

**Board of Education Meeting**  
**March 26, 2026 6:00 PM**  
Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance  
-Pine View STEAM Student of  
Daisy McCloud  
Adam Headrick  
Marie Cooper  
Sawyer Strader  
Talen Bilbrey  
Payzley Oldham  
Jacob Ward  
Nadley Wilson  
Jaethyn Sherrill  
Dax Ward  
Madison Miller  
Scarlett Leckemby
3. Welcome to Visitors/Acknowledgement of Elected Officials
4. Special Recognition  
-Student Representatives  
CCHS Abigail Lowe  
Phoenix Falon Lambert  
SMHS Hayley George  
  
-Emmy Hayes, Pleasant Hill Elementary
5. Roll Call
6. Declaration of Conflict
7. \*Approval of Minutes
8. \*Approval of Agenda
9. Community Comments
10. Open Meetings
11. Board Member(s) Report from Training(s)
12. Legal Report
13. \*\*Centegix
14. \*\*Pay/Salary Scales
15. \*\*Insurance
16. \*\*Sub Pay
17. \*\*Athletic/Activities Supplements
18. Middle School
19. Director's Report
- 19.A. \*\*Approval of '26-'27 SY Annual Food, Non-Food, Supplies and Services Bid Packet
- 19.B. \*\*Approval of Pine View Kitchen Hood Replacement Bid
- 19.C. \*Resolution for Student Board of Education Member
- 19.D. \*Athletic/Activities Director Job Description
- 19.E. Preliminary Budget
- 19.F. Benchmark Results and Trends
- 19.G. Job Satisfaction Survey Results
- 19.H. Leadership Update

- 19.I. Annual Planning Calendar
- 19.J. FYI
  - 19.J.1. Attendance Report
  - 19.J.2. Personnel Report
  - 19.J.3. Substitute List
  - 19.J.4. School News Articles
  - 19.J.5. School Calendar of Events
- 20. \*First Reading of Policies
- 21. \*Second Reading of Policies
- 22. Chief Financial Officer's Report
  - 22.A. Monthly Financial Report
  - 22.B. Monthly Sales Tax Report
  - 22.C. \*\*141 Budget Amendments
- 23. \*Consent Agenda
  - 23.A. School Board Reports
    - 23.A.1. TLN Report
  - 23.B. \*Approval of Overnight and Out of State Field Trips
  - 23.C. \*School Wide Fundraisers
  - 23.D. \*Approval of Grants
  - 23.E. \*Approval of Disposal of Surplus Property
- 24. Questions from Media
- 25. Adjournment

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



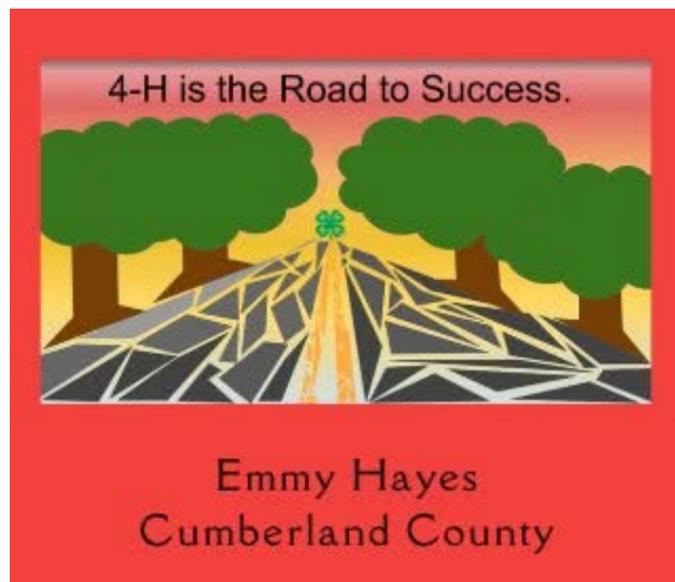
**Dr. Rebecca Farley**  
**Director of Schools**

**Scott VanWinkle**  
**Board Chairman**

Congratulations to Emmy Hayes, Current 6<sup>th</sup> grader at Pleasant Hill Elementary. Emmy won the UT Extension Eastern Region Digital Poster Contest.

