parties’ signatures below (the “**Effective Date**”). This Agreement consists of the following terms, as well as the Scope of Services in the attached Schedule A.

STATEMENT OF PURPOSE: The Client wants to engage TNTP to provide school support as detailed in this Agreement.

Section 1. Term and Services.

For the period commencing on the Effective Date until **November 30, 2025** (the “**Term**”), TNTP agrees to provide services for the Client as specified in the services stated in Schedule A (“**TNTP’s Services**,” “**Scope of Services**,” or “**Services**”). The Services may include the provision of documentation, reports, analysis, and other content (“**Deliverables**”). TNTP’s Services will be considered accepted upon the Effective Date or upon commencement of the Services at Client’s direction following Client’s instructions to commence Services under the Proposal. TNTP will use its reasonable efforts to achieve the deadlines for Services, if any, set forth in any timetable and/or dates for delivery contained in Schedule A. TNTP may, upon written notice to Client, subcontract any portion of the Services in its sole discretion.

Section 2. TNTP and Client Responsibilities.

a. Client will cooperate with TNTP to facilitate the performance of TNTP’s Services. If necessary to facilitate TNTP’s provision of the Services, Client will provide TNTP with access (which may be in-person or remote via virtual means such as teleconference and videoconference, as agreed upon by the parties) to Client personnel, classrooms, meeting spaces, buildings, and background check processes as needed for TNTP’s Services. If applicable, the Services may require staff/leader/teacher surveys, data collection and analysis, focus groups, student work samples, and video recordings of classroom activities, and all these activities will be done in compliance with this Agreement.

b. Client, and not TNTP, is responsible for all employment-related obligations, liabilities, and decisions that may relate to the implementation of the Services or results from the Services.

c. TNTP and Client may mutually agree to permit in-person, essential work-site visits under certain circumstances. In deciding to permit in-person, essential work-site visits, TNTP and Client will take into account CDC guidance, state and local regulations and guidance, the school and district’s health and safety plan related to pandemics or infectious disease, and the internal policies of both Client and TNTP. If the parties agree to work-site visits, school staff will be instructed to follow all school district and TNTP health and safety procedures. Client releases TNTP from any liability related to pandemic or infectious disease-related transmission from in-person work-site visits. TNTP reserves the right to discontinue work-site visits at any time if TNTP determines that cessation of work-site visits is necessary to protect the health and safety of its personnel.

Section 3. Representations and Warranties; Disclaimer.

Each party represents and warrants that it:

a. Has the full right, power, legal capacity, and authority to enter into this Agreement and to carry out its obligations hereunder;

b. Maintains adequate and appropriate insurance, including comprehensive general liability, professional liability, and workers’ compensation insurance, to cover activities under this Agreement;

c. Will comply in all material respects with all applicable federal, state, and local laws, ordinances, codes, and regulations in connection with its performance under this Agreement; and

d. Is not subject to and will not enter into any agreement or arrangements which preclude compliance with the provisions of this Agreement.

Disclaimer of Warranties. EXCEPT AS PROVIDED IMMEDIATELY ABOVE, THE SERVICES, DELIVERABLES, AND TNTP THIRD PARTY MATERIALS ARE PROVIDED “AS IS,” WITHOUT WARRANTY OF ANY KIND. TNTP DISCLAIMS

ALL OTHER WARRANTIES, EITHER EXPRESS, IMPLIED, OR STATUTORY, INCLUDING BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR NON-INFRINGEMENT.

Section 4. Payment and Invoicing.

The Client shall pay a flat fee to TNTP in the amount of \$80,486 for TNTP's Services (the "Client Fee"). TNTP shall invoice the Client for the Client Fee according to the following schedule:

Invoice Date	Invoice Amount
March 20, 2025	\$26,829
May 20, 2025	\$26,829
September 20, 2025	\$26,828
Total	\$80,486

TNTP's failure to timely invoice will not constitute a waiver of any of TNTP's rights hereunder or constitute a breach by TNTP of this Agreement. The invoice is due and payable by ACH or wire transfer within thirty (30) days of Client's receipt of the invoice, without regard to any delay for purchase order or invoice reference. Client will validate any changes to ACH or wire payments by contacting TNTP at ar@tntp.org. After thirty (30) days, interest may be charged at a rate of one percent (1%) per month. Client agrees to provide, for inclusion in each Scope of Services, the specific information that must be included on an invoice (e.g., a Purchase Order Number or other reference). If there are disputed amounts on any invoice, the balance of such invoice, after deducting any disputed amounts, shall be paid in full when due and payable, and the disputed amounts shall be presented to TNTP for resolution as soon as such disputed amounts have been determined by the Client. Once resolved, Client will promptly pay any disputed amounts to TNTP without the need for TNTP to issue an additional invoice.

Financial Contacts:

For TNTP: TNTP Accounts Receivable
ar@tntp.org

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

Section 5. Independent Contractor.

TNTP's relationship to the Client is that of an independent contractor and nothing herein will be construed as creating an employer/employee relationship, partnership, joint venture, or other business group or concerted action. TNTP will determine the method, details, and means of performing the Services. TNTP may represent, perform services for, and contract with other additional clients, persons, or companies as TNTP, in its sole discretion, sees fit, provided those services do not pose a conflict of interest with the services performed to Client.

Section 6. Termination; Survival.

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

Sections 3 (Representations and Warranties; Disclaimer), 4 (Payment and Invoicing), 6 (Termination; Survival), 7 (Indemnification, Exclusion of Certain Damages, Limitation of Liability, Subpoenas, and Insurance Coverage), 8 (Intellectual Property Rights (IRPs)), 9 (Promotional Materials and Publicity), 10 (Data), 11 (Confidentiality) and 12 (Miscellaneous), and terms of Schedule A that expressly survive termination, will survive expiration or termination of this Agreement.

Section 7. Indemnification, Exclusion of Certain Damages, Limitation of Liability, Insurance and Subpoenas.

7.1 Indemnification. To the extent permitted by applicable law, each party agrees to defend and indemnify the other party, their subsidiaries and affiliates, and hold them harmless from any and all unaffiliated third party claims (“**Claims**”), losses, damages, penalties, costs, and expenses, including without limitation, settlement costs and any legal, accounting and other expenses for investigation or defending any actions or threatened actions (collectively, “**Losses**”) to the extent such Claims were caused by (a) the intentional misconduct of a party, or any of their employees or agents, or (b) any untruth, inaccuracy, fraud or material omission in any representation or warranty made by a party. In addition, Client will defend, indemnify, and hold harmless TNTP from and against any Claims arising from employment decisions made by Client related to the Services provided by TNTP. The party seeking indemnification shall provide the indemnifying party with prompt written notice of any Claim(s) and give complete control of the defense and settlement of the indemnifying party, and shall cooperate with the indemnifying party, its insurance company, and its legal counsel in its defense of such Claim(s). This indemnity shall not cover any Claim in which there is a failure to give the indemnifying party prompt notice to the extent such lack of notice materially prejudices the defense of the Claim.

7.2 Exclusion of Certain Damages. TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL TNTP BE LIABLE FOR ANY CONSEQUENTIAL, INDIRECT, INCIDENTAL, PUNITIVE, OR SPECIAL DAMAGES WHATSOEVER, ARISING OUT OF OR THAT RELATE IN ANY WAY TO THIS AGREEMENT OR ITS PERFORMANCE. THIS EXCLUSION WILL APPLY REGARDLESS OF THE LEGAL THEORY UPON WHICH ANY CLAIM FOR SUCH DAMAGES IS BASED, WHETHER TNTP HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, WHETHER SUCH DAMAGES WERE REASONABLY FORESEEABLE, OR WHETHER APPLICATION OF THE EXCLUSION CAUSES ANY REMEDY TO FAIL OF ITS ESSENTIAL PURPOSE. THE FOREGOING EXCLUSION DOES NOT APPLY TO CLAIMS RELATED TO TNTP’S FRAUD OR INTENTIONAL MISCONDUCT.

7.3 Limitation of Liability. NOTWITHSTANDING ANY DAMAGES THAT CLIENT MIGHT INCUR UNDER THIS AGREEMENT FOR ANY REASON WHATSOEVER (INCLUDING, WITHOUT LIMITATION, ALL DIRECT DAMAGES), TNTP’S ENTIRE LIABILITY UNDER THIS AGREEMENT AND CLIENT’S EXCLUSIVE REMEDY UNDER THIS AGREEMENT WILL BE LIMITED TO THE CLIENT FEES PAID TO TNTP IN THE SIX (6) MONTH PERIOD IMMEDIATELY PRECEDING THE CLAIM. THE FOREGOING LIMITATIONS, EXCLUSIONS, AND DISCLAIMERS SHALL APPLY TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, EVEN IF ANY REMEDY FAILS OF ITS ESSENTIAL PURPOSE.

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

7.5 Insurance Coverage. TNTP will, at its sole expense, maintain comprehensive general liability insurance with policy limits of not less than \$1,000,000, and provide to the Client upon request a certificate of insurance evidencing such coverage.

Section 8. Intellectual Property Rights (IPR).

8.1 Ownership by TNTP.

a. **TNTP IPR.** Client acknowledges and agrees that as between Client and TNTP, TNTP is and will remain the sole and exclusive worldwide owner of all TNTP IPR. For purposes of this Agreement, “**TNTP IPR**” means all patents, copyrights, trademarks, services marks, designs, logos, trade secrets, publicity, privacy or moral rights, and any other intellectual property or proprietary rights arising at any time under the applicable law of any jurisdiction anywhere in the world that subsists in, without limitation, the following: all technology, frameworks, processes, systems, methodologies, analytical tools, industry data and insights, layouts, TNTP Confidential Information (defined below), TNTP tools, TNTP’s Video Library, Learning Portal, Insight, Academic Scorecard and online platforms that TNTP owns or to which TNTP has a license; and any improvements, derivatives or modifications to any of the foregoing, TNTP owns all TNTP IPR in existence prior to or developed independently of this Agreement.

b. **Work Product.** Client acknowledges and agrees that all intellectual property rights in any work created, produced, or developed by TNTP, whether alone or jointly with others, in the course of providing the Services under this Agreement (“**Work Product**”), shall immediately upon creation or performance vest in and shall remain the sole and exclusive property of TNTP, and Client shall acquire no right, title or interest in and to the same, except for the limited license rights expressly granted under this Agreement.

c. **Reservation of Rights.** Client agrees that no TNTP IPR or Work Product will be shared, licensed, or sold by Client to any other person or entity under any circumstances without the prior written consent of TNTP, except for the limited license rights expressly granted under this Agreement.

d. **Third Party Materials.** As part of the Services: (i) TNTP may provide Client access to third party materials (“TNTP Third Party Materials”) or (ii) Client may provide third party materials to TNTP to use in providing the Services (“Client Third Party Materials”). Client acknowledges that such access and/or use of TNTP Third Party Materials is at Client’s sole risk. TNTP makes no representation or warranty or assumes any liability, with respect to any such **TNTP Third Party Materials**. TNTP does not endorse or approve any TNTP Third Party Materials. If Client provides any Client Third Party Materials to TNTP, Client represents and warrants that Client has obtained all rights necessary for TNTP to use the Client Third Party Materials to deliver the Services pursuant to this Agreement.

8.2 License to Work Product. Subject to Client’s payment in full to TNTP for the Services, TNTP grants Client the following limited, revocable, non-commercial, non-exclusive, non-transferable, non-sublicensable license, to use the Work Product provided as part of the Scope of Services and any TNTP IPR that is necessarily included in Work Product, solely for Client’s own internal business operations, trainings, and analysis in connection with the Scope of Services. Client agrees not to disclose the Work Product or any TNTP IPR included therein to any third party except as otherwise permitted under this Agreement

8.3 Trademarks. Client acknowledges that TNTP owns the TNTP name, flame logo, and the tagline Reimagine Teaching (collectively the “**Marks**”). TNTP grants Client a limited, non-exclusive, non-transferable, revocable license to use the Marks, without the right to grant sublicenses, for the specific purpose of the marketing and promotion for these specific Services, if applicable, and in accordance with Schedule A. Any use of the Marks beyond the scope permitted in this Agreement shall be (a) subject to the prior written approval by TNTP, (b) consistent with the terms of this Agreement, and (c) used for the sole purpose of the Project, TNTP’s Services and work with Client. The Marks may not be altered or modified in any way unless approved in writing by TNTP. Client will immediately cease using the Marks upon the earlier of TNTP’s request, the termination of this Agreement, or the completion of the Services. Client shall not attempt to register the Marks and will cooperate with TNTP protecting and defending them.

Section 9. Promotional Materials and Publicity.

Subject to the terms of this Agreement, Client and TNTP agree that either party may use descriptions of the Services performed by TNTP in promotional materials, including bid applications and client lists, and that TNTP may explicitly identify Client as a client of TNTP.

Section 10. Data.

10.1 Use of Data. If required by the Scope of Services, Client agrees to provide to TNTP, at no cost to TNTP, and within thirty (30) days of TNTP’s written request, all requested student data (“**Student Data**”), teacher and staff related data (“**Staff Data**”), and demographic and school/district information (“**School Data**”). Student Data, Staff Data, and School Data is collectively referred to herein as “**Data**”. The Client’s failure to provide TNTP with Data, or access to collect the Data, may cause a material delay in the delivery of Services for which TNTP will not be held responsible.

The parties agree that Data may be shared between the parties and may only be used by the parties for the purposes identified in this Agreement, including Schedule A, and in a manner consistent with the terms outlined in this Agreement. The parties agree to comply with all relevant federal, state, and local laws and regulations governing the privacy and security of personally identifiable information (including transmission of data), to the extent applicable.

For the purposes of this Agreement and pursuant to the Family Educational Rights and Privacy Act (“FERPA”), 20 U.S.C. § 1232g, 34 CFR Part 99, a “school official” is a contractor that: (1) performs an institutional service or function for which the agency or institution would otherwise use employees; (2) is under the direct control of the agency or institution with respect to the use and maintenance of education records; and (3) is subject to CFR §99.33(a) governing the use and re-disclosure of personally identifiable information from student records. Client recognizes and agrees that for purposes of

FERPA, Client will designate TNTP to act in a “school official” role for the purposes outlined in the Scope of Services. Pursuant to this Agreement, TNTP is considered a school official with a legitimate educational interest, providing services that would otherwise be performed by Client, and under the control and direction of Client with respect to the education records. TNTP shall not disclose any information that would be considered “Personally Identifiable Information” (as such term is defined in FERPA) unless either the disclosure would be permissible under 34 C.F.R. § 99.31 or TNTP has obtained appropriate written consent to the disclosure.

Notwithstanding the above, Client shall not provide or make available to TNTP any student’s Personally Identifiable Information from education records (for purposes of FERPA) unless: (i) Client has obtained, with respect to each student’s Personally Identifiable Information provided to TNTP, appropriate written consent to disclose such Personally Identifiable Information to TNTP, and authorization for TNTP to use such Personally Identifiable Information in connection with performing the Services, and (ii) written notice identifying particular Student Data as Personally Identifiable Information.

All Personally Identifiable Information will be destroyed within sixty (60) days of the termination of this Agreement. In furtherance of the Services, TNTP may use video, sound, or other recordings (“**Recordings**”) of any of TNTP’s Services in its sole discretion and for its legitimate business purposes in perpetuity so long as the recording is made pursuant to all applicable laws relating to confidentiality and protected information.

Separate from the parties’ obligations with respect to Student Data, Client agrees not to send TNTP any data that can identify an individual (“**Personal Data**”) unless the parties otherwise mutually agree that it is a requirement in order to effectuate the provision of TNTP’s Services under this Agreement. In such circumstances, the parties shall comply with the obligations imposed by applicable data privacy legislation and this Agreement. In providing TNTP with Personal Data, Client will be acting as the data controller and will confirm that Client has complied with applicable law and obtained all necessary consents for lawful processing, including in connection with any transfer of Client’s Personal Data.

Client agrees to secure any consents from teachers, staff, students, families, or parents/guardians that are required by all applicable laws, including but not limited to FERPA, for TNTP’s use of the Data, Recordings, or TNTP’s use of student work samples in rendering TNTP’s Services, and ensure that such consents allow TNTP to rely on such consent when acting as an agent of the Client.

10.2 Ownership by the Client. As between Client and TNTP, and except as otherwise provided in this Agreement, Client owns all Data. Client agrees that TNTP, subject to applicable law, may use Data to perform its obligations hereunder.

10.3 License to TNTP. Client grants TNTP a worldwide, non-exclusive, perpetual, irrevocable, royalty-free license, with the right to grant sublicenses, to use, modify, reproduce, display, transmit, distribute, publicly perform, and create derivative works of Data in de-identified and/or aggregated form. The Client agrees that TNTP may use any de-identified Data and metrics regarding the Client’s business that are provided to TNTP by the Client, or which are otherwise collected by TNTP during the course of providing the Services. TNTP may identify the Client as the source from which the Data originated if it complies with the other terms in this Agreement. Client agrees that TNTP may use de-identified and/or aggregated Data for its business purposes, including, without limitation, for purposes of publication, research, evaluation, and presentation by TNTP.

10.4 Client Partners. If necessary to support TNTP’s Services, Client grants TNTP permission to share the de-identified Data with third party researchers, evaluators, partners, and funders.

Section 11. Confidentiality.

Each party agrees that it shall neither disclose any confidential information of the other party to third parties nor use any confidential information of the other party in any manner other than as contemplated by the Agreement. “**Confidential Information**” is any information marked confidential by a party or information that by its nature or the context of its disclosure ought to be treated as confidential information (including without limitation the terms of Agreement). The following types of information, however marked or designated, are not Confidential Information: (a) information that is, or becomes, lawfully and publicly available without a breach of this Section; (b) information that was lawfully known to the recipient of the information without an obligation to keep it confidential; (c) information that is received from another source who can disclose it lawfully and without an obligation to keep it confidential; or (d) information that is independently developed. The parties agree that any disclosure of Confidential Information shall be made available only to its employees, officers, directors, financial and legal advisors, agents, or representatives (“**Representatives**”) who need to know in order to further the purpose of the services addressed in this Agreement and as required by applicable law. The parties further agree to inform its Representatives of the confidential nature of the Confidential Information and direct them

to treat the Confidential Information in accordance with the terms of this Agreement. The parties acknowledge that irreparable injury and damage may result from disclosure of the Confidential Information to unauthorized third parties or from utilization of the Confidential Information for purposes other than those connected with TNTP's Services.