She will represent Cumberland County, advancing now to the state level.

Congratulations Emmy!!



The Board of Education met for a work session on February 19, 2026 at approximately 4pm where Chairman VanWinkle called the meeting to order followed by a moment of silence and the pledge of allegiance.

The Board immediately went into a closed door session with their attorney representative. At the conclusion of the closed session at approximately 4:24 pm, they returned to the board room and called the meeting back to order.

The first item on the agenda was to discuss 3 updated policies.

### **1. Policy 1.403: Agendas**

The board is proposing a formal requirement for transparency regarding meeting preparations.

- **The Change:** Agendas and supporting materials must be posted at least 48 hours prior to a meeting.
- **Context:** While Tennessee code specifically mandates this timeline for county governments, school boards are only required to post within a "reasonable and appropriate" time. The board aims to adopt the 48-hour rule to maintain transparency and consistency with local government standards.

### **2. Policy 6.3071: Drug Testing**

This policy is being debated to determine how much authority the district should have over student testing.

- **"May" vs. "Will":** Board members suggested changing the language from "will" (a command) to "may" (discretionary) regarding mandatory screenings and random testing. This prevents the district from being legally obligated to test if they choose not to in a given year.
- **"For Cause" Testing:** There is a push to include specific language or a "blurb" regarding testing for "just cause" (when there is reasonable suspicion). This is intended to ensure students can get help if a problem is identified, even if they aren't part of a random pool.
- **Technical Corrections:** Minor edits were noted to ensure definitions (like "extracurricular" and "drugs") are formatted consistently throughout the document.

### **3. Policy: Equipment and Supplies**

The primary concern here involves the ownership of items brought into school buildings.

- **The Issue:** The current policy states that "all equipment" placed in the building becomes property of the Board.
- **Concerns:** Members pointed out that this language is too broad, as it could technically claim ownership of teachers' personal belongings (desks, chairs) or leased equipment (copiers).

- **Next Steps:** The board requested a comparison with the TSBA model policy to see how other districts handle personal vs. school inventory. The DOS will re-send the model policy for review before the next meeting.

Again the strategic plan was updated.

## **The Proposed Change: Establishing a Baseline**

The DOS proposed replacing an older, unexplained goal (of 78–80% retention) with a target of increasing retention by 2% annually.

- **The Logic:** The district is currently identifying a "starting percentage" by auditing every school and department to see how many employees stayed vs. left last year.
- **Current Staffing Status:** The district is currently well-staffed in several areas, including custodians and most teaching positions, though gaps remain for bus drivers and some teacher assistants.

## **Board Discussion & Refinement**

Board members expressed concern that a "blanket" 2% increase across the whole district might be too vague or include factors they can't control (like retirements or personal moves). The discussion led to several key refinements:

- **Focus on "Risk Areas":** Rather than a flat increase for departments that are already fully staffed, the board wants to target areas with high turnover (e.g., bus drivers).
- **Addressing the "Why":** Members emphasized that the goal should be to identify *why* people leave and address those specific issues to "improve where possible."
- **Balancing Need:** One member suggested that the policy should also allow for "adjusting accordingly" if certain departments become overstaffed or "inflated."

## **Final Consensus for the Draft**

The board landed on a combined approach to be voted on next week: The following will be added into the strategic plan.

"Monitor retention of all employees, especially in risk areas, and increase retention in those risk areas by 2% annually."

The next topic addresses the Director of Schools (DOS) Evaluation and ensures it remains consistent with the Strategic Plan discussed previously.

- **Aligning Metrics:** The DOS noted that the outdated 78% retention goal was also written into their personal performance evaluation.
- **The Request:** Since the origin of that 78% figure is unknown, the DOS requested it be removed from the evaluation criteria.

- **The Resolution:** The board agreed to update the evaluation to match whatever new language is finalized for the Strategic Plan (specifically the 2% increase in risk areas).

The board moved on to the next agenda item. Annual Operating Budget and Pay Scales, beginning with a formal reminder of the board's legal and ethical boundaries in school finance.

## 1. Governance & Budget Preparation (Policy 2.200)

Before diving into the numbers, a board member cited Policy 2.200 and TSBA guidelines to clarify the division of labor:

- **The Director's Role:** Responsibility for preparing the budget, seeking staff input by March 1st, and reviewing it with the Board Chair by March 20th.
- **The Board's Role:** Setting long-range goals, adopting the final budget, and building support with local government.
- **The "No-Go" Zone:** The board was explicitly reminded not to write, administer, or micromanage the budget, but rather to defer to the Director's recommendations to keep the process efficient.

## 2. Teacher Pay Scale Development

The board is working toward approving new pay scales and insurance plans, which represent 85–86% of the total budget.

- **The Goal of "Balance":** The board aims to maintain a "balanced" or linear scale. This means having a consistent, fixed dollar amount for:
  - **Degree Advancement:** (e.g., the jump from Bachelor's to Master's is the same as Master's to Ed.S.).
  - **Step Increases:** (the annual raise for each year of service is consistent).
- **State Minimums:** The draft scales are being cross-referenced with Tennessee state minimums to ensure legal compliance.
- **Options Under Review:** Four different pay scale options (A through D) have been drafted. The board is currently focusing on Option A, which was previously shared with the teachers' group and details the specific financial gaps between degrees and steps.

The district is trying to balance being competitive with what the budget can sustain, while ensuring all teachers meet state-mandated minimums.

## Comparison of Pay Scale Options

The following table summarizes the four drafts presented to the board:

Option	Style	Total Cost	Budget Increase	Key Features
Option A	Balanced	\$36,918,120	\$2.3 Million	Fixed dollar amounts between degrees and steps; highest cost.
Option B	Balanced	\$36,567,720	\$1.9 Million	Maintains linear balance between degrees but at a lower cost than A.
Option C	Unbalanced	\$35,613,920	\$1.0 Million	\$1,500/year raise for most; Doctorate capped at \$600/year.
Option D	Unbalanced	\$35,560,238	\$976,000	Similar to C, but adjusts years 10 and 11 to meet bare minimums.

**State Minimums:** Sections highlighted in green on the board's documents represent mandatory state minimums. All four options are designed so that no employee's pay is restrained (meaning no one makes less than the law requires).

**The "Balance" Debate:** Options A and B are "balanced," meaning the financial "jump" from a Bachelor's to a Master's is consistent across the board. Options C and D move away from this balance to save the district money, offering flat raises except where the state requires more.

**The "Year 10/11" Variable:** The primary difference between the lower-cost options (C and D) involves how they handle teachers at the 10 and 11-year experience marks to satisfy state salary schedules.

The discussion moved from the certified pay scales to Classified Pay Scales (non-teaching staff) and the broader financial implications of the budget.

## 1. Classified Pay Scales

The board shifted focus to the pay structures for support staff, such as custodians, assistants, and bus drivers.

- **The Objective:** To establish a "step-based" system that is both fair and competitive enough to attract workers in the local market.
- **The Challenge:** Balancing the desire to give meaningful raises with the reality of the district's total budget capacity.

## 2. Budgetary Impact and Next Steps

The conversation emphasized that the pay scales are the "heavy lifting" of the budget process because they dictate the majority of the district's spending.

- **Percentage of Budget:** Personnel costs (pay and insurance) account for approximately **85–86%** of the total operating budget.
- **Insurance Costs:** While not yet finalized, the board noted that insurance figures are the last major "puzzle piece" needed before the budget can be fully balanced.
- **Timeline:** The board aims to reach a consensus on one of the four pay options (A, B, C, or D) by the next meeting to stay on track with the March deadlines.

## 3. Board Reflection

There was a general consensus that while Option A (the most expensive balanced scale) is the ideal for staff, the board must weigh it against the \$2.3 million impact on the budget compared to the more conservative \$976k–\$1M increases in Options C and D.

### The Evolution of "Draft Two"

The DOS explained that Draft Two is the most advanced version because it incorporates three weeks of intensive work and specific Board feedback.

- **Responsive Adjustments:** After a Board member questioned the starting salary, the administration adjusted most scales in Draft Two to begin above the \$50,000 state minimum.
- **Recommendation:** The DOS advised the Board to focus their attention primarily on this draft as it reflects the most current data and accommodations.