Section 12. Miscellaneous.

- a. The Services are limited to those specifically described in the Agreement and Scope of Services and do not under any circumstances constitute accounting, audit, or tax related assistance or advice, investment advice, legal advice, or services (including as to the manner, if any, in which Client may lawfully implement any advice provided by TNTP), expert witness services.
- b. If in any event any provision of this Agreement is held by a court to be unenforceable as written, that provision will be reformed so as to give effect to the intentions of the parties, and the other provisions of the Agreement.
- c. Neither the Client nor TNTP may assign their rights under this Agreement without the prior written consent of the other.
- d. TNTP will not be liable to the Client or to any third party, nor be deemed to have breached this Agreement, for any failure or delay in performing any of its obligations under this Agreement when such failure or delay is caused by or results from an event beyond TNTP's reasonable control, including without limitation (1) acts of God, (2) natural disasters, (3) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest, (4) governmental orders or restrictions, (5) international, national or regional emergency, (6) flood, fire, or explosion, (7) strikes, labor shortages, stoppages or slowdowns, (8) epidemics, pandemics, diseases, quarantines, or other extraordinary events which is determined to constitute a public health risk ("Force Majeure Event"). TNTP will use commercially reasonable efforts to give notice of the Force Majeure Event to the Client stating the period of time the occurrence is expected to continue, provided that (a) TNTP is able, given the nature and scope of the Force Majeure Event, to reasonably state such time period, and (b) any delay by TNTP to provide such notice or to state the time period when performance will be resumed will not negate the enforceability of this Section. Upon cessation of such Force Majeure Event, as reasonably determined by TNTP, TNTP will thereupon use commercially reasonable efforts to resume efforts to promptly perform or complete the performance of TNTP's Services hereunder as soon as reasonably practicable after the cessation or resolution of the Force Majeure Event. If TNTP's failure or delay to resume efforts to promptly perform or complete the performance remains uncured for a period of 60 days following notice given by it to Client under this Section, either party may thereafter suspend or terminate its performance under the applicable Scope of Work upon thirty (30) days' written notice.
- e. All notices required by this Agreement will be in writing and either personally delivered or mailed to such party at its address specified on the first page of this Agreement or to such other address as such party may designate by notice given in accordance herewith. All notices will be deemed given when delivered. If to TNTP, the notice will be to Michele Listokin, Interim General Counsel.
- f. This Agreement will be governed by Tennessee law without reference to conflicts of laws principles. The parties agree and consent to the exclusive jurisdiction of and venue in the state or federal courts in the county of Cumberland and the state of Tennessee in all disputes arising out of or relating to this Agreement.
- g. Neither party has entered into this Agreement in reliance on any promise, representation, or warranty not contained herein. This Agreement will be construed according to the fair intent of the language as a whole, and not for or against either party.
- h. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, representations, and agreements, if any, with respect to the subject matter hereof. Neither this Agreement nor any provision hereof may be modified, amended, supplemented, waived, discharged, or terminated except in a writing signed by the parties. No failure or delay in exercising any right or remedy hereunder shall constitute a waiver of such, any other, right, or remedy.
- i. The Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. The Agreement may also be executed by email, or other electronic means, and so executed shall have the full force and legal effect of an original.

[Signature Page to Follow]

Signatures.

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

Cumberland County Schools

By: _____

Date: _____

Name (print): _____

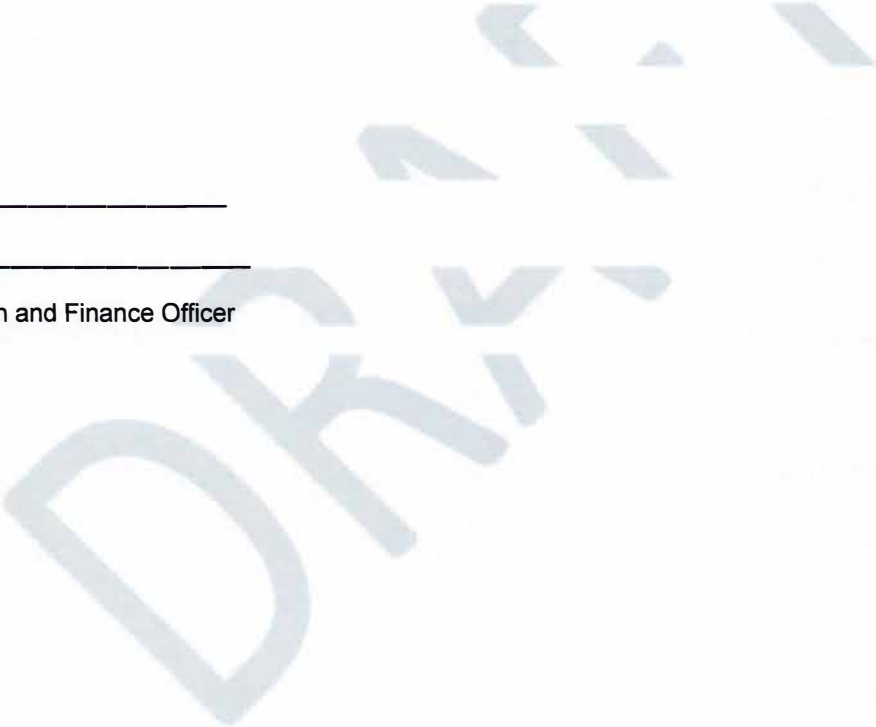
Title: _____

TNTP, Inc.

By: _____

Date: _____

Lin Johnson III
Chief Strategic Growth and Finance Officer



Schedule A Scope of Services

Priority #1: Support school instructional leaders and teachers (Principal, Assistant Principal, Supervisor of Special Education, and inclusion teachers) to execute a vision and strategy for strong instruction in English Language Arts and Math to support students with learning and thinking differences.

Instructional Coherence Support

TNTP will conduct learning walks at Stone Elementary to support instructional changes that have been implemented and continue to inform support. The contract will end with a diagnostic report that will support next steps.

Support will be provided through the following structures:

- *Strategy and Planning retreat virtual (1.5 hours) to begin contract*
- *Monthly virtual check-ins with school leaders via phone or video conferencing*
- *Learning walks for March, April, September, October, and November (5 total)*
- *PLC's with teachers (5 total)*

Priority #2: Build the capacity of Stone Elementary teachers to provide academic support to students with thinking and learning differences.

School-level technical support

As Stone Elementary digs deeply into a more instructionally coherent experience for students with thinking and learning differences, TNTP will offer customized support to help them develop and implement their instructional coherence strategy to better support students with IEPs. With this level of support, TNTP is positioned as a **collaborator** and **model** as well as a thought partner for their school.

Stone Elementary teachers and leaders will work toward the following objectives:

- **Share a school-wide vision for K-5 literacy and math academic support** for students with IEPs that is grounded in the Science of Reading and shifts in mathematical standards, leverages HQIM assessments and materials, and is aligned to best practices for students with IEPs.
- **Scale instructionally coherent practices for Tier 1 and intervention to all K-5 classrooms** to include, at a minimum:
 - Use of appropriate scaffolds and supports for students
 - Use of benchmark data for mathematics and curriculum assessments
 - Use of HQIM for a majority of the support students receive.
 - For students with IEPs who are being held accountable to grade-level standards (i.e. taking the traditional ELA TCAP, with or without modifications, at the end of the year), use of HQIM for a majority of the support students receive.

Support will be provided through the following structures:

- **Monthly scheduled virtual check-ins** to support development of the vision and communication plan for gaining stakeholder buy-in; deliver leader and teacher training on aligned HQIM materials, assessments, foundational skills trackers, mathematics assessments, accommodations for students with IEPs; and plan for upcoming in-person learning experiences.
- **In person support** on a regular basis. TNTP would work with the school strategy lead to design an agenda for each visit. These visits could include any combination of things, (total of 8 in-person supports) for example:
 - **Leading or co-facilitating professional learning** for teachers, leaders, etc. focused on HQIM, foundational skills trackers, strategic student grouping and re-grouping, progress monitoring, collaboration, and tutoring students with IEPs. Existing structures such as Flex Wednesday, PLC's, and Professional Development days will be utilized.
 - **Modeling scaffolds for inclusion teachers** to support students with thinking and learning differences to engage in HQIM.

- **Supporting school strategy leads** on the instructional coherence strategy and the change management needed (both managing up and managing out) to see success.

Timeline: March 1, 2025- November 30, 2025

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
- Artificial Intelligence 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

2/10/25 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		66	53	51	76	46	61	64	68	57						562	246	171	125
Crab Orchard	17	24	42	39	47	40	62	43	51	38	53						456	168	156	91
Homestead	39	57	72	71	75	59	67	64	77	78	74						733	277	208	152
Martin	30	33	74	83	69	72	73	83	75	69	62						723	298	231	131
North	20		40	52	49	41	60	51	57	59	65						494	182	168	124
Pine View	16		15	22	17	12	25	22	12	21	12						174	66	59	33
Pleasant Hill	20		57	64	52	61	59	63	60	53	76						565	234	182	129
South	20	13	54	62	57	55	57	60	73	55	65						571	228	190	120
Stone	20	44	58	61	61	49	77	68	72	58	69						637	229	217	127
CCHS												254	252	221	160		887			
SMHS												252	252	253	168		925			
Phoenix																	75			
Alt. School																	37			
Total	202	171	478	507	478	465	526	515	541	499	533	506	504	474	328	0	6802	1928	1582	1032

WITH ALT 6839

NON-CERTIFIED

New Hires:

Name	Location	Date	Replacing
Heaven Taylor	HES	1/6/25	Michael McClain
Zackary Pugh	HES	2/5/25	Tracy Lewis
Karri Matthews	PHS	1/30/25	Ruby Mathias
Jon Clark	MES	2/3/25	Joseph Brannum
Marissa Rosser	NCE	1/23/25	Christina Page

Resignations/Retirements:

Name	Location	Date	Status
Monica Graham	NCE	2/14/25	Resign
Deborah Green	PHS/NCE	5/23/25	Retire

Transfers

Name	From/To	Date
Joseph Brannum	MES/Maintenance	2/3/25

Terminations

Name	From/To	Date



Mr. William G. Stepp ● Director of Schools

Mr. Chris King ● Board Chair

February 17, 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
Rachel Genovise	Café Sub	02/03/2025	N/A

Resignations/Retirements:

Name	Location	Date	Status
Nichole Ashburn	Brown Elementary Café	01/23/2025	Accept Resignation
Gloria Truran	CCHS Café	02/14/2025	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

SUBSTITUTES

<u>NAME</u>
Burchfield, David
Cooper, Jerry
Frazier, Darla
Smith, Jeremy

BES February 2025 Newsletter



FRANK P. BROWN ELEMENTARY SCHOOL

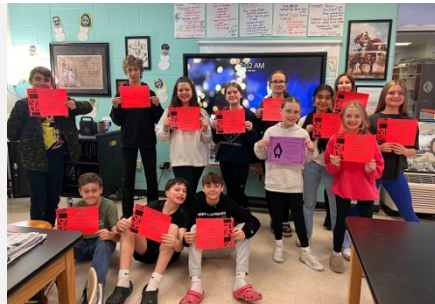
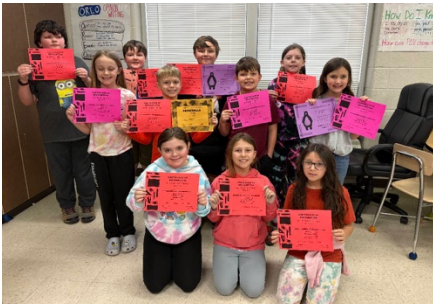
We celebrated 100 Days of School February 10-14! Students dressed up like 100-year-olds and many classes engaged in reading, writing, and math activities.



To mark 100 Days of School, Mrs. McClendon's first graders are doing 100 Acts of Kindness. One day, they served those who serve and care for them by making lunch for the cafeteria staff and teaching assistants.



Kevin Lewis (pictured at a Chess Club practice) has stepped into the role of Principal of Brown Elementary, as Dr. Speich took the position of Elementary Supervisor at Central Services. We will all greatly miss Dr. Speich, but we have confidence that Mr. Lewis will be an outstanding principal.



Brown Elementary students received recognition for Honor Rolls, Most Improved, Good Character, and Principal's Awards for the second grading period of the school year.



Brown Elementary FFA members participated in the TTU Livestock Judging Clinic at Hyder-Burks Agriculture Pavilion in Cookeville on February 4. They took a group photo with North Cumberland Elementary FFA members.



The Brown Bear Book Club started a new book this month, *On Air with Zoe Washington* by Janae Marks.



Kindergarten enjoyed a royal tea party to accompany their recent unit about kings and queens.



Brown Elementary Beta Club has been collecting items to donate to Hospice House this month.

BES February 2025 Newsletter



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CCHS

February
newsletter

FFA



Valedictorian

Owen Brown

Salutatorian

Bishop Higgins

*National School
Counselors Week*



CRAB ORCHARD NEWS



February 2025

A ROARING SUCCESS!



Our archers took center stage at the Tiger Pride Shootout, showcasing skill, teamwork, and determination. With fierce competition and incredible performances, it was a tournament to remember!

STRAIGHT SHOT TO STATE



Our archery team has hit the mark and is heading to the state tournament on March 14th! Let's cheer them on as they aim for victory!

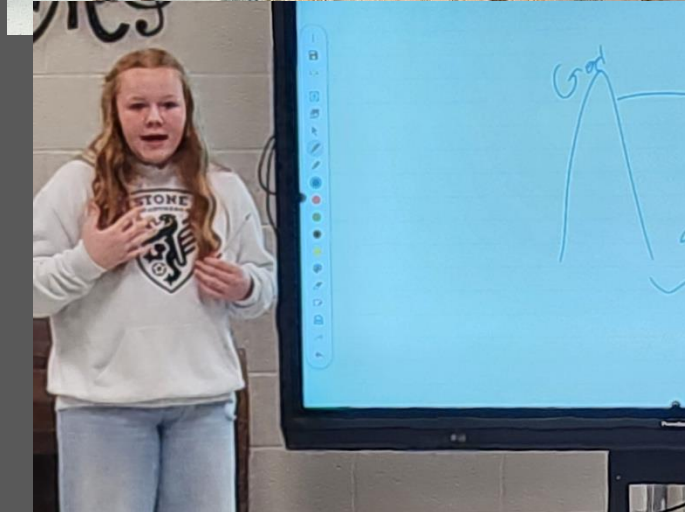


AIMING FOR GLORY

Our archers are putting in the hard work, supporting each other, and showing incredible team spirit! Their dedication is paying off with countless personal bests—proof that practice and perseverance make all the difference. Keep aiming high!



Homestead Elementary



Homestead Elementary





MARTIN ELEMENTARY NEWSLETTER

FEBRUARY 2025



2ND GRADE EXPLORES THE WORLD OF INSECTS!

Our 2nd graders have been buzzing with excitement as they dive into their latest science unit—insects! Through hands-on learning, they explored the characteristics and habitats of these fascinating creatures.

To bring their learning to life, they created detailed insect habitats, showcasing their understanding of where and how these tiny creatures live. Great job, 2nd graders! 🐝🦋🐞



GEAR UP FOR GREATNESS



The Eagles are thrilled to take part in the Gear Up Grant! At the recent kick-off event, seventh-grade students discovered the many benefits they will gain throughout their educational experience. From navigating high school to exploring post-secondary education options and choosing a career, the Gear Up Grant provides the support our students need to achieve their fullest potential.



Third-Grade Art is Groovy

Third grade students created lava lamp-themed art projects in art class. They designed their own interpretations of lava lamps, incorporating bright colors and creative patterns. This project allowed students to explore both artistic expression and the concept of visual effects, blending creativity with a scientific theme.

EVENTS

FEBRUARY 17

NO SCHOOL
Presidents' Day

MARCH 17 - 21

NO SCHOOL
Spring Break

FOOD DRIVE

MES will be collecting shelf-stable pudding cups and instant oatmeal from February 24 - 28. All collected items will benefit the United Table (We Are One Food Bank)

BOOK FAIR

The Spring Book Fair will be held from March 3 - 7 in the MES library. Monday, March 3, will be a special family shopping night. Parents are encouraged to visit with their students from 3:00 - 5:30.

BAND CONCERT

The MES student band will hold their Spring Band Concert on March 11 at 5:30 pm. Come out to enjoy live music and support these hard-working students!

NCE



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

STEAM

North Cumberland 3rd and 5th grade students embarked on a journey through the galaxy without ever leaving school, thanks to an exciting visit from Mr. Billy Hix, a retired educator as well as NASA researcher. Mr. Hix is well versed on standards, and even helped create some of the science teaching standards for TN. This interactive experience allowed students to explore the wonders of space, from distant galaxies to the surface of the Moon, all within the immersive dome theater. While building their knowledge for TN TCAP standards. During the presentation, students learned about constellations, the solar system, and the latest space discoveries. Engaging visuals and expert narration brought astronomy to life, sparking curiosity and excitement among young learners. The planetarium visit was a memorable experience, leaving NCE students eager to learn more about space and the mysteries that lie beyond our world. Thank you Mr. Hix, for providing this opportunity for our students.



Upcoming Events

- 2/17 President's Day- No School
- 2/21 8th grade Field Trip- Hermitage
- 3/3 Winter Band Concert
- 3/11 Festival of Movement
- 3/12 2nd grade Field trip
- 3/13 Night at North STEAM night
- 3/14 End of 3rd 9 weeks
- 3/17-3/21 Spring Break- No School
- 3/24 4th 9 weeks begins
- 3/27 Grade Cards
- 3/31-4/4 Book Fair



NCE is Engineering Excellence

Parent & Family Involvement

North Cumberland held an 8th Grade Night last month, providing parents and students with the opportunity to enroll for high school. Cassie Warner attended and spoke with parents, who then had the chance to ask questions about high school enrollment and assist in planning their child's schedule.



GO Patriots!

North Cumberland Patriots' Promise

- Personal Best** - I will give it my all.
- Attitude** - I will have a positive outlook.
- Tenacity** - I will never give up.
- Respect** - I will respect myself, classmates, teachers, community, and country.
- Integrity** - I will do what is right.
- Organization** - I will be ready to work and learn.
- Trustworthy** - I will be trustworthy and honest.
- Service** - I will do for others.

The Arts

North Cumberland Elementary is excited to launch its brand-new drama program, offering students a creative outlet to develop their acting and performance skills. Auditions for the production will take place this week, giving students the opportunity to showcase their talents and take part in an exciting theatrical experience. This year, the NCE drama program will bring the beloved musical *Frozen Kids* to life, promising a magical and memorable performance for the school and community to enjoy.

Technology & Math

North Cumberland Elementary proudly celebrates its CyberPatriot teams' success in the 2024-25 National Youth Cyber Defense Competition. Competing at the state level on November 16th and December 14th, both teams demonstrated outstanding skill and teamwork.

Led by Emma Lewis and Thomas Fuhrman, NCE's first-ever CyberPatriot teams achieved remarkable results. The boys' team, Blue Screen of Defense, secured 2nd place, while the girls' team, 404 ErrOr - Name Not Found, earned 3rd in Tennessee's middle school division—a historic achievement for the school.



Teacher Feature



I am Ashton Hayes. This is my 16th year teaching Agriscience to middle school students in Cumberland County. I graduated from TTU in 2009 with a B.S. degree in Animal Science. I returned to school the following year, and finished with a Master's Degree in Curriculum and Instruction in 2011, then added a special education endorsement to my license in 2021.

I have been married to my husband, Russell, for the last 15 years. We have 3 children that take up most of my time while not at school. They enjoy participating in youth rodeo's. We spend lots of time riding, roping, goat tying, and barrel racing. We also own and run our own farm. My extra time afterschool is spent with my FFA students. Preparing them for CTE's, taking them to compete, and seeing the excitement in their eyes while we are there is my favorite part of my job. I can see them learning, and enjoying what they learn. It makes what I do worth it.

Patriot Pulse

This month, a long-awaited dream at North Cumberland Elementary is finally coming to life—a brand-new greenhouse for agriscience students. After years of planning, this state-of-the-art facility is set to enhance hands-on learning opportunities. Equipped with benches, a modern watering system, heating and cooling, and internet access, the greenhouse will provide an ideal environment for plant science education and integrated learning opportunities. Additionally, it will feature the advanced FarmBot system, allowing students to explore innovative agricultural technology firsthand.



Paraprofessional Spotlight



I am Marissa Rosser, a military spouse of 10 years. I have seen over 30 states in America. During my husband's service I started school for a batchelors of accounting at Western Governors University and currently have one year left. I am a mom to four children under 8 years old. I love to to read, hike, and just be outside.

Grow Bucket Gardening...



Beautiful and delicious chocolate covered strawberries provided by The Phoenix Cafe



Term 2 Honor Roll

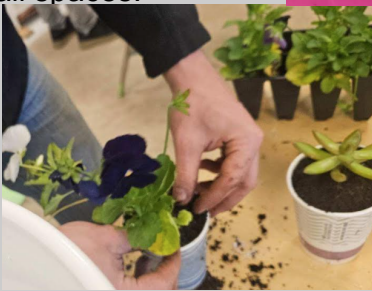
Congratulations to the Phoenix students who made the Honor Roll for Term 2. Pictured are Anthony Covey,

Phoenix Happenings

Gracie Wilson, Anna Dandy, Bryleigh Walker, Julia T



Students in Plant Science constructed greenhouses from buckets to garden in small spaces.



Senior Juan Gomez Perez saying "Hello World"!

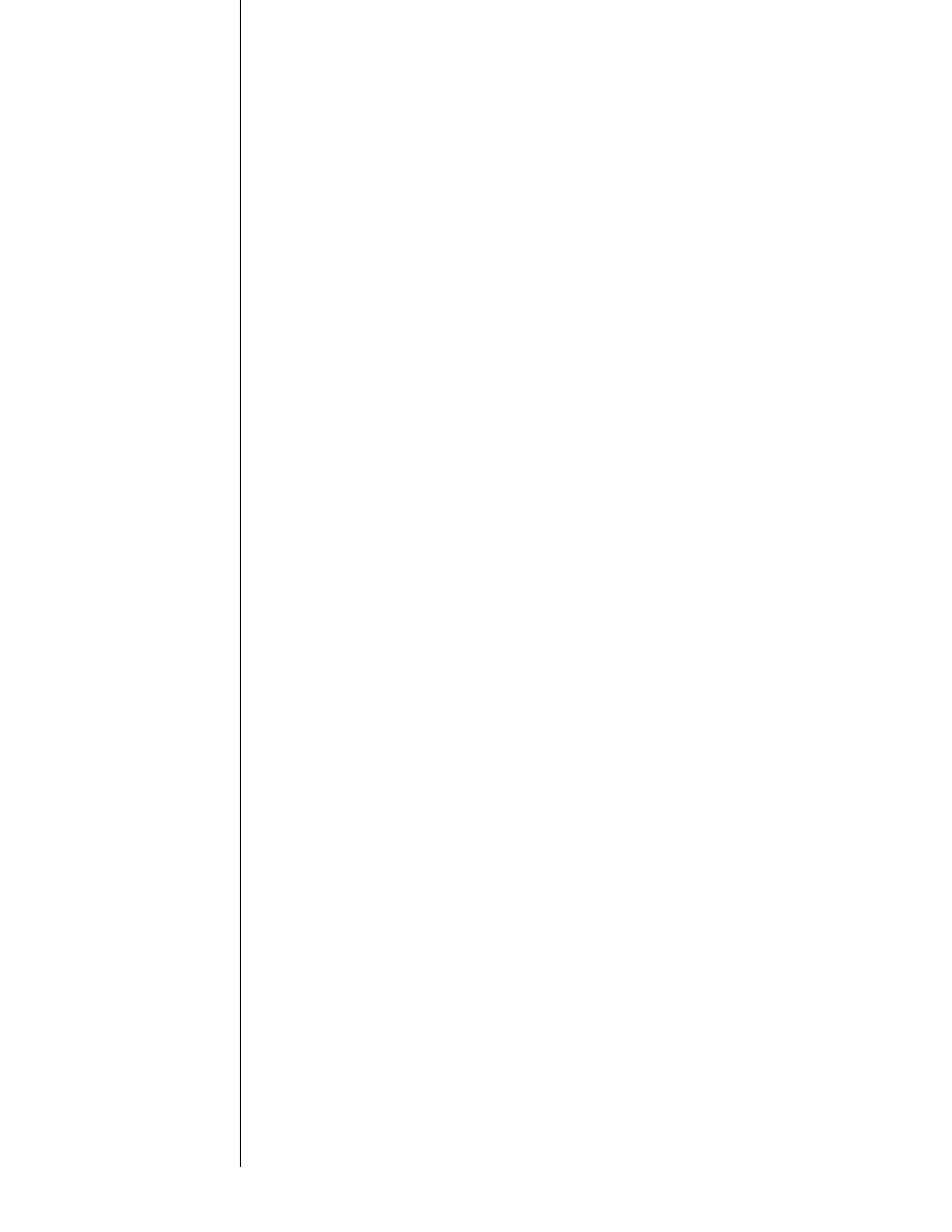


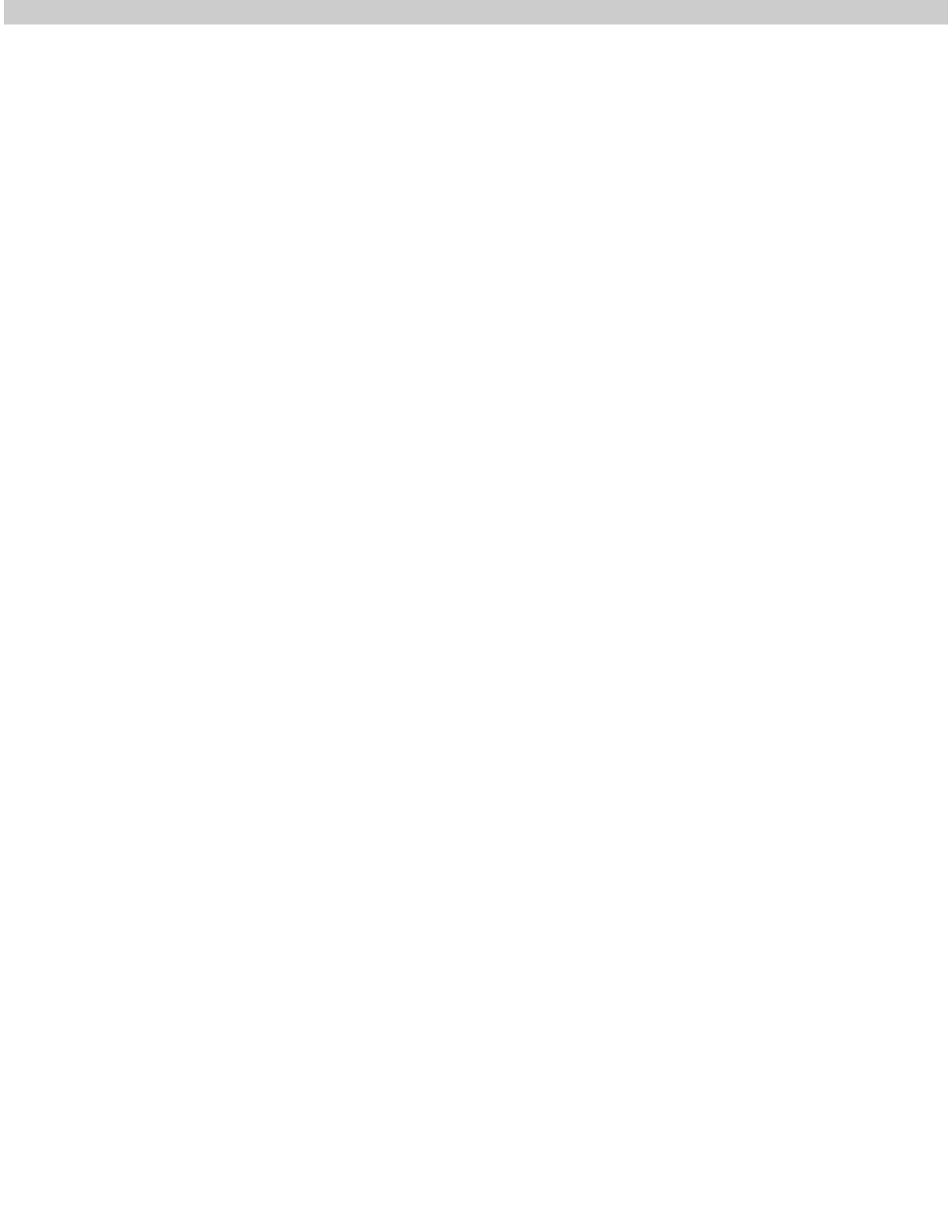
Lola the Small Animal Rabbit getting cuddles....



Beautiful & tasty tomatoes grown by Phoenix students for Phoenix students.







Teachers of the Year

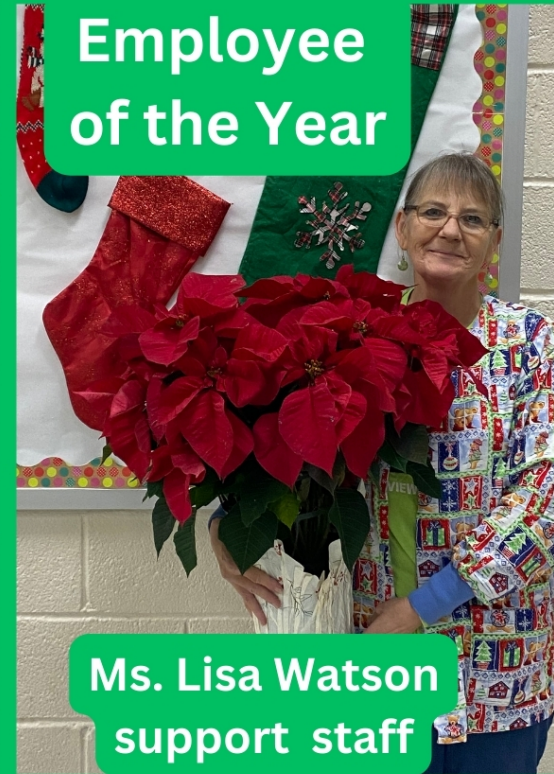


Ms. Heather Jones
Pre-K-3rd grades



Mrs. Chassady Slagle
5th-8th grades

Employee of the Year

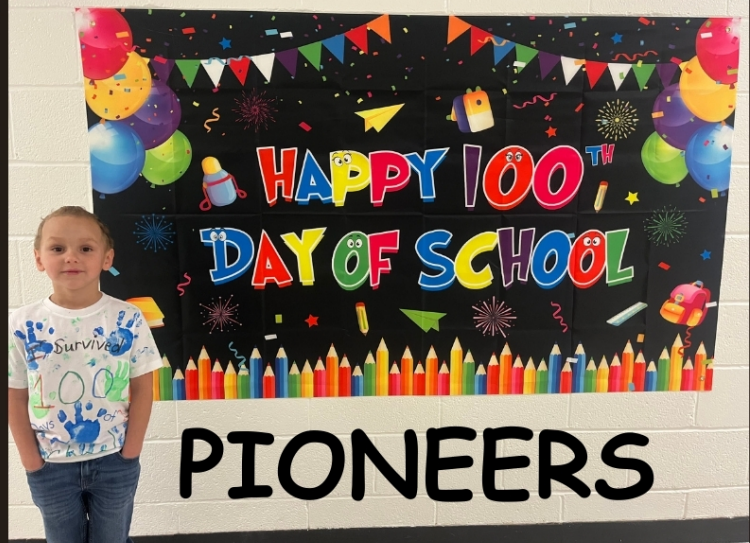


Ms. Lisa Watson
support staff

Former Pioneer, Private Kyle Trentham stopped by to visit Pine View. He also talked to the 7th and 8th graders about his career and life in the military.



Pine View Pioneers



FEBRUARY 2025

Pleasant Hill Elementary

FEBRUARY NEWS



7th-grade students enjoyed the GEAR UP TN 4.0 KICK OFF. Students met the program coordinators and enjoyed listening to the PHS Alumni guest speakers. Students participated in engaging activities focused on career paths and post secondary education. We are so excited about this amazing opportunity.



JANUARY STUDENT HIGHLIGHTS

PHS 5th grader, Amiyah Gardner, competed at the district level in the annual 4-H public speaking contest. She brought home 2nd place in the district.

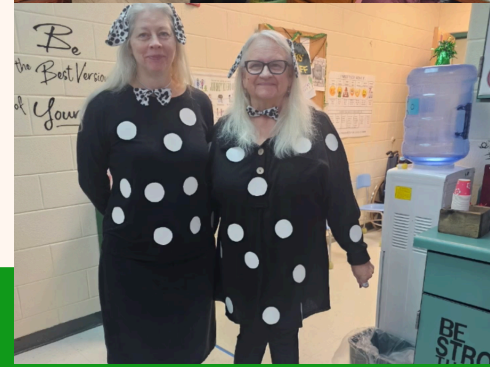
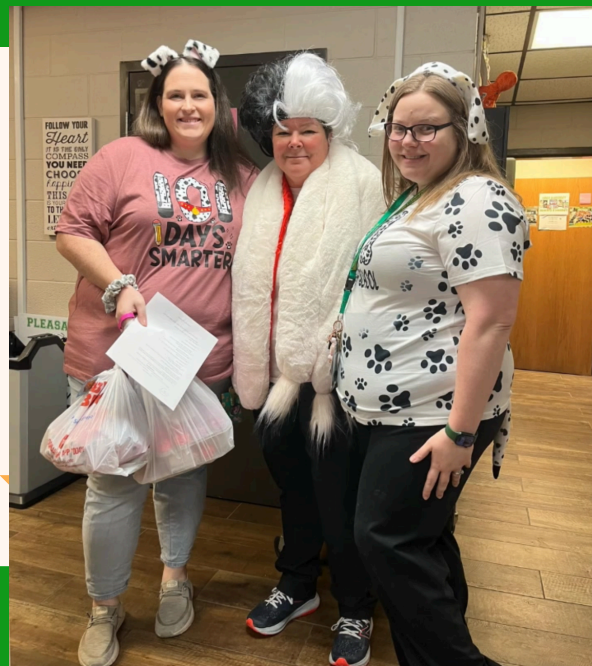
We are so proud!



Four 5th graders represented PHS at the January Board of Education meeting by leading the pledge of allegiance. We appreciate their leadership.

Dalmations Take Over Pleasant Hill

Students and Staff celebrated the 101st day of school "Disney Style". Cruella Deville was there to lead her pack!



GO
PANTHERS

FEBRUARY NEWSLETTER

Our AG department
hard at work making
a path in the greenhouse.



We have recently had several
students sign for athletic scholarships!

Way to go Panthers!

Nathan Wagner
Adison Howard
Cade Capps
Shelby Vitous

President's day
February 17th
NO SCHOOL

reminder

Spring break is
almost here
March 17th-21st



In December the students
wrote words of kindness
to fellow students.

MONTHLY NEWSLETTER FEBRUARY '25

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

100 DAYS OF FUN!

SOUTH'S KINDERGARTEN CELEBRATED THE 100TH DAY OF SCHOOL WITH MANY DIFFERENT EVENTS. ONE OF THEIR FAVORITE ACTIVITIES WAS COUNTING TO 100 WITH THEIR FAVORITE CEREALS. WHAT A FUN DAY!!!