### The Primary Objectives

The Board discussed the "Focus" of these new scales to ensure the goals remain clear for the upcoming vote. The two main pillars are:

- **Consistency and "Balance":** Maintaining the work started last year to ensure scales are linear and balanced.
- **Predictability:** Creating a system that is predictable, duplicable, and understandable so employees can clearly see their financial path as they progress through their careers in the district.

## The Decision Point: Balance vs. Budget

The board began debating whether to prioritize the \$2.3 million "Option A" (which fully realizes the balanced scale goal) or the more conservative options that still meet state requirements but at a lower cost to the district.

- **Internal Consistency:** The board emphasized that the goal of a balanced scale isn't just about the dollar amount, but about ensuring that a Master's degree or an extra year of experience is worth the same amount of "value" regardless of where you are on the chart.
- **The "50k" Floor:** Because the administration moved the starting salaries above the state-mandated \$50,000, they are now looking at how that "floor" impacts the rest of the steps—essentially ensuring that veteran teachers' pay stays ahead of new hires (avoiding "salary compression").

## Next Steps for the Board

- **Pick a Direction:** The board must decide if they are committed to the "Balanced Scale" (Options A and B) or if the budget requires an "Unbalanced/Flat" approach (Options C and D).
- **Final Review:** Board members were asked to review the graphs and linear models provided in their packets to see which option best represents the "predictable journey" they want for staff.

## 1. The Three Strategic "Lenses"

The board and administration identified three primary criteria to use when evaluating which pay scale option to choose:

- **Consistency & Balance:** Moving away from the "sporadic" historical method of giving raises without data. The goal is to ensure pay is fair, predictable, and based on clear data rather than arbitrary percentages.
- **Five-Year Budgetary Impact:** Ensuring the chosen scale is sustainable for long-term strategic budgeting, not just for the upcoming year.
- **Recruitment & Retention:** Selecting the option that best positions the district as an "attractive employer" in the region to help recruit new talent and promote from within.

## 2. Commitment to "No Cuts"

A critical point of agreement was the goal of not cutting salaries or existing positions.

- **Confirmation:** The DOS confirmed that all four options in Draft Two successfully meet this goal—no employee will see a pay decrease or lose their position under these models.

## 3. Narrowing the Focus to "Draft Two"

The board reached a consensus to stop looking at earlier versions and focus exclusively on Draft Two.

- **Why:** Draft Two is considered more "comprehensive" and reflects the most recent three weeks of adjustments and board feedback.
- **Next Step:** The board requested to view the specific "Summary of Draft Two" document to begin comparing its four internal options (A, B, C, and D) side-by-side.
- **Eliminating Inconsistencies:** There was a strong desire to fix the "out of whack" pay data from previous years. The Board aims to replace past sporadic raises with a system where pay is determined by clear, defensible data.
- **The Recruiting Edge:** A major factor in the final decision will be which scale makes the district the most competitive. The Board is looking for the "sweet spot" that attracts new teachers while rewarding veteran staff through a predictable journey.
- **Budgetary Sustainability:** While "Option A" is the most balanced, the Board is keeping the Five-Year Plan in mind to ensure they don't overextend the district's finances in the long term.

## Preparation for the Voting Session

The DOS and Board Chair concluded this agenda item by setting expectations for the next meeting:

- **Reviewing the Summary:** Board members will spend the coming days reviewing the "Draft Two Summary" document, which provides a high-level comparison of the total costs and step increases.
- **The Vote:** The Board is expected to narrow these four options down to one final selection for approval next Thursday.

A major point of clarification was that none of the options in Draft Two result in "wage restraints."

## 1. Zero Wage Restraints

- This confirms that the district has met one of its primary goals: ensuring no employee is negatively impacted or held back in pay compared to their current standing.