X COUNSELOR APPRECIATION

FOR SCHOOL COUNSELOR WEEK! WE ARE SO THANKFUL FOR MRS. COOK WHO SUPPORTS US EVERYDAY! SHE IS SO APPRECIATED! A SPECIAL THANK YOU TO MRS. BRE AND MS. MARIANNE WHO ARE SAFE SCHOOLS COUNSELORS. THESE SPECIAL LADIES WORK HARD TO SUPPORT STUDENT NEEDS



X PRINCIPAL OF THE YEAR!

A HUGE CONGRATULATIONS TO OUR INCREDIBLE PRINCIPAL, MRS. DAWN HALL, ON WINNING HER FIRST-EVER PRINCIPAL OF THE YEAR AWARD!. MRS. HALL 'S DEDICATION AND HARD WORK CONTINUE TO MAKE OUR SCHOOL BETTER EVERY YEAR. THIS HONOR IS TRULY WELL DESERVED! THANK YOU, MRS. HALL, FOR YOUR UNWAVERING COMMITMENT TO OUR STUDENTS, STAFF, AND COMMUNITY!



X GEAR UP!

SOUTH CUMBERLAND IS NOW A PART OF THE GEAR UP TENNESSEE INITIATIVE THAT WILL ALLOW OUR 7TH GRADERS THE OPPORTUNITY TO HAVE EXTRA SUPPORT AS THEY NAVIGATE THE NEXT 6 YEARS OF THEIR EDUCATIONAL JOURNEY!



FOLLOW US ON



@SOUTHCUMBERLANDELEMENTARY



Stone Elementary

Home of the Coyotes

Welcome back to the Coyote Newsletter, where the excitement is off the charts! We kicked things off by throwing a fabulous party for our academic wizards and perfect attendance champs. Students snagged awards based on their report cards—talk about bragging rights! We also rolled out the red carpet for our fresh Honors Society nominees with a movie night and tasty treats. Plus, teachers handpicked our Student of the Month for their stellar behavior and academics!

This month, we hosted a Coyote Canvas night where families got their paint on, guided by our amazing teachers. It was a blast, and we can't wait for round two! Our generous charitable fund winners include Mrs. Sheri Sather, who's taking our ESL classroom to new heights with Ozbot programming robots. Students are meeting before school to become programming pros, and now those Ozbots are ready to explore in style!

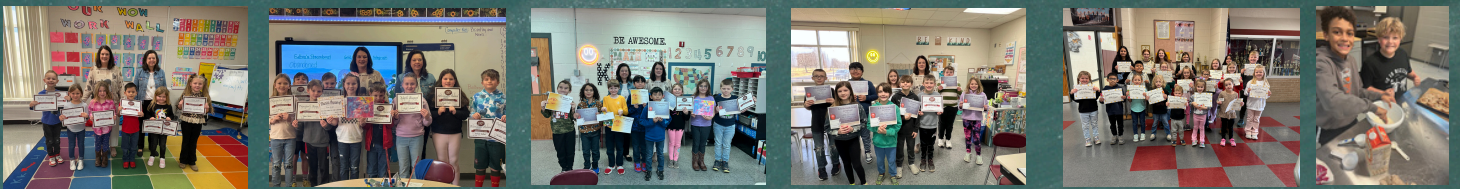
Mrs. Berta scored funds to snag a cordless microscope to jazz up our science lab—science fair, here we come! Mrs. Jen Davis and the student council will use their funds for cozy hoodies, delicious meeting snacks, and cleaning supplies to keep our school shining bright! Big shoutout to Mrs. Lopez in music for getting a saxophone for our band—now we're ready to jam! Mrs. Patton and Mrs. Ridley just scored a shiny charitable fund award! This fabulous stash of cash will sprinkle some extra magic on our students' experiences, paving the way for unforgettable field trips, exciting reward activities, and fabulous prizes! It's going to be a game-changer as we plan our mid and end-of-9-weeks PBS celebrations! 🎉🌟

In 5th Grade Science, we're expanding our classroom Paludarium with new plants, and guess what? A crested gecko is on its way! Name suggestions are flying around, and we'll vote for the winner soon! This month, we challenged our staff to spot Random Acts of Kindness. Students "Caught Being Kind" get a ticket, and daily winners can pick a prize from the cart—how cool is that?

In the primary hallway, our Kindergarten and First graders rocked the 100th day of school like 100-year-olds! Second graders didn't want to miss the fun, so they celebrated the 101st day with adorable dalmatian-themed activities. Oh, and we have a new Bigfoot Buddy! Congrats to Antonia Mastropaolo for earning this accolade from Mrs. Laurie.

Over in the intermediate hallway, two stars—James Wreede-Piecura and Denis Leiva—crushed their multiplication facts with the Reflex math program. Our 4th graders whipped up chocolate-dipped Valentine pretzels with Mrs. Brandi Wilson, while 5th graders got creative with their own cinnamon roll recipes. The 5th graders who showed incredible growth in all areas after the mid-year assessments were rewarded with a pizza party—yum!

And in the middle school hall, students finally set off on their PBS trip to Main Event—fun was had by all! What a month of joy and achievement!




March



2025

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

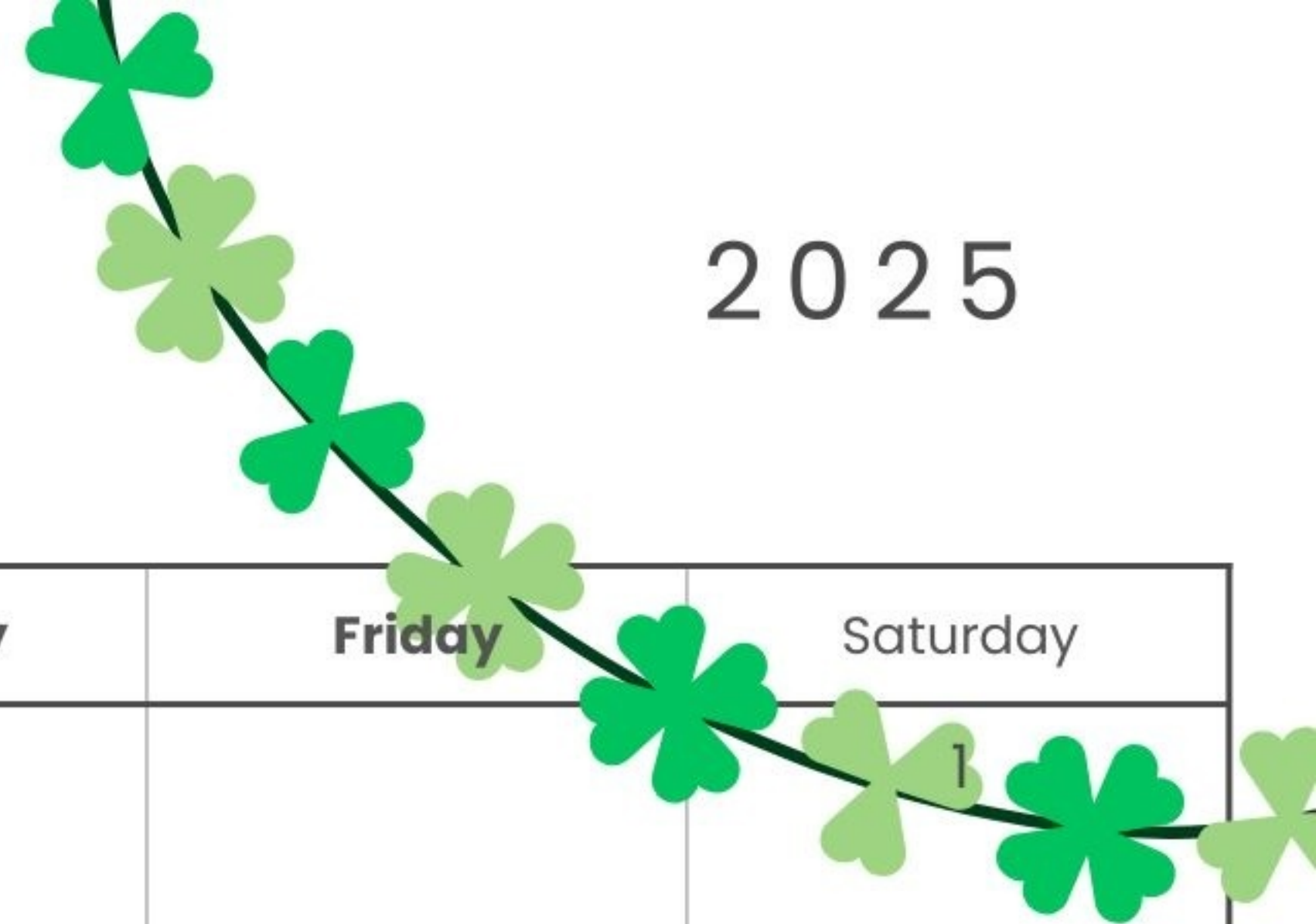
						1
2	 3 Dr. Seuss Dress-up Day	Book Fair 4 Family Night Book Fair Open until 4:30 pm	Book Fair 5 Arctic Dress-Up Day	Book Fair 6 Book Fair	Book Fair 7 Book Fair	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	Spring Pictures Spring Break (no school) Return to School				

Frank P. Brown Elementary



March

2025



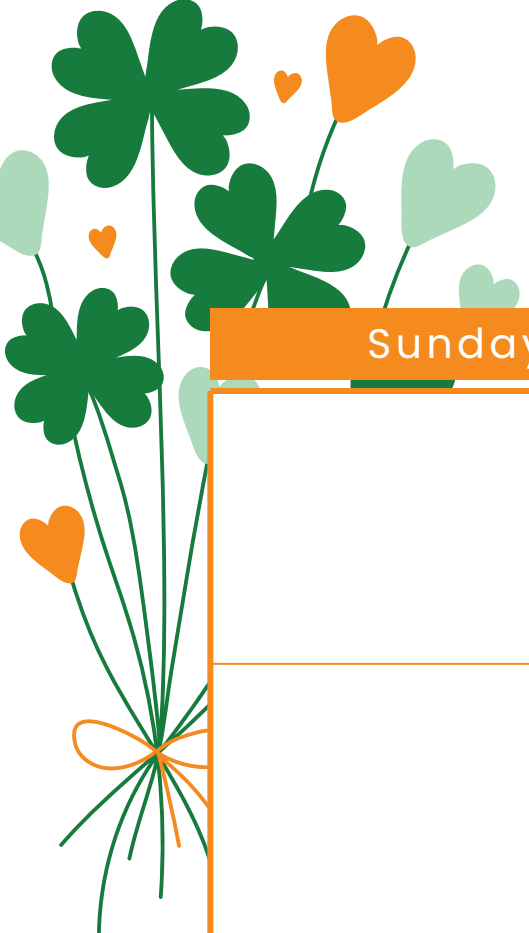
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 Spring Sports Pics 	4	5 GOLD CLUBS TEAM Meeting	6 BLOOD DRIVE 	7	8
9 Daylights Savings 	10	11	12	13	14	15
-----M I D T E R M S-----						
16	17 St. Patrick's Day 	18 Spring 	19 	20 Break! 	21 	22
23	24	25	26	27 Report Cards	28 Relay lunch Sweetheart pageant 	29
30	31					



March 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	Talent Show 1:15P.M. 5	5th Grade Playhouse 6	7	8
 9	10	Festival of Movements at SMHS 11		2nd Grade Musical 9:00 a.m. and 2nd Grade Musical 1:15p.m. 13	5th Grade Thrive 6th Grade Lost Sea SWPB BARK REWARDS End of 3rd 9 weeks	15
16	<i>St. Patrick's Day</i> Spring Break No School 17	Spring Break No School 18	Spring Break No School 19	Spring Break No School 20	Spring Break No School 21	22
23	24	25	26	Report Cards Go Home BOE MEETING 6:00P.M. 27	CONCESSIONS  28	29
30	31					





March 2025



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
31					1	2
3 BOOK FAIR BEGINS	4 Family Shopping Night 3:00-5:30	5	6	7 BOOK FAIR ENDS	8	9
10	11 3rd Grade to Playhouse Festival of Movement @SMHS Spring Band Concert @5:30pm	12	13	14	15	16
17 HAPPY ST PATRICKS DAY	18 19 20 SPRING BREAK			21	22	23
24	25	26 Well Child Check ups	27 Report Cards Go Home	28 2nd Grade to Oakley Stem Center Cookeville	29	30

No need for a rainbow...
Our North Family is
GOLD!

March 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																																	
	<p>website: nces.ccschools.k12tn.net Facebook - North Cumberland Elementary X - @NCEPatriots</p>					1																																																	
2	3 Winter Band Concert 6pm-7pm	4	5	6 Skills USA Competition	7	8																																																	
9	10	11 Festival of Movement	12 2nd Grade EPIC Trip	13 Night @ North 5-7pm	14	15																																																	
16	<p>Yahoo...Spring Break!</p>																																																						
23	<p>FFA Convention</p>			27 Report Cards Go Home!	28	29																																																	
30	31	<p><i>Every Child, Every Day, Excellence in Every Way</i> North Cumberland Elementary</p>				<p>February</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</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								
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March 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6 Data Team Meeting	7	8
9	10	11	12 Faculty Meeting	13 Progress Monitoring	14 Progress Monitoring Full Moon	15
16	17 Spring Break	18 Spring Break	19 Spring Break	20 Spring Break	21 Spring Break	22
23	24 Mastery Connect Grades Due in Skyward 11:59pm 31 Mastery Connect	25 Mastery Connect Principal's Lunch	26	27 Grade Cards	28	29 Prom: Starlit Fantasy



MARCH 2025

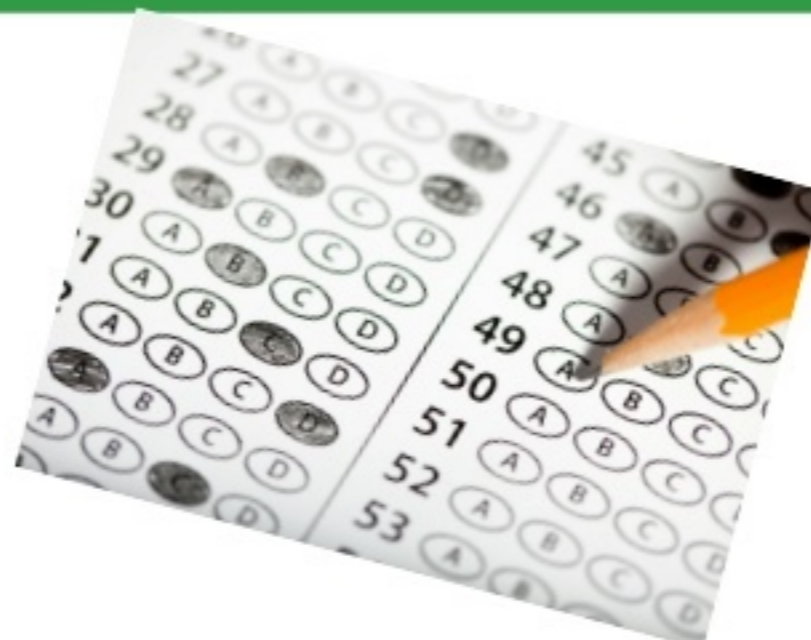
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4  Fat Tuesday	5	6 PTO Meeting	7	8
9	10	11 Festival of Movement	12	13 Family Engagement Night 4:30-6 est	14	15
Benchmark #3 Mastery Connect 3rd-8th grade						
16	17 Happy St. Patrick's Day 	18	19 	20	21 	22
23	24	25	26	27 Report Cards go Home	28 Spring Picture Day 	

UPCOMING DATES TO REMEMBER

STATE TESTING

April 14- May 2- TCAP Testing window

April 18- No School/Good Friday



Pleasant Hill Elementary

March 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 BOOK FAIR IS MARCH 3rd – MARCH 7th	3	4 Chess Club Meets 3-4:30	5	6	7 PTO fundraiser ends PBS Hat Day For \$1	8
9	10	11 Chess Club Meets 3-4:30 Festival of Movement @ SMHS	12	13	14	15
16	17 Spring Break No School	18 Spring Break No School	19 Spring Break No School	20 Spring Break No School	21 Spring Break No School	22
23	24	25	26	27 Report Cards go home	28	29

**Spring Pictures
Buyers Only**

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

SMHS

Today < > March 2025

Month

SUN	MON	TUE	WED	THU	FRI	SAT
23	24	25	26	27	28	Mar 1
	<ul style="list-style-type: none"> Mastery Connect Benchmark #1 Math 3pm HS Basketball Practice (Boys ar 4pm Track Workouts (Gym Weight R 5pm MS Softball Practice 	<ul style="list-style-type: none"> Mastery Connect Benchmark #1 ELA 3pm HS Basketball Practice (Boys ar 3:30pm MS FB Workouts 2 more 	<ul style="list-style-type: none"> Technology Instructional Coach 3pm HS Basketball Practice (Boys ar 4:15pm Track Workout (Football Weig 2 more 	<ul style="list-style-type: none"> 3pm HS Basketball Practice (Boys ar 3:30pm MS FB Workouts 5pm MS Baseball Vs. Wartburg (H) 2 more 	<ul style="list-style-type: none"> 3pm HS Basketball Practice (Boys ar 4pm Track Workouts (Gym Weight R MS Baseball Knoxville Classic 10 am Flag Football Pre Season Play I 	
2	3	4	5	6	7	8
<ul style="list-style-type: none"> MS Baseball Knoxville Classic 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 4pm Track Workouts (Gym Weight R 3 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 3:30pm Tennis @ Upperman 7 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 3pm Tennis v Kingston 5 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 3:30pm MS FB Workouts 3 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 4pm Track Workouts (Gym Weight R 3 more 	<ul style="list-style-type: none"> SAT
9	10	11	12	13	14	15
	<ul style="list-style-type: none"> ELA Instructional Coach 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 5 more 	<ul style="list-style-type: none"> 7:30am ACT Juniors 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 7 more 	<ul style="list-style-type: none"> State Archery Competition 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 9 more 	<ul style="list-style-type: none"> Math Instructional Coach Mid term exams 1st & 5th 9 more 	<ul style="list-style-type: none"> Softball Tournament @ Athens Midterm exams 2nd & 4th 6 more 	<ul style="list-style-type: none"> JV Soccer Tournament @ Macon Coui Tennis: Upper Cumberland Classic To
16	17	18	19	20	21	22
	<ul style="list-style-type: none"> Spring Break 					<ul style="list-style-type: none"> 8am SSSB D. Wages (Band Room On
	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 2 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 3 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 4 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 4pm Track Workouts (Gym Weight R 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 3pm HS Basketball Practice (Boys ar 4pm Track Workouts (Gym Weight R 	
23	24	25	26	27	28	29
	<ul style="list-style-type: none"> PLC Counselors Term 4 Begins Grades due in Skyware 3pm SMHS Theater Practice and Sta 5 more 	<ul style="list-style-type: none"> PLC F. Lang, PE & SPED RTI Data Team Meeting Technology Instructional Coach 9 more 	<ul style="list-style-type: none"> PLC ELA & Soc. St. 3pm SMHS Theater Practice and Sta 3:30pm Tennis v Watertown 7 more 	<ul style="list-style-type: none"> Grade Cards go home PLC CTE & Science 3pm SMHS Theater Practice and Sta 7 more 	<ul style="list-style-type: none"> Boys Soccer @ Smokey Mountain Cup Tournament PLC Fine Arts & Math 8am Advanced Art Field Trip 6 more 	
30	31	Apr 1	2	3	4	5
<ul style="list-style-type: none"> Boys Soccer @ Smokey Mountain Cup 	<ul style="list-style-type: none"> Mastery Connect Benchmark #2 & 3 11:15am Austin Peay Lunch Set up 3pm SMHS Theater Practice and Sta 3 more 	<ul style="list-style-type: none"> Mastery Connect Benchmark #2 ELA 3pm SMHS Theater Practice and Sta 3:30pm MS FB Workouts 6 more 	<ul style="list-style-type: none"> 8am 11th grade Career Fair 1:30pm CRT Refresher @ Central Off 3pm SMHS Theater Practice and Sta 3:30pm Tennis v Lebanon 	<ul style="list-style-type: none"> ELA Instructional Coach 3pm SMHS Theater Practice and Sta 3:30pm MS FB Workouts 6 more 	<ul style="list-style-type: none"> 3pm SMHS Theater Practice and Sta 5:30pm Flag Football v Warren Coun 6pm Baseball @ Lebanon 6pm MS Soccer @ Smith County 	<ul style="list-style-type: none"> ACT

March 2025

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3 7Am Book Fair Read Across America 7am Chess Club	4 7Am Book Fair Read Across America 7:10 am Kindess Club	5 Wellness Wednesday Read Across America	6 Pk Field Trip Read Across America 7am FCS 7am Kingdom Kids	7 Read Across America	8
9	10 7am Chess Club	11 Festival of Movement @SMHS 6pm	12	13 7am FCS 7am Kingdom Kids	14	15
16	17 Spring Break St. Patrick's Day	18 Spring Break	19 Spring Break	20 Spring Break	21 Spring Break	22
23	24 7am Chess Club	25	26	27 Report Cards 7am FCS 7am Kingdom Kids	28	29
30	31 7am Chess Club					



Stone Elementary

March 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 Spring Out of Bed – PJ Day ELPA21 Testing	4 ELPA21 Testing	5 ELPA21 Testing	6 ELPA21 Testing PBS Lost Sea Trip - Kindergarten Skills USA Competition	7 ELPA21 Testing Group/Club Pictures PBS 3-5: Rev Church/Rec Park	8
9 Daylight Savings Time starts – spring forward 1 hour	10 MC Benchmark #3 ELPA21 Testing	11 MC Benchmark #3 ELPA21 Testing PBS Trip 1-2 Lost Sea Festival of Movement 5-7 pm	12 MC Benchmark #3 ELPA21 Testing	13 MC Benchmark #3 ELPA21 Testing Parent Advisory Mtg @ 4pm Board Game Night 4:30-6pm	14 MC Benchmark #3 ELPA21 Testing	15
16	17 Spring Break	18 Spring Break	19 Spring Break	20 Spring Break	21 Spring Break	22
23	24 Spring Out of Bed – PJ Day	25	26 Spring Pictures	27 Grade Cards go home	28 PBS 6-8: Rev Church	29
30	31 Spring Out of Bed – PJ Day					

**Cumberland County Finance
Summary Financial Statement
January 2025**

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	1,356,460.35	1,356,460.35	0.00	67.08%	168,508.92	192,251.05	192,251.05	0.00	114.09%
40120	Trustee's Collections - Prior Year	225,911.00	56,881.90	56,881.90	0.00	25.18%	18,825.92	2,069.31	2,069.31	0.00	10.99%
40130	Cir Clk/Clk & Master Collections-Pr Yr	108,155.00	10,674.29	10,674.29	0.00	9.87%	9,012.92	1,030.51	1,030.51	0.00	11.43%
40140	Interest And Penalty	91,724.00	13,447.06	13,447.06	0.00	14.66%	7,643.67	1,178.55	1,178.55	0.00	15.42%
40210	Local Option Sales Tax	16,455,212.00	8,418,877.54	8,418,877.54	0.00	51.16%	1,371,267.67	1,362,837.19	1,362,837.19	0.00	99.39%
40270	Business Tax	5,871.00	2,224.14	2,224.14	0.00	37.88%	489.25	228.00	228.00	0.00	46.60%
40275	Mixed Drink Sales	84,663.00	35,014.54	35,014.54	0.00	41.36%	7,055.25	4,507.03	4,507.03	0.00	63.88%
43517	Tuition - Other	110,000.00	105,143.85	105,143.85	0.00	95.59%	9,166.67	5,332.00	5,332.00	0.00	58.17%
43570	Receipts From Individual Schools	65,000.00	42,243.78	42,243.78	0.00	64.99%	5,416.67	5,573.73	5,573.73	0.00	102.90%
43990	Other Charges For Services	15,000.00	15,379.00	15,379.00	0.00	102.53%	1,250.00	0.00	0.00	0.00	0.00%
44120	Lease/Rentals	7,719.00	2,562.61	2,562.61	0.00	33.20%	643.25	175.02	175.02	0.00	27.21%
44145	Sale Of Recycled Materials	4,000.00	1,822.57	1,822.57	0.00	45.56%	333.33	192.40	192.40	0.00	57.72%
44170	Miscellaneous Refunds	106,000.00	93,569.60	93,569.60	0.00	88.27%	8,833.33	34,308.05	34,308.05	0.00	388.39%
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	0.00	0.00	0.00	0.00%
44570	Contributions & Gifts	15,000.00	16,219.00	16,219.00	0.00	108.13%	1,250.00	150.00	150.00	0.00	12.00%
44990	Other Local Revenues	14,000.00	11,247.50	11,247.50	0.00	80.34%	1,166.67	1,083.50	1,083.50	0.00	92.87%
46511	TISA	49,395,116.00	30,470,803.81	30,470,803.81	0.00	61.69%	4,116,259.67	4,996,870.12	4,996,870.12	0.00	121.39%
46515	Early Childhood Education	1,104,583.00	562,724.34	562,724.34	0.00	50.94%	92,048.58	106,769.11	106,769.11	0.00	115.99%
46590	Other State Education Funds	597,026.00	358,215.40	358,215.40	0.00	60.00%	49,752.17	59,702.57	59,702.57	0.00	120.00%
46591	Coordinated School Health - ARRA	113,000.00	51,773.73	51,773.73	0.00	45.82%	9,416.67	12,273.35	12,273.35	0.00	130.34%
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	944,794.18	944,794.18	0.00		0.00	417,751.26	417,751.26	0.00	#DIV/0!
46980	Other State Grants	0.00	92,549.43	92,549.43	0.00	0.00%	0.00	8,501.56	8,501.56	0.00	#DIV/0!
46981	Safe Schools-ARRA	0.00	38,100.21	38,100.21	0.00	0.00%	0.00	0.00	0.00	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		#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	21,550.00	21,550.00	0.00	0.00%	0.00	20,250.00	20,250.00	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	\$ 42,862,201.87	\$ 42,862,201.87	\$ -	60.68%	\$ 5,886,298.92	\$ 7,233,034.31	\$ 7,233,034.31	\$ -	122.88%

Expenditures											
71100	Regular Instruction Program	(33,012,912.00)	15,323,683.56	15,318,328.16	5,355.40	-46.42%	(2,751,076.00)	2,388,381.04	2,387,731.04	650.00	86.82%
71150	Alternative Instruction Program	(378,664.00)	188,663.68	188,663.68	0.00	-49.82%	(31,555.33)	31,787.87	31,787.87	0.00	100.74%
71200	Special Education Program	(5,887,909.00)	3,112,838.42	3,043,917.54	68,920.88	-52.87%	(490,659.08)	516,649.69	474,573.77	42,075.92	105.30%
71300	Career And Technical Education	(5,191,292.00)	3,275,987.56	3,160,612.19	115,375.37	-63.11%	(432,607.67)	528,636.29	548,438.05	(19,801.76)	122.20%
71400	Student Body Education Program	(724,688.00)	383,162.74	383,162.74	0.00	-52.87%	(60,390.67)	17,434.31	17,434.31	0.00	28.87%
72110	Attendance	(243,264.00)	136,228.98	136,228.98	0.00	-56.00%	(20,272.00)	13,988.45	13,988.45	0.00	69.00%
72120	Health Services	(914,970.00)	508,256.11	477,130.01	31,126.10	-55.55%	(76,247.50)	92,882.93	65,943.43	26,939.50	121.82%
72130	Other Student Support	(2,229,397.00)	966,254.60	966,254.60	0.00	-43.34%	(185,783.08)	162,465.85	162,465.85	0.00	87.45%
72210	Regular Instruction Program	(1,448,505.00)	886,465.31	886,465.31	0.00	-61.20%	(120,708.75)	88,463.04	88,463.04	0.00	73.29%
72220	Special Education Program	(1,131,230.00)	668,194.09	667,946.89	247.20	-59.07%	(94,269.17)	89,892.48	90,045.28	(152.80)	95.36%
72230	Career And Technical Education	(587,537.00)	308,113.23	308,113.23	0.00	-52.44%	(48,961.42)	46,653.47	46,653.47	0.00	95.29%
72250	Technology	(1,542,204.00)	1,040,199.19	1,034,201.90	5,997.29	-67.45%	(128,517.00)	76,201.18	72,214.75	3,986.43	59.29%
72310	Board Of Education	(1,236,147.00)	749,277.11	748,777.11	500.00	-60.61%	(103,012.25)	64,571.89	64,571.89	0.00	62.68%
72320	Office Of The Superintendent	(344,256.00)	184,525.31	183,136.81	1,388.50	-53.60%	(28,688.00)	28,891.10	27,702.60	1,188.50	100.71%
72410	Office Of The Principal	(4,634,063.00)	2,518,089.18	2,518,089.18	0.00	-54.34%	(386,171.92)	400,296.25	400,296.25	0.00	103.66%
72510	Fiscal Services	(382,766.00)	150,247.16	150,247.16	0.00	-39.25%	(31,897.17)	21,234.43	21,324.43	(90.00)	66.57%
72520	Human Services/Personnel	(226,957.00)	128,263.75	128,038.75	225.00	-56.51%	(18,913.08)	12,977.34	12,752.34	225.00	68.62%
72610	Operation Of Plant	(6,152,310.00)	3,427,535.24	3,407,137.55	20,397.69	-55.71%	(512,692.50)	539,538.28	539,100.88	437.40	105.24%
72620	Maintenance Of Plant	(5,061,290.00)	1,235,404.56	1,049,609.93	185,794.63	-24.41%	(421,774.17)	115,095.28	121,263.46	(6,168.18)	27.29%
72710	Transportation	(4,391,170.00)	3,565,047.17	2,615,292.28	949,754.89	-81.19%	(365,930.83)	217,033.67	201,782.05	15,251.62	59.31%
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)	88,519.55	88,519.55	0.00	-51.15%	(14,421.75)	13,114.55	13,114.55	0.00	90.94%
73400	Early Childhood Education	(1,368,458.00)	726,203.95	722,354.50	3,849.45	-53.07%	(114,038.17)	115,447.52	115,447.52	0.00	101.24%
76100	Regular Capital Outlay	(657,500.00)	905,374.24	563,516.56	341,857.68	-137.70%	(54,791.67)	12,619.66	89,416.97	(76,797.31)	23.03%
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)	\$ 40,476,534.69	\$ 38,745,744.61	\$ 1,730,790.08	51.95%	\$ (6,493,379.17)	\$ 5,594,256.57	\$ 5,606,512.25	\$ (12,255.68)	86.15%
Total	141 General Purpose School	\$ (7,284,963.00)	\$ 2,385,667.18	\$ 4,116,457.26	\$ (1,730,790.08)	32.75%	\$ 12,379,678.08	\$ 1,638,777.74	\$ 1,626,522.06	\$ 12,255.68	-13.24%

**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	\$ 1,362,837	\$ 4,587
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	\$ 8,418,878	\$ 190,529

Amendment # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the CTE General Funds required a revision to account for an increase in Supplies and Staff Development travel.

WHEREAS, the local Travel and Building Construction lines will decrease.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day of February 2025, and by the Cumberland County Commission meeting on 17th day of March 2025, that the following budget amendment be adopted:

General Purpose Budget Amendment

Increase Expenditures:			
141-71300-429	Supplies and Materials	\$	20,000.00
141-72230-524	Staff Development	\$	20,000.00
	Total Increase:	\$	40,000.00
Decrease Expenditures:			
141-71300-355	Travel	\$	20,000.00
141-71300-706	Building Construction	\$	20,000.00
	Total Decrease:	\$	40,000.00

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: _____

Resolution #
Cumberland County, Tennessee
General Program School Fund

WHEREAS the General budget requires revision to recognize fast growth stipend payment.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day of February 2025, and by the Cumberland County Commission meeting on March 17th, 2025, that the following budget amendment be adopted.

General Budget Amendment

Increase Expense:

141-46510

TISA FUNDS

\$45,564.38

Total Increase in Expense

\$45,564.38

Increase Expenditures:

141-71100-116

Regular Ed Teachers

\$45,564.38

Total Decrease in Expenditures

\$45,564.38

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the new Federal grant ATSI 24 requires an original budget entry,
THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day
of February 2025, and by the Cumberland County Commission meeting on this 17th day of
March 2025, that the following budget amendment be adopted:

Federal ATSI 24 Original Budget

Increase Revenue:	\$100,000.00
<u>142-47141-178</u>	

Total Increase:	\$100,000.00
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Increase Expenditures:

142-178-72210-399	Support Services/Regular Instruction Program	\$100,000.00
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Total Increase in Expenditures	<hr/> \$100,000.00
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SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _____ Nays: _____ Abstain: _____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:
Ayes: _____ Nays: _____ Abstain: _____



RESOLUTION # _____

Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Federal IDEA Part B - 901 budget requires revision due to a decrease in allocation of funds

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day of February 2025, that the following budget amendment be adopted:

Federal Budget Amendment

Decrease Revenue

142-901-47143	IDEA Part B	\$	<u>51,741.00</u>
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Decrease Expenditures

142-901-71200-499	Other Supplies and Materials	\$	21,741.00
142-901-72220-524	Staff Development	\$	<u>30,000.00</u>
Total Decrease Expenditures		\$	<u>51,741.00</u>

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of Schools

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: ____ Nays: ____ Abstain: ____

RESOLUTION # _____

Cumberland County, Tennessee
Special Education Federal Budget

WHEREAS, the Federal IDEA Preschool - 911 grant budget requires revision due to a decrease in allocation of funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day
of February 2025, that the following budget amendment be adopted:

Federal Budget Amendment

Decrease Revenue:

142-911- 47145	IDEA Preschool	\$	759.00
		\$	759.00

Decrease Expenditures:

142-911-71200-429	Instructional Supplies & Materials	\$	683.96
142-911-71200-499	Other Supplies & Materials	\$	75.04
Total Decrease Expenditures		\$	759.00

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ____ Nays: ____ Abstain: ____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote:

Ayes: ____ Nays: ____ Abstain: ____

Budget Amendment # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Title I Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day
of February 2025, that the following budget amendment be adopted:

Title I Budget Amendment

Decrease Revenues: 142-101-47141	Funds Decreased	\$56.62
Decrease Expenditures: 142-101-72130-599	Other Charges	\$56.62

Increase Expenditures:

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: _____

Budget Amendment # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Title II Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day
of February 2025, that the following budget amendment be adopted:

Title II Budget Amendment

Increase Revenues:
142-201-47189

Additional Funds Added

\$2,624.33

Decrease Expenditures:

Increase Expenditures:
142-201-99100-504

Indirect Cost

\$2,624.33

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: _____



Budget Amendment # _____
Cumberland County, Tennessee
Federal Program School Fund

WHEREAS, the Title III Budget required a revision to match ePlan approved line items.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 27th day
of February 2025, that the following budget amendment be adopted:

Title III Budget Amendment

Increase Revenues:		
142-301-47146	Additional Funds Added	\$387.93

Decrease Expenditures:

Increase Expenditures:		
142-301-72210-499	Other Supplies and Materials	\$387.93

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: _____

Issued:	Procedure:	
	Policy Reference:	
July 2004	Field Trip and Excursions	4.302 Exhibit B

In State/Pre-Approved Cumberland County Schools Field Trip Request
 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 9-12 Band
 Trip Requested By Bruce Johnson Date of Trip April 10-13, 2025
 Destination Gaylord Resort + Convention Center City Nashville, State TN
 Departure Time _____ Return _____ Admission per student \$ _____

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

Please Check Type of Activity

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

TMEA All-State Honor Band
 + Convention

Teachers Going:	# of Students
<u>Bruce Johnson</u>	<u>1</u>
_____	_____
_____	_____
_____	_____