## 2. Comparing Balanced Options (A vs. B)

When asked for a recommendation between the two balanced models, the administration highlighted that they are nearly identical in structure but differ in timing and total cost:

- **The Similarities:** Both options maintain the same dollar amounts between each degree level and the same dollar amounts between each service step.
- **The "Year 10 vs. 11" Difference:** The primary distinction is where they place the state-mandated Master's minimum of \$61,380.
  - **Option A:** Reaches this minimum at Year 10.
  - **Option B:** Reaches this minimum at Year 11.
- **Fiscal Impact:** By pushing that requirement to Year 11, Option B generates more savings, bringing the total budget increase to under \$2 million (compared to Option A's \$2.3 million).

## 3. Market Competitiveness

The Board inquired about how these options compare to surrounding districts. While the DOS noted that both options are strong because of the consistent degree and step increases, they will need to re-verify the specific competitive data before the final vote.

This section concludes the debate on pay scales, focusing on technical compliance, competitive research, and the long-term financial obligations tied to salary increases.

### 1. Compliance and "Wage Restraints"

The conversation reaffirmed a major victory for the current drafting process:

- **Zero Restraints:** The DOS confirmed multiple times that no employees will have their salaries frozen or "restrained" under any of the Draft 2 options.
- **Year 10 vs. Year 11:** There was a technical discussion regarding the state-mandated Master's minimum (\$61,380). The board clarified that while the requirement can be met *earlier* than year 11, it cannot be met *later*. They are currently double-checking the math on "Year 0" to ensure they are fully compliant with state law.

### 2. Competitive Benchmarking

The board requested a final piece of data before making their choice:

- **Surrounding Districts:** To ensure the new scales actually help with recruitment and retention, the board asked for a side-by-side comparison of these options against neighboring districts. The DOS confirmed this data is being prepared for the next agenda.

### 3. Secondary Costs: Retirement Obligations

A new concern was raised regarding the "ripple effect" of salary increases:

- **Matching Requirements:** A board member pointed out that if the district "inflates" the total salary pool, the district's mandatory matching contributions for retirement and benefits will also increase.
- **Action Item:** The DOS made a note to calculate the projected impact on retirement obligations to ensure the total budget accurately reflects these additional costs.

This section covers the Classified Pay Scales (support staff) and reflects a continued commitment to "balance" and fairness by moving away from percentage-based raises.

## 1. Shift to Flat Step Increases

The board is moving away from percentage raises because they disproportionately benefit higher earners and leave lower-paid employees behind.

- **The Proposal:** A "balanced scale" featuring a 50-cent per hour increase between each service step across the board.
- **The Goal:** This creates a predictable and equal progression for all classified employees, regardless of their starting pay.

## 2. Addressing Last Year's "Catch-Up"

There was a discussion regarding specific groups (such as 260-day employees, high school bookkeepers, mechanics, and custodians) who may have only received a 2% raise last year while others received 10%.

- **The "Dollar" Option:** Administration mentioned an alternative draft that offers a \$1.00 per hour increase for those specific groups to rectify last year's disparity.
- **Historical Context:** The previous 10% raise for the "lower end" was intended as a one-time "catch-up" measure because those scales had been neglected for years.

## 3. Competitiveness and Next Steps

The Board raised the same concerns regarding classified staff as they did for teachers:

- **Market Comparison:** The Board asked how a 50-cent step increase positions the district against local competitors.
- **Data Gap:** The DOS noted that while they are working on these comparisons, they haven't been able to finalize the data for every single classified role yet.
- **Action Item:** The administration will finalize the comparison data and potentially present the "\$1.00 increase" option for specific groups to see if the budget can support a larger "catch-up" for those who missed out last year.

This section features a detailed debate on how to finalize the Classified Pay Scales to ensure fairness across different employee groups, specifically addressing the gap between year-round (260-day) and school-year (180-182-day) staff.

## 1. The Goal of Universal Consistency

A board member requested a pay scale option that is identical for every classified employee, regardless of their job title or how many days they work per year.

- **The Logic:** Since these employees are paid an hourly rate, giving everyone the same hourly increase (e.g., 50 cents or \$1.00) is the most equitable approach.
- **The Comparison:** He requested side-by-side data showing a "Universal 50-cent raise" vs. a "Universal \$1.00 raise" to see the total budget impact.