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 1

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

Sponsoring Teacher's Signature Bruce Johnson
 Cell Phone # 865-936-7758
 Principal's Signature [Signature]
 Date 2.10.2025

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

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

Cumberland County Board of Education Administrative Procedures

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

In State/Pre-Approved _____ Overnight Out of State

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

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

School Cumberland County High School Subject/Grade Level Beta Club 9-12
 Trip Requested By Daisy Filler Date of Trip 6/22/25 - 6/24/25
 Destination National Beta Club Convention City Orlando State FL
 Departure Time 6 AM Return 6 PM Admission per student \$ 1,000 (intend to fundraise)
 Special Services: Check ALL that apply. Prior approval is required. School Nurse SpED Bus SpED Assistant
 Student has 504 plan Bus with Lift (n/a)

Please Check Type of Activity

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

Teachers Going:	# of Students
<u>Daisy Filler</u>	<u>20</u>
<u>Bekki Atkinson</u>	
<u>Pat Nelson</u>	
<u>Kiley Allen</u>	
<u>Emmy McCoy</u>	

TOTAL # of TEACHERS: 5 TOTAL # of STUDENTS 20

Additional Chaperones (If Needed) n/a

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

Sponsoring Teacher's Signature Daisy Filler Cell Phone # 931-250-1423 Principal's Signature [Signature] Date 2.25.2025

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

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

Cumberland County Board of Education Administrative Procedures

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 FBLA - 9-12
 Trip Requested By A. Daenell Date of Trip 4/6 - 4/9/25
 Destination FBLA SLC City Chattanooga State TN
 Departure Time 4pm Return 1:00pm Admission per student \$ 75.00

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

Please Check Type of Activity

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

Teachers Going: _____ # of Students 19

A. Daenell
C. Pratt
L. Bennett

TOTAL # of TEACHERS: 3 TOTAL # of STUDENTS _____

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) 624-0513 Principal's Signature [Signature] Date 1.30.25

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

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

Approved Denied _____

Director of Schools _____ Date of Board Approval _____

Cumberland County Board of Education Administrative Procedures

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

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

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

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

School Crab Orchard Elem Subject/Grade Level Archeology
 Trip Requested By Debbie Beatty Date of Trip March 12, 13, 14, 2005
 Destination TN Miller Coliseum City Murfreesboro State TN
 Departure time TBD Return TBD Admission per student: \$ _____
 Special Services needed such as school nurse, handicap vehicle, etc. N/A

Please check type of Activity:

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

Teachers: Debbie Beatty # of Students _____
Cindy Miniard _____

 Total: _____ Total: 50

Additional Chaperones (if needed) Parents / Guardians of Archeology

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

Debbie Beatty 931-510-4106 Debbie Beatty 10705
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

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

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

Cumberland County Board of Education Administrative Procedures

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

In State/Pre-approved _____ Overnight Out of State

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

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

School: Crab Orchard Elem Subject/Grade Level: Archery
 Trip Requested By: Debbie Beatty Date of Trip: June 5, 6, 7, 2005
 Destination: Murrelle Beach Convention Center City: Murrelle Beach State: SC
 Departure time: TBD Return: TBD Admission per student: \$ _____
 Special Services needed such as school nurse, handicap vehicle, etc.: N/A

Please check type of Activity:

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

Teachers: Debbie Beatty # of Students _____
Cindy Miniard _____

 Total: _____ Total: 50

Additional Chaperones (if needed) Parents/Guardians of Archers

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

Debbie Beatty 931-510-4100 Debbie Beatty 1-2705
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

For transportation Department Only

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

 Transportation Supervisor Director of Schools

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

Approved Denied _____
 Director of Schools Signature
 Date of Board Approval _____



**CRAB ORCHARD
ELEMENTARY SCHOOL**

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

Dear Mr. Stepp and School Board Members:

Crab Orchard Elementary's Archery teams are scheduled to compete in the following 3 tournaments:

March 12-14, 2025 State Tournament in Murfreesboro, TN - Will be a day trip but exact date to be determined

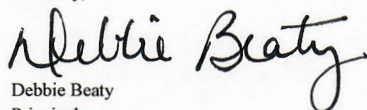
May 8-10, 2025 National Tournament in Louisville, KY - Will be overnight stays

June 5-7, 2025 World Tournament in Myrtle Beach, SC - Will be overnight stays

For each of these trips, parents/guardians will be responsible for transportation to and from the tournament. Fundraisers will be conducted to help in reduction of motel and food expenses.

Thank you for your consideration for each of these trips. Our students/teams have been very successful in their previous tournaments and we are excited to carry on the tradition.

Sincerely,



Debbie Beaty
Principal

Cumberland County Board of Education Administrative Procedures

Issued:	Procedure:	Policy Reference:
July 2004 (Revised 2023)	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 Homestead Elementary Subject/Grade Level 5th grade
 Trip Requested By Jennifer Richard Date of Trip March 14, 2025
 Destination Thrive Cookeville City Cookeville State TN
 Departure Time 8:00 am Return 2:15 pm Admission per student \$ 15.⁰⁰

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

Please Check Type of Activity

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

Teachers Going: Jennifer Richard # of Students 50
Jessica Rollins
Jill Pugh

TOTAL # of TEACHERS: 3 TOTAL # of STUDENTS 50

Additional Chaperones (If Needed) _____

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

Sponsoring Teacher's Signature J. Richard Cell Phone # 615-651-9291 Principal's Signature Mary Edmond Date 2/12/25

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

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

Approved Denied _____
 Director of Schools _____ Date of Board Approval _____

Cumberland County Board of Education Administrative Procedures

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

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

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

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

School SMHS Subject/Grade Level HOSA
 Trip Requested By Nicole Mekie Date of Trip March 30 - April 2
 Destination Chattanooga HOSA SLC City Chattanooga State TN
 Departure time 10:00 pm Return 2pm 4/2/25 Admission per student: \$ 85
 Special Services needed such as school nurse, handicap vehicle, etc. 0

Please check type of Activity:

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

Teachers: Nicole Mekie

 Total: _____

of Students Margaret Smith
Apple Dillard
Trishal Kelly
Shabi Momin
 Total: _____

Additional Chaperones (if needed) 0

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

[Signature] 518-435-5335 [Signature] 1/30/25
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

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

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



William G. Stepp, Director of Schools

Chris King, Board of Education Chair

Dear CCBOE,

CCHS HVAC instructor Mr. Bill St. Clair has been awarded the grant for the PERC Technical School Program grant that will consist of a \$5,000 award used to incorporate the eight-hour *Overview of Propane Distribution Systems* curriculum and accompanying list of appliances and equipment.

This is a condensed foundational propane systems program that consists of the following:

- Three Pressure measuring devices
- Liquid leak detector solution
- Gas pipe, tubing, and fittings samples
- Propane hydrometer and supply source cylinder
- Personal protective equipment
- One propane gas appliance
- A propane supply tank, regulator(s) and gas piping

These funds will be used directly in the CCHS HVAC classroom and utilized for instruction upon award of the grant and delivery of the supplies.

Thank you,
CCTE Department

Homestead Elementary School

3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

February 12, 2025

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

Dear Mr. Stepp and Cumberland County Board of Education,

I am submitting a request to allow Homestead Elementary to participate in the TVA School Uplift Grant program. Through this grant, we anticipate a reduction in energy costs, an improvement in the quality of the indoor environment, and student engagement through energy saving activities. Brooke Scruggs will be the school level contact and there is no financial commitment to the Board of Education or Homestead Elementary. Upon completion of all of the requirements of the Learning Environment Grant, Homestead Elementary will receive \$10,000. Please see the attached documents detailing the specifics of the grant. If you have questions, please let me know.

Sincerely,

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

Mary Elizabeth Edmonds
Principal

The logo features the letters 'TVA' in a bold, blue, sans-serif font inside a white square, followed by the word 'EnergyRight' in a white, sans-serif font with a registered trademark symbol.

TVA EnergyRight®

The logo features the letters 'TVA' in a bold, blue, sans-serif font inside a white square, followed by the word 'EnergyRight' in a green, sans-serif font with a registered trademark symbol.

TVA EnergyRight®

The logo consists of a red square with the letters 'TN' in white, followed by the text 'Department of Education' and 'Energy Efficient Schools Initiative' in a small, black, sans-serif font.

TN Department of
Education Energy Efficient
Schools Initiative

School Uplift

A Strategic Energy
Management
Program for Schools

What is School Uplift?

School Uplift is a guided program created by TVA's EnergyRight sector to implement strategic energy management routines in schools, educate communities, support maintenance teams, and save money!

- 1 year long active participation, ongoing support (May 2025-2026)
- Establishes a school-level Energy Team
- Engages students and staff
- Flexible participation... do a little or do a lot!
- Low/No-Cost energy efficiency recommendations only



Monthly Guidance from
Energy Coach!

SCHOOL UPLIFT COHORT TIMELINE

- **Now:** Enrollment and Information Request
- **May 2025:** Virtual Workshop 1, program launch!
- **Summer:** Engineer Site Assessments, Brief School-Year Planning, Workshop 2
- **Fall:** Form Energy Team, Implement Plans, Grant Details, Workshop 3
- **Winter:** Assess Progress and Engage Community
- **Spring 2026:** Grants Awarded, Plan for Next Steps

OUR GOALS

- 1 Reduce energy costs
- 2 Improve the quality of the indoor environment
- 3 Engage your communities in school success

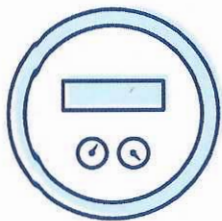
Key Responsibilities for Participating Schools

Averages 3 hours per month to lead the program at your school.

Responsibilities delegated between 5 Energy Team members.

- 1 Create and lead a school-level **Energy Team** (teachers and students)
- 2 Plan to **integrate** School Uplift requirements into **current** learning activities and culture
- 3 Attend workshops, webinars, monthly **Coaching Calls**
- 4 **Record** energy bills and activities, apply for grants

Benefits of Participation:



\$0 Cost to Join: materials provided for education and engagement



\$7,700 Average Energy Savings Per School: after 1 year of participation



\$10,000 Grant: included in program completion

GRANTS AVAILABLE

Learning Environment Grant: base grant of \$10,000 with competition up to \$25,000 to invest in your students and their learning

Building Energy Upgrade Grant: competitive earnings up to \$200,000 to invest in your operations and maintenance (energy efficiency)

WHAT OUR PARTICIPANTS SAY THEY LOVE...



STUDENT ENGAGEMENT, LEADERSHIP, AND BUILDING COMMUNITY RELATIONSHIPS

ENGAGEMENT SUCCESS



Learn More about School Uplift

School Uplift Website

<https://energyright.com/business-industry/school-uplift/>

Past Participant Video

[School Uplift: L.E. Willson Elementary](#)

Quick Overview

[School Uplift: Program Introduction](#)



TVA EnergyRight

TN Department of Education | Energy Efficient Schools Initiative

We would LOVE to have you!
Here are your *next steps*:

Participation Agreement Forms:
Registration closes on **April 1!**



Tennessee
Schools



Non-Tennessee
Schools

Questions? Email us at

TVASchoolUplift@TRCCompanies.com

1

Talk to your administration about joining TVA EnergyRight's School Uplift Program (principal, superintendent, school board).

2

Scan the QR code to access the Participation Agreement for your region.

You will need to identify the following contacts:

- **Director of Schools/Superintendent:** This person will receive the form to sign digitally after it's been submitted
- **Energy Champion:** Program point person on campus, will lead the Energy Team
- **Energy Sponsor:** This can be the superintendent or another person who can best support the Energy Champion
- **Maintenance Contact:** This person should know your building's operations the best

School Uplift

Supporting public schools to reduce energy costs and improve the learning environment.



School Uplift is a no-cost program from your local power company and TVA EnergyRight® that helps schools achieve energy savings through behavior-based training and grants that help the entire school community – from faculty and staff to students – adopt easy energy-saving behaviors that make the school more energy efficient and comfortable.



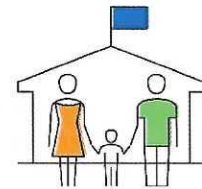
Training

Free strategic energy management training and coaching on how to operate buildings more efficiently.



Competitive Grants

Compete against other schools for up to \$200K in building energy upgrade grants; all participants receive a minimum \$10K grant upon program completion.



Community Engagement

Resources to rally your school community around the good work of saving energy.

Be a part of the energy-saving action.

We are currently recruiting schools for the 2025-2026 school year!

Ready to save money and apply for grants to make energy upgrades and improve the learning environment? Find out how your school can enroll at EnergyRight.com/school-uplift.

School Uplift



Schools: the heartbeat of every community

Tight budgets and aging infrastructure mean many schools have high energy costs but few resources to address maintenance needs. School Uplift offers support to help schools save so they can invest resources where it matters most: educating children.

It all adds up.

In addition to making schools brighter, safer and happier places to learn, reducing energy waste means more money to invest in what your school needs.

10%

Average energy reduction

\$13K

Average savings per school

\$200K

Maximum grant amount

Award-winning program design



The Association of Energy Services Professionals recognized School Uplift with the 2022 Groundbreaking Program Design and Implementation Award. This award recognizes the program's effectiveness in increasing action and improving customer engagement for TVA.

School Uplift was honored with the Association of Energy Engineers' 2023 Central & South US Region Institutional Energy Management Award. This award recognizes outstanding accomplishments in developing, organizing, managing, and implementing a comprehensive energy management program.



TVA's School Uplift program was named a 2024 ENERGY STAR Partner of the Year, the highest level of EPA recognition for partners that excel at energy management and meet various criteria, such as demonstrating best practices and organization-wide energy savings.

Find out more at EnergyRight.com/school-uplift



Energy Efficient Schools Initiative

HOMESTEAD ELEMENTARY SCHOOL

3889 Hwy127 South Crossville, TN 38572 931-456-8344 Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

Dear Board of Education,

I would like to formally request permission to apply for the Whole Kids Foundation Garden Grant, which provides up to \$3,500 to support new or existing edible educational gardens for K-12 schools.

At Homestead Elementary, I would like to establish a small, raised bed school garden that will serve as an interactive learning space for students. The garden will be located in the same area as our school's chickens, incorporating sustainable agriculture and hands-on learning opportunities.

If awarded, the grant would be used to build and maintain raised garden beds, purchase soil and compost, install a simple irrigation system, and acquire seeds and transplants. The garden will focus on growing lettuce, spinach, kale, carrots, broccoli, garlic, onions, strawberries, tomatoes, and peppers—crops that align with our school calendar, allowing students to actively plant, maintain, and harvest during the academic year (August-May).

This project will provide students with valuable hands-on experience in agriculture, sustainability, and nutrition while promoting Agriculture education and environmental awareness. Additionally, the integration of chickens in the garden space will allow students to observe natural cycles, including composting and soil enrichment.

I kindly request the Board's approval to proceed with this grant application. If permission is granted, I will ensure that all necessary documentation is submitted and that any required reports or updates are provided as needed.

Thank you for your time and consideration. I appreciate your support in enhancing our students' education through hands-on agricultural experiences. Please let me know if you need any additional information.

Sincerely,

Kathleen Sisco
Agriculture Teacher
Homestead Elementary

Principal's Signature Mary E Edmonds Date: 2/6/25

Vice-Principal's Signature Ashlee Watts Date: 2/6/25

Homestead Elementary School

3889 Hwy127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

February 13, 2025

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

Dear Mr. Stepp and Cumberland County Board of Education,

I am submitting a request to allow Homestead Elementary's AG Science CTE classes to participate in the Garden Grant program. Through this grant our students will be able to not only plant and care for the fruits and vegetables grown on school grounds, but will be able to provide produce to be prepared and consumed by students in other CTE classes. Kathleen Sisco will be the school level contact and there is no financial commitment to the Board of Education or Homestead Elementary. Upon acceptance of the Garden Grant, Homestead Elementary will receive \$3,500 to be used to build and maintain the garden . Please refer to <https://www.wholekidsfoundation.org/programs/school-gardens-grant/> for detailed specifics related to the grant. If you have questions, please let me know.

Sincerely,

Mary Elizabeth Edmonds
Principal



FUNDRAISER AUTHORIZATION FORM

School Crab Orchard Elem

Fund/club/class account School - General Fund

Expected date of fundraiser March 24 - April 4, 2025

Proposed fundraising activities Ham n' Goody's Cookies/Coffee

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

Proposed uses of funds raised* Student Incentives

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

Method by which school will receive profit 50%

Requested by Nellie Bray Principal Date 2-12-25
Name/Title

Approved by Nellie Bray Date 2-12-25
Principal

Approved by _____ Date _____
Director of Schools**

* 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.



PROPOSED FUNDRAISING ACTIVITIES

School: Glenn L. Martin Elementary

Fund/account name: Library Rewards

Proposed fundraising activities: Book Fair #1 Aug. 29 - Sept. 6, 2024
Book Fair #2 March 3 - March 7, 2025

Proposed uses of funds raised: To buy rewards for AR reading and field trips for Millionaires' Club.

Planned purchase date: 2024
2025 - 2026

Contingency for funds not utilized: Save for next year in roll-over account.

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

Method by which school will receive profit: Profits from purchases at book fair - money owed to Scholastic.

Requested by: Cara Fish Date: 2-4-25

Approved by: Christie VanWinkle Date: 2-4-25
Name/Title
Principal

Approved by: _____ Date: _____
Director of Schools*

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

FUNDRAISER AUTHORIZATION FORM

School North Cumberland Elementary
Fund/club/class account North Cumberland Elementary

Expected date of fundraiser March 1 - May 15th

Proposed fundraising activities Cumberland Fellowship
will donate items

Method of fundraising (in-person, crowdfunding, etc.) Crowd Funding / Face Book Cumberland Fellowship

Proposed uses of funds raised* Furniture / Room supplies

Expected student involvement (school-wide or specific school organization)
no student involvement

Method by which school will receive profit NO money / Merchandise will be delivered to school

Requested by [Signature] Date 2-5-25
Name/Title

Approved by [Signature] Date 2-5-25
Principal

Approved by _____ Date _____
Director of Schools**

* 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.



FUNDRAISER AUTHORIZATION FORM

School North Cumberland

Fund/club/class account Library

Expected date of fundraiser 3/31/25 - 4/4/25

Proposed fundraising activities Scholastic book fair

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

Proposed uses of funds raised* library supplies, rewards/ incentives

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

School Wide

Method by which school will receive profit Cash- up to 50% of sales / scholastic funds

Requested by Emma Lewis / Librarian Date 1-29-25
Name/Title

Approved by Date 1-31-25
Principal

Approved by _____ Date _____
Director of Schools**

* 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.



North Cumberland Elementary School

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

Mary Jane M. Allen, Principal

North Cumberland Elementary
7657 US-127 North
Crossville, TN 38571

January 30, 2025

Mr. William Stepp and the
Cumberland County Board of Education
368 Fourth St.
Crossville, TN 38555

Dear Mr. Stepp and the Cumberland County Board of Education Members,

North Cumberland Elementary is requesting permission for the Scholastic Book Fair to be held March 31st - April 4th, 2025.

The Scholastic Book Fair is used as a fundraiser to provide funds for the library. Our school will receive up to 50% back on all sales to be used at the Scholastic rewards store as well as on other library needs. This year, we will use the money raised to purchase student reading incentives and additional library supplies. The students look forward to the Book Fair and we look forward to hosting one at North.

We appreciate your consideration in this matter, and look forward to your decision.

Sincerely,

Emma Lewis
North Cumberland Elementary Librarian

"CHILDREN FIRST — EXCELLENCE ALWAYS"

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



PROPOSED FUNDRAISING ACTIVITIES

School: Pleasant Hill Elementary

Fund/account name: PHS PTO

Proposed fundraising activities: Popcorn (Smalkey Mountain Popcorn)

Proposed uses of funds raised: School Supplies

Planned purchase date: 2/28/25 - 3/7/25

Contingency for funds not utilized: more school supplies

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

Method by which school will receive profit: 100%

Requested by: Sarah Matthews Date: 1/23/24

Approved by: Jami Rank Name/Title Date: 1-23-25

Approved by: Walter R. Sapp Principal Date: 23 JAN 2025
Director of Schools*

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

Updated 8/19/2021



FUNDRAISER AUTHORIZATION FORM

School Pine View School

Fund/club/class account Fundraiser

Expected date of fundraiser March 10, 2025 — March 31, 2025
(Spring Break) 17-21

Proposed fundraising activities Little Debbie Cake Boxes

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

Proposed uses of funds raised* Classroom needs not covered by
Title I or Capital Outlay Funding

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

Method by which school will receive profit 2 options of profit:

- 1 1000 boxes sold or more school receives \$2.50 per box - 41.67%
- 2 Less than 1000 boxes sold school receives \$2.25 per box - 37.5%

Requested by Kera Spicer Name/Title Date 2-12-25

Approved by Kera Spicer Principal Date 2-12-25

Approved by _____ Date _____
Director of Schools**

* 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.



PROPOSED FUNDRAISING ACTIVITIES

School: South Cumberland Elementary

Fund/account name: Band

Proposed fundraising activities: Ice Cream Sandwiches

Proposed uses of funds raised: instrument repairs and band supplies

Planned purchase date: throughout the year

Contingency for funds not utilized: Band account (roll over 2025-2026 school year)

Expected student involvement (school-wide or specific school organization) Family, Bodysair, CTE/Special Area Night and School-wide (2)

Method by which school will receive profit: will receive 60% profit

Requested by: Mario Laborde / Music Teacher Date: 1/28

Approved by: Dawn Hall Date: 1-28-25
Name/Title: Principal

Approved by: _____ Date: _____

Director of Schools*

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

Updated 8/19/2021

Frank P. Brown Elementary School



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

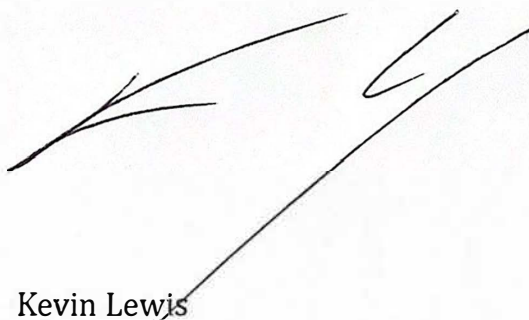
Mr. Kevin Lewis
Principal

February 2025

Mr. Stepp and the Cumberland County Board of Education:

I am submitting this list of CTE and general budget items to be retired from the Frank P. Brown Elementary School. If there are any questions please feel free to contact Mr. Lewis.

Thank you!



Kevin Lewis

February Retirement	
1000438	Brother Sewing Machine Project runway
1001064	GE Microwave
1001400	Pitsco Rocket launcher Parts
S00038	DELL 3100 CHROMEBOOK
S00276	DELL 3100 CHROMEBOOK
S00736	DELL 3100 CHROMEBOOK
S01156	DELL 3100 CHROMEBOOK
S01157	DELL 3100 CHROMEBOOK
S01158	LENOVO 80 YS N23
S01161	LENOVO 80 YS N23
S01171	LENOVO 80 YS N23
S01179	LENOVO 80 YS N23
S01182	LENOVO 80 YS N23
S01183	LENOVO 80 YS N23
S01188	LENOVO 80 YS N23
S01193	LENOVO 80 YS N23
SO1194	LENOVO 80 YS N23
S01198	LENOVO 80 YS N23
S01199	LENOVO 80 YS N23
SO1201	LENOVO 80 YS N23
S01701	LENOVO 80 YS N23
S01715	LENOVO 80 YS N23
S03281	LENOVO 100E
S03298	LENOVO 100E
S03300	LENOVO 100E
S03303	LENOVO 100E
SO3312	LENOVO 100E
S03318	LENOVO 100E
S03536	DELL 3100 CHROMEBOOK
S03892	LENOVO 100E 2NDG
S03939	LENOVO 100E 2NDG
SO4252	LENOVO 100E 2NDG
S04743	LENOVO 100E 2NDG



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

February 2025

Mr. Stepp and the Cumberland County Board of Education:

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

FEBRUARY 2025 BOE RETIRE LIST

Please see the attached retire sheet.

Respectfully,

Jenny Elrod

Cumberland County High School~CCHS

Room Inventory Worksheet

2/18/2025

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
___ 1000223	Brother PE Design Software	PE DESIGN	SOFTWARE		U62831L2G1 11247	\$0.00
___ 1000621	Silhouette Cameo Instructional Kit	unknown	INSTRUCTIONAL EQUIPMENT			\$0.00
___ 1000730	Apple A1502 MacBook Pro Laptop	A1502	LAPTOP		C02R3GD6F VH3	\$0.00
___ 1000751	Apple A1502 MacBook Pro Laptop	A1502	LAPTOP		C17RM1QHF VH3	\$0.00
___ 1001777	Apple TV 3rd Generation 1 GHz A1469 Video Converter	A1469 EMC 2633	STREAMING DEVICE		SC1MJ9CW BDRHN	\$0.00
___ 1002454	Master MH 140T KFA Heater	MH 140T KFA	APPLIANCE		180732079	\$0.00
___ 1002605	Dell E7470 Laptop	E7470	LAPTOP		258s1g2	\$588.73
___ 1002619	Dynamism Ultimaker 3 Extended 3D Printer	Ultimaker 3 Extended	PRINTER		018876- 063553	\$5,212.00
___ 1002620	Dynamism Ultimaker 3 Extended 3D Printer	Ultimaker 3 Extended	PRINTER		018876- 063554	\$5,212.00
___ 1003185	DJI Mavic Fly More Combo	Fly More Combo	ELECTRONIC		1581F45TB2 19POOD016 0	\$0.00
___ 1003546	Snap-on Diagnostic Kit	EAK0301B10A	ELECTRONIC		145DDG230 618	\$0.00
___ 1003934	Hobby Zone RC Airplane	Carbon Cub S 2 RTF Basic	LAB EQUIPMENT			\$0.00

Cumberland County High School~CCHS

Room Inventory Worksheet

2/18/2025

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ 1078	Dell Flat Screen TV	unknown	TV		2q9vI71	\$0.00	
___ 108256771	Nikon D200 Digital SLR Camera	D200	CAMERAS & EQUIPMENT		3161953	\$0.00	
___ 1499	Dell Computer	unknown	COMPUTER		09d225	\$0.00	
___ 180251066	Craftsman 3 1/2 ton Jack Stand	unknown	SHOP EQUIPMENT			\$0.00	
___ 180251067	Craftsman 3 1/2 ton Jack Stand	unknown	SHOP EQUIPMENT			\$0.00	
___ 180252113	KD Tools Dial Indicator	unknown	SHOP EQUIPMENT			\$0.00	
___ 180252576	Locker Table	unknown	FURNITURE			\$0.00	
___ 180252577	Locker Table	unknown	FURNITURE			\$0.00	
___ 180255247	Ammco Brake Washer	unknown	SHOP EQUIPMENT		703995733	\$0.00	
___ 180255295	Powerlab 1012 Vacuum Former	1012	SHOP EQUIPMENT		99397	\$0.00	
___ 180255316	Movit OW1007 Robotic Arm	OW1007	ELECTRONIC		128091	\$0.00	
___ 180255317	Assembly Kit	96931	INSTRUCTIONAL EQUIPMENT			\$0.00	
___ 180256730	Draper Shade Screen Co V Projection Screen	unknown	PROJECTION SCREEN			\$0.00	

Cumberland County High School~CCHS

Room Inventory Worksheet

2/18/2025

25-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
___ 180256735	Dell 5M9VL71 Plasma TV	5M9VL71	TV		1081	\$0.00
___ 1926	Rolling TV Cart	unknown	CART			\$0.00
___ 23998	Samsung LN32C350D1D TV	LN32C350D1D	TV		Z04Z34UZ7 10686Z	\$0.00
___ 3574	Epson PowerLite 83plus LCD Projector	PL 83plus	PROJECTOR		KM3F882100 L	\$0.00
___ 765	File Cabinet	unknown	FILE CABINET			\$0.00
___ S07290	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1094NN 3	\$0.00



William G. Stepp Director of Schools

Chris King Board Chair

February 18, 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 General, Food Service and SPED Department's list(s) of items to be retired by the BOE at February'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 *Man*

Kathy Hamby *kh*

Marlene Holton *MH*

Central Services
Room Inventory Worksheet

2/17/2025

FOOD SERVICE / GENERAL

18-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
FOOD SERV 100744	Midwest Folding Products 4654BT Table	4654BT	FURNITURE		256123	\$0.00
GEN 44677	Apple MacBook Pro	MacBook Pro	LAPTOP		C1MX17UBJ 1WL	\$964.05
GEN 45841	Asus C300 Chromebook	C300	CHROMEBOOK		G1N0CX04D 472035	\$0.00
GEN 52548	Apple A1932 13in MacBook Air 1.6GHz Core i5	A1932	LAPTOP		SFVFZ6V27L YWG	\$0.00
GEN 52572	Apple A1932 13in MacBook Air 1.6GHz Core i5	A1932	LAPTOP		SFVFZ632BL YWG	\$0.00
GEN 52576	Apple A1932 13in MacBook Air 1.6GHz Core i5	A1932	LAPTOP		SFVFZ6VKV LYWG	\$0.00
GEN 52578	Apple A1932 13in MacBook Air 1.6GHz Core i5	A1932	LAPTOP		SFVFZ6F98L YWG	\$0.00
GEN S00573	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		CZVG7Y2	\$0.00
GEN S00791	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		GHDC7Y2	\$0.00

Central Services
Room Inventory Worksheet
2/17/2025

FOOD SERV/GENERAL

18-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
GENERAL S02189	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09AHVQ	\$0.00

Central Services
Room Inventory Worksheet

2/14/2025

SPED

18-306ARETIRE FOOD SERV/SPED HALL - Virtual SPED Retire				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
180001756	Bye-Bye Buggy Stroller	FB6400A	THERAPY EQUIPMENT			\$1,589.95
180251729	Rolling Cart	unknown	CART			\$0.00
2327	Apple A2337 MGN63LL/A MacBook Air 13 inch	A2337	LAPTOP		SC02GM4D1 Q6LC	\$899.00
3193S	Bird-in-Hand Woodworks Art and Sand Table	ART AND SAND TABLE	FURNITURE			\$0.00
5584	Apple iPad 16GB Black	iPad Wi-Fi 16GB Black	iPad		DMQL5D83F 182	\$479.00
5605	Apple iPad 16GB Black	iPad Wi-Fi 16GB Black	iPad		DMQL5CTYF 182	\$479.00
5820	Apple MacBook Pro	MacBook Pro	LAPTOP		C1ML8T8WD TY3	\$964.05
6192	Apple 13 inch MacBook Pro Laptop	unknown	LAPTOP		M3HTJ7PF9 J	\$0.00

Homestead Elementary School

3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

February 14, 2025

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

Dear Mr. Stepp and Board of Education,

I am submitting Homestead Elementary's list of items to be retired by the BOE at February's regular monthly meeting. Please include these lists on the agenda. If you have questions, please let me know.

Sincerely,

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

Mary Elizabeth Edmonds
Principal

General Equipment Retirement Request

Cumberland County Schools

368 4th Street

Crossville, Tn 38555

Homestead Elementary School

February 2025

School Name

Date

Tag Number	Description	Reason Retired
46872	Okio Documnet Camera	OBSOLETE/BROKEN
46606	Canon F166102 Printer	OBSOLETE/BROKEN
1000544	HP 8610 OfficeJet Pro Printer	OBSOLETE/BROKEN
		OBSOLETE/BROKEN
		OBSOLETE/BROKEN
		OBSOLETE/BROKEN
		OBSOLETE/BROKEN
		OBSOLETE/BROKEN
		OBSOLETE/BROKEN

Mary Edmonds
Principal Signature

**Christie VanWinkle
Principal**



**Kasey Lowe
Assistant Principal**

**Glenn L. Martin Elementary School
1362 Miller Avenue * Crossville, TN 38555
Phone (931) 484-7547 Fax (931) 484-8785**

February 13, 2025

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

Dear Mr. Stepp,

The attached list contains items to be retired from Glenn Martin Elementary School and declared surplus.

If you have any questions, please direct them to me at 931-484-7547.

Sincerely

A handwritten signature in black ink that reads "Kasey Lowe". The signature is written in a cursive, flowing style.

Kasey Lowe
Assistant Principal

Attachment

Date	PROP #	S/N #	MODEL	REASON FOR RETIRE
02/13/2025	1000107		Apple IPAD	Obsolete
02/13/2025	1000116		Apple TV Converter	Obsolete
02/13/2025	1000328		MacBook Pro	Obsolete
02/13/2025	1000850		Lenovo Chromebook	Obsolete
02/13/2025	1000852		Lenovo Chromebook	Obsolete
02/13/2025	1000852		Lenovo Chromebook	Obsolete
02/13/2025	1000853		Lenovo Chromebook	Obsolete
02/13/2025	1000854		Lenovo Chromebook	Obsolete
02/13/2025	1000855		Lenovo Chromebook	Obsolete
02/13/2025	1000856		Lenovo Chromebook	Obsolete
02/13/2025	1000857		Lenovo Chromebook	Obsolete
02/13/2025	1000858		Lenovo Chromebook	Obsolete
02/13/2025	1000859		Lenovo Chromebook	Obsolete
02/13/2025	1001424		Balt Rolling Cart	Obsolete
02/13/2025	S02727		Lenovo Chromebook	Obsolete
02/13/2025	42428		iMac	Obsolete
02/13/2025	42434		iMac	Obsolete
02/13/2025	12969		Chromebook	Obsolete
02/13/2025	38808		iMac	Obsolete
02/13/2025	41660		MacBook	Obsolete
02/13/2025	42321		MacBook	Obsolete
02/13/2025	42325		MacBook	Obsolete
02/13/2025	42332		MacBook	Obsolete
02/13/2025	42334		MacBook	Obsolete



Pleasant Hill School

486 East Main Street
Crossville, TN 38571

Phone (931) 277-3677
Fax (931) 277-3880
Tracie Buckner, Principal
Brandy Lowe, Assistant Principal

February 17, 2025

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

Dear Mr. Stepp and Cumberland County Board of Education:

We are requesting the following items be retired from Pleasant Hill Elementary.

Thank you for your consideration.