## 2. Fixing Last Year's "Catch-Up" Disparities

The board discussed why some 260-day employees (like high school bookkeepers and maintenance custodians) were currently separated into a different draft with a higher (\$1.00) raise.

- **The Conflict:** Last year, the board gave a 10% "catch-up" raise to most school-year employees. However, some staff who work in the schools and at the district office but are on 260-day contracts were excluded and only received 2%.
- **The Solution:** While the administration initially drafted a higher raise for those specific groups to "equalize" them, the board reached a consensus that the "catch-up" phase is over. \* Consolidation: Moving forward, they want everyone on one single scale to avoid the complexity and perceived unfairness of separate raises for different departments.

## 3. Longevity Pay

The board requested an additional study on longevity pay (bonuses or increases based on years of service).

- **Request:** They want to know the current cost of longevity pay and see a projection of what it would cost to increase or change those incentives to better reward long-term employees.

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## Summary of Final Requests for Classified Staff:

- **Create one unified scale** for all classified employees.
- **Model two options:** A flat 50-cent hourly raise for everyone and a flat \$1.00 hourly raise for everyone.

- **Provide a longevity study** to see how the district can better reward veteran support staff.
- **Provide market data** to compare these hourly rates with surrounding districts.

## 1. Consolidation of Classified Scales

The board officially directed the administration to simplify the classified pay structure:

- **One Unified Scale:** The district will eliminate the "260-day" distinction and treat all support roles as hourly positions.
- **Two Financial Models:** The administration will present two clear options for the unified scale: a 50-cent per hour increase and a \$1.00 per hour increase per step.
- **Comprehensive Costs:** These options will include the total budget impact, county-by-county competitive comparisons, and a study on the costs of increasing longevity pay.

## 2. Voting Readiness and "Cart Before the Horse"

While the DOS aims to have a vote by next Thursday, the board expressed caution regarding the total budget:

- **Budgetary Context:** Members noted they cannot finalize pay scales without knowing if the total budget can support the increase (whether it's \$1M or \$3M).
- **Preliminary Approval:** The board discussed the possibility of a "preliminary vote" to pick a preferred direction (narrowing 18 options down to two), allowing the administration to build the rest of the budget around that figure.
- **No Pressure to Vote:** The Board Chair clarified that if questions remain unanswered or the financial "big picture" is unclear, the item can be tabled until the rest of the budget pieces (like insurance) are in place.

## 3. Adhering to the Timeline

The DOS reminded the board that according to the timeline established in December, pay scales were slated for completion in February. The goal remains to be proactive and stay on schedule to meet the March state deadlines.

Next is the primary salary discussions for Supplements and Substitute Pay, highlighting areas where the district is trying to become more competitive and organized.

### 1. Extracurricular Supplements

The administration is currently overhauling how "supplements" (extra pay for coaches and club sponsors) are calculated.

- **New Criteria:** They are moving away from arbitrary numbers and looking at data-driven factors:
  - Length of the season.
  - Number of athletes or students involved (e.g., Beta Club).
  - Frequency of activities.
- **Board Feedback:** The board expressed frustration that supplements were "put on the back burner" last year. They are demanding a clear, understandable plan prior to the final budget vote so they can move away from the current system, which they described as "extremely hard to understand."

## 2. Substitute Pay (Certified & Classified)

The DOS presented data showing that the district is currently paying below the Upper Cumberland regional average.

- **Current:** The regional average is roughly \$75 a day, and the district is currently meeting that with classified subs.
- **Proposed Increases:** The board is reviewing two main options to attract more subs:
  - **Option 1 (\$90/day):** Would increase the budget impact from roughly \$166k to **\$216k.**
  - **Option 2 (\$100/day):** Would increase the total sub-expenditure even further (projected total budget impact of ~\$332k).
- **The "Sub Shortage":** Despite offering more frequent training sessions (twice a month), recruitment remains a struggle. In a recent session, 12 people signed up, but only one attended.

## 3. Budget Strategy

The board agreed to a "Preliminary Vote" strategy for these items:

- They will vote on a "direction" (e.g., a specific pay scale or sub-pay rate) so the DOS can continue building the budget.
- **The Safety Valve:** If the final budget figures (including insurance) show the district can't afford the chosen direction