Sincerely,
Brandy Lowe
Pleasant Hill Elementary

Pleasant Hill Elementary
Room Inventory Worksheet

2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ 1002621	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		HQ0T3X2	\$279.00	
___ 1002622	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		9J5T3X2	\$279.00	
___ 1002623	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		3S1Y3X2	\$279.00	
___ 1002624	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		JTYW3X2	\$279.00	
___ 1002625	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		DVXW4Y2	\$279.00	
___ 1002626	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		D2YW3X2	\$279.00	
___ 1002627	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		JD9T4Y2	\$279.00	
___ 1002628	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		FW2S3X2	\$279.00	
___ 1002629	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		2PHP3X2	\$279.00	
___ 1002630	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		8B4T4Y2	\$279.00	
___ 1002637	Global Industrial 16 Device Charging Cabinet	16 Device	CHARGE CART			\$225.75	
___ 26457	IPEVO Document Camera	unknown	CAMERAS & EQUIPMENT		SN081119G C17257	\$0.00	
___ 26543	HP 8100 Elite OfficeJet Computer	8100	COMPUTER		CN1CP1K10 F	\$0.00	

Pleasant Hill Elementary
Room Inventory Worksheet
2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ 1002621	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		HQ0T3X2	\$279.00	
___ 1002622	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		9J5T3X2	\$279.00	
___ 1002623	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		3S1Y3X2	\$279.00	
___ 1002624	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		JTYW3X2	\$279.00	
___ 1002625	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		DVXW4Y2	\$279.00	
___ 1002626	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		D2YW3X2	\$279.00	
___ 1002627	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		JD9T4Y2	\$279.00	
___ 1002628	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		FW2S3X2	\$279.00	
___ 1002629	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		2PHP3X2	\$279.00	
___ 1002630	Dell Chromebook 3100 N4000	3100 N4000	CHROMEBOOK		8B4T4Y2	\$279.00	
___ 1002637	Global Industrial 16 Device Charging Cabinet	16 Device	CHARGE CART			\$225.75	
___ 26457	IPEVO Document Camera	unknown	CAMERAS & EQUIPMENT		SN081119G C17257	\$0.00	
___ 26543	HP 8100 Elite OfficeJet Computer	8100	COMPUTER		CN1CP1K10 F	\$0.00	

Pleasant Hill Elementary
Room Inventory Worksheet
2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
26574	Epson H569A PowerLite X17 LCD Projector	H569A	PROJECTOR		U3FK4204123	\$0.00	
26651	Apple MacBook Pro Core i5 2_9 GHz 13 inch A1502 Laptop	A1502 EMC 2835	LAPTOP		C02QM6MQ FVH7	\$0.00	
26738	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1X5AQ8	\$0.00	
42476	Elmo TT02RX Document Camera	TT02RX	CAMERAS & EQUIPMENT		592320	\$585.00	
43504	Document Camera 9419 TT025	9419 TT025	CAMERAS & EQUIPMENT		515117	\$0.00	
43505	Elmo Document Camera	unknown	CAMERAS & EQUIPMENT		TT02RX	\$0.00	
45156	Apple MacBook Pro	MacBook Pro	LAPTOP		SC1MN63KC DTY3	\$964.05	
45171	Apple MacBook Pro	MacBook Pro	LAPTOP		ScMN686ED TY3	\$964.05	
45174	Apple MacBook Pro	MacBook Pro	LAPTOP		SC1MN6GA NDTY3	\$964.05	
52496	Apple A1932 13in MacBook Air 1.6GHz Core i5	A1932	LAPTOP		SFVFZ6V2M LYWG	\$0.00	
S00003	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		37956Y2	\$0.00	
S00076	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		DWK66Y2	\$0.00	
S00101	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		75XB7Y2	\$0.00	

Pleasant Hill Elementary
Room Inventory Worksheet
2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ S00109	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		632F7Y2	\$0.00	
___ S00192	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		88X56Y2	\$0.00	
___ S00225	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		D2X56Y2	\$0.00	
___ S00230	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HHD66Y2	\$0.00	
___ S00464	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		9RQ76Y2	\$0.00	
___ S00467	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HTT56Y2	\$0.00	
___ S00540	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HSZ97Y2	\$0.00	
___ S00677	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		53N56Y2	\$0.00	
___ S00694	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		6GN56Y2	\$0.00	
___ S00696	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		92166Y2	\$0.00	
___ S00767	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		20576Y2	\$0.00	
___ S00884	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		28ZC7Y2	\$0.00	
___ S00928	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		4T9B7Y2	\$0.00	

Pleasant Hill Elementary
Room Inventory Worksheet
2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
— S00931	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		2HHB7Y2	\$0.00	
— S01272	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C83F	\$0.00	
— S01274	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR093Y3D	\$0.00	
— S01279	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR08SEWB	\$0.00	
— S01285	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7NZ	\$0.00	
— S01287	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR090R95	\$0.00	
— S01295	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7ZE	\$0.00	
— S01301	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7PJ	\$0.00	
— S01312	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7MB	\$0.00	

Pleasant Hill Elementary
Room Inventory Worksheet
2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
___ S01318	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7UX	\$0.00	
___ S01322	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7YU	\$0.00	
___ S01323	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C844	\$0.00	
___ S01324	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7LM	\$0.00	
___ S01332	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7J6	\$0.00	
___ S03136	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202QH3E	\$0.00	
___ S03160	Lenovo 100e Chromebook	100e	CHROMEBOOK		P202U6VD	\$0.00	
___ S03491	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HV976Y2	\$0.00	
___ S03569	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		JFPD7Y2	\$0.00	
___ S03611	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		62MC7Y2	\$0.00	
___ S03614	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3B786Y2	\$0.00	

Pleasant Hill Elementary
Room Inventory Worksheet
2/17/2025

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price	
— S04302	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLGLX	\$0.00	
— S04551	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQS72	\$0.00	

Pine View Elementary School

349 Daysville Road

Rockwood, TN 37854

Telephone: 865-354-1986 Fax: 865-354-1922

Principal: Kara Spicer-Assistant Principal: Lynn Speich



February 12, 2025

Attention: CCBOE

Please accept the attached list from our CTE equipment for retirement.

Sincerely,

Kara Spicer, Principal

Pine View Elementary
Room Inventory Worksheet

2/12/2025

55-TO RETIRE INVENTORY~BOE-RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
— 1000030	Epson PowerLite S7 LCD Projector	PLS7	PROJECTOR		M3VF999217 01	\$0.00
— 23044	Baby Lock Embroidery Machine	unknown	SEWING MACHINE		A5B118034	\$0.00



Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

Kelly J. Smith

Principal

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

FROM: Kelly Smith, Principal
April Moore, Assistant Principal
Stone Memorial High School

RE: Inventory Items for Retirement

DATE: February 14, 2025

Dear Mr. Stepp and B.O.E. Members:

Attached you will find a list of inventory items that are slated for retirement. Our SMHS Technology Technician, CTE Auditor, or School Inventory Auditor inspected each item. The property no longer serves the staff or students of SMHS. Additionally, the property would not be usable to other schools' students or staff. Please accept our proposal to retire the items and know that we will follow procedures and guidelines to dispose of them once approval is granted.

If you have any questions, please feel free to contact us. To ensure that our inventory is accurate and our school materials records are kept current with fidelity, Mrs. Moore is working diligently to collaborate with others, especially technology, special education, and CTE departments to maintain accuracy through TIP-Web IT.

Respectfully submitted,

Handwritten signature of Kelly J. Smith in black ink.

Kelly Smith
Principal

Handwritten signature of April Moore in black ink.

April Moore
Assistant Principal

**Stone Memorial High School~SMHS
Room Inventory Worksheet
2/14/2025**

79-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 1000319	Vizio E24li BL TV	E24li BL	TV		LTT6PQA130 1536	\$0.00
___ 1003297	Apple A2442 MacBook Pro 14 inch	A2442	LAPTOP		SX2K1GW3J 4X	\$0.00
___ 1003491	Apple 13 inch MacBook Pro Laptop	unknown	LAPTOP		MTGG320CF K	\$0.00
___ 1003802	MSI Thin GF63 15.6" Gaming Laptop	Thin GF63 12VE	LAPTOP		K2306N0155 495	\$0.00
___ 3695	Bostitch Hole Punch	unknown	OFFICE EQUIPMENT		3130	\$0.00
___ 42693	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HTH77D TY3	\$0.00
___ 42727	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HT5CPD TY3	\$0.00
___ 42747	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HTH88D TY3	\$0.00
___ S09342	HP 11 G9 EE N4500 Processor w/Google Mgmt	11 G9 EE N4500	CHROMEBOOK		5CD4112LLZ	\$0.00



South Cumberland Elementary School

3536 Lantana Rd.

Crossville, TN 38572

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

Principal: Dawn Hall * V. Principal: Blake Allen

To: Cumberland County Board of Education

Mr. William Stepp Director of Schools

From: Dawn Hall

Date: February 18, 2025

Re. Retired

Please approve the items listed below. Thank you for your consideration in this matter.

Retire list for February 2025

Tag #	Description	Serial #	Reason for retiring
46119	iMac Desktop		Obsolete
46112	iMac Desktop		Obsolete
46158	iMac Desktop		Obsolete
46106	iMac Desktop	SD25L206FFYV	Obsolete
45686	iMac Desktop		Obsolete
38985	iMac Desktop		Obsolete
42205	iMac Desktop		Obsolete
46111	iMac Desktop		Obsolete
46118	iMac Desktop		Obsolete
S00195	Chromebook		Obsolete
S00389	Chromebook		Obsolete
1001732	Elmo TT12 Doc Camera		

Dawn Hall

Principal, South Cumberland Elementary



Stephanie R. Barnes, Principal

1219 Cook Road, Crossville, TN 38555

(931)456-5636

Fax (931)456-5369

stoneel.ccschools.k12tn.net

February 14, 2025

Mr. Stepp and the Cumberland County Board of Education:

Stone Elementary respectfully requests the following generally funded items be retired from the school's inventory.

Refer to the attached document for a listing of the items we are requesting to BOE-RETIRE.

Sincerely,

A handwritten signature in black ink that reads 'Bridgette Cox'. The signature is written in a cursive, flowing style.

Bridgette Cox

Assistant Principal

Stone Elementary School

Chromebooks						iPads		MacBook Pro
S05736	MP1XLFBVH	S04511	S00326	S00228		33433		53709
S07538	S02891	S02870	S00918	S03579		45032		
S02872	S04296	S02911	S00285	S00867		45028		
S02867	S02884	I02902	S00807	S00510		45031		
S02869	S02893	S02853	S00777	S00636		45029		
S02900	S02875	P202UA4B	S00173	S00558		45033		
S02880	S03393	S02908	S00555	S00576				
S02895	S02845	S02868	S03535	S00626		Lenova Laptop		
S02896	S02873	S02850	8MT66Y2	S00546				
S02881	S02882	S02851	S00090	S00787		45331		
S02866	S03397	S02745	S00849	S00778				
S02897	S02855	S02849	40L66Y2	S00213		Printers		
S02899	S02852	S03864	S03473	S00691				
S02910	S02842	S02858	S00517	S00406		VNB4D06334		
S02924	S02874	S02883	S00923	S00057		28326		
S02861	S02871	S02889	S00733	S03605		33299		
S02913	S02848	S02915	S03487	S03464				
S02906	S02923	S02886	S00914	S00074		Dell Monitors		
S04515	S02856	S02879	S03603	S00575				
MP1XLFSX	S03405	S02907	S00440	G12F7Y2		38042		
S02747	S02844	S02743	S04834	S03430		38170		
S02847	S02903	S02741	S03493	S00692		38012		
S02919	S02857	S02901	S00218	S00343				
S02859	S02912	S02746	S03555	S00909		FlashMaster		
S02744	S02885	S02876	S00221	S00430				
S02846	S02904	S02865	S03600	F4KL7Y2		33070		
S02562	S02905	S00429	S00211	S00105				
S02916	S02854	S00460	S00097	S04475		Raptor Scanner		
44593	S02909	S00985	S03593	S02920				
S00537	S02862	S00459	S00869	S02918		44737		

S00111	S02864	S03588	S00786	S02877			
S00983	S02863	S00314	S00569	S02887		Redcat	
S00401	S02917	S00313	S00894	S02878			
		S00095				45024	
38096	74-019E	Apple	A1224	iMac Core 2			
165	74-056	Apple	21"	iMac Computer			
44118	74-103, 103A	Apple	A1278	MacBook Pro			
44139	74-104	Apple	21"	iMac Computer			
44141	74-104	Apple	21"	iMac Computer			
44143	74-104	Apple	21"	iMac Computer			
44145	74-104	Apple	21"	iMac Computer			
44159	74-104	Apple	21"	iMac Computer			
44160	74-104	Apple	21"	iMac Computer			
44161	74-104	Apple	21"	iMac Computer			
44162	74-104	Apple	21"	iMac Computer			
44171	74-104	Apple	21"	iMac Computer			
44175	74-104	Apple	21"	iMac Computer			
44183	74-104	Apple	21"	iMac Computer			
44184	74-104	Apple	21"	iMac Computer			
44185	74-104	Apple	A1418	iMac Computer			
44188	74-104	Apple	21"	iMac Computer			
44144	74-105	Apple	21"	iMac Computer			
38154	74-106	Apple	A1224	iMac Core 2			
S01410	74-107	Lenovo	80YS N23	Chromebook			
S02914	74-109	Lenovo	100e	Chromebook			
S01435	74-110	Lenovo	80YS N23	Chromebook			
S01467	74-110	Lenovo	80YS N23	Chromebook			
44182	74-202	Apple	21"	iMac Computer			

180352534	74-210	Apple	G4	iBook				
603	74-304	Apple	A1466	MacBook Air				
38116	74-305	Apple	A1224 20"	iMac Computer				
41710	Tech	Apple	A1395	iPad				

Cumberland County Board of Education Administrative Procedures

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

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

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

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

School Stone Memorial HS Subject/Grade Level Band 1
 Trip Requested By Elana Douglas Date of Trip 2/6/25 - 2/8/25
 Destination Park Vista Hotel City Gatlinburg State TN
 Departure time 2:00 pm Return 2/8/25 Admission per student: \$ 25
 Special Services needed such as school nurse, handicap vehicle, etc. _____

Please check type of Activity:

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

Teachers: Elana Douglas # of Students 1 - Elijah Johnson

 Total: 1 Total: 1

Additional Chaperones (if needed) _____

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

Elana Douglas 865-771-9827 [Signature] 1/24/25
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

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

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



ETSBOA

2025 ALL-STATE EAST SENIOR BAND & ORCHESTRA CLINIC GENERAL SCHEDULE OF EVENTS

Thursday, February 6th

- 6:15 p.m. Students will begin finding their seats.
(5:30-7:00 p.m. Shuttle Transportation available: Glenstone & Courtyard Marriott)
- 6:30-9:30 p.m. **Ensemble Rehearsals**
- 9:45-10:15 p.m. **Special All-State East Event: All-State East Blue Jazz Band Concert (Required Student Attendance)**
(9:00-11:15 p.m. Shuttle Transportation available: Glenstone & Courtyard Marriott)

Friday, February 7th

- 8:30-11:30 a.m. Ensemble Rehearsals
(7:30-9:00 a.m. Shuttle Transportation available: Glenstone & Courtyard Marriott)
- 11:30 a.m.-1:30 p.m. Lunch
(11:15 a.m.-1:45 p.m. Shuttle Transportation available: Glenstone & Courtyard Marriott)
- 1:30-4:00 p.m. Ensemble Rehearsals
- 4:00-6:30 p.m. Dinner
(3:45-6:45 p.m. Shuttle Transportation available: Glenstone & Courtyard Marriott)
- 6:30-7:15 p.m. **Special Performance: The University of Tennessee - Chattanooga, Wind Ensemble**
(7:15-10:30 p.m. Shuttle Transportation available: Glenstone & Courtyard Marriott)
- 7:45-9:45 p.m. Ensemble Rehearsals (**Winter General Meeting is at 8:00 p.m. in Garden View A/B**)

Saturday Morning, February 8th

- (7:00 a.m.-11:00 a.m. – Shuttle Transportation available from Glenstone Lodge to Park Vista)
(7:00 a.m.-11:00 a.m. – Shuttle Transportation available from Courtyard Marriott to Park Vista)
- 8:00-9:00 a.m. 9/10 Red Band Rehearsal – Mountain View A/B/C
- 8:00-9:00 a.m. 9/10 Blue Band Rehearsal – Tennessee Ballroom
- 8:15 a.m. **All-State meeting for 11/12 Winds and Percussion (Garden View A/B)**
- 9:15-10:15 a.m. 11/12 Red Band Rehearsal – Mountain View A/B/C
- 9:15-10:15 a.m. 11/12 Blue Band Rehearsal – Tennessee Ballroom
- 9:15 a.m. **All-State meeting for 9/10 Winds and Percussion (Garden View A/B)**
- 10:00 a.m. **All-State meeting for All Strings (Garden View A/B)**
- 10:30 -11:30 a.m. Symphony Orchestra Rehearsal – Tennessee Ballroom
- 10:30 -11:30 a.m. String Orchestra Rehearsal– Mountain View A/B/C

Performance Schedule: Saturday, February 8th

(All groups will perform in the Tennessee Ballroom located on the Lower Level)

<u>Ensemble</u>	<u>Warm-up Time</u>	<u>Warm-up Location</u>	<u>Performance Time</u>
String Orchestra	11:45 a.m.	TN Ballroom	12:00 p.m.
Symphony Orchestra	12:00 p.m.	Mountain View A/B/C	12:45 p.m.
9/10 Red Band	12:45 p.m.	Mountain View A/B/C	1:30 p.m.
9/10 Blue Band	1:45 p.m.	Mountain View A/B/C	2:30 p.m.
<i>*ETSBOA Hall of Fame Induction #1</i>			
11/12 Red Band	2:45 p.m.	Mountain View A/B/C	3:30 p.m.
<i>*ETSBOA Hall of Fame Induction #2</i>			
11/12 Blue Band	3:45 p.m.	Mountain View A/B/C	4:30 p.m.

On Saturday, parking at the Park Vista is limited to Handicapped parking and non-ETSBOA hotel guests. Additional parking can be found in the Gatlinburg area and a shuttle to the Park Vista will be provided from 10:00 a.m. – 6:30 p.m.; pick-up for the shuttle service will be at the **Gatlinburg Convention Center** and the **Gatlinburg Fire Department**.

EXECUTIVE APPROVED

William J. ...
SUPERINTENDENT DATE 10 FEB 2025
John ...
BOARD CHAIRMAN DATE 10 FEB 2025

Cumberland County Board of Education Administrative Procedures

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

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

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

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

School Stone Memorial "Middle" School Subject/Grade Level 6-8th
 Trip Requested By Nathan Brown Date of Trip 2-14-25 - 2-15-25
 Destination Murfreesboro City Murfreesboro State TN
 Departure time 6 AM Return 7 PM Admission per student: \$ Free
 Special Services needed such as school nurse, handicap vehicles, etc. No transport request

Please check type of Activity:

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

Teachers: Ivy Gardner # of Students 30
Addy Wilson
Aria England
Emma Bailey
 Total: 4 Total: 34

Additional Chaperones (if needed) N/A

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

Ivy Gardner Cell Phone # _____
 Sponsoring Teacher's Signature Principal's Signature Date 2/10/25

For transportation Department Only

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

Transportation Supervisor _____ Director of Schools _____

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

Approved Denied _____
 Director of Schools Signature
 Date of Board Approval _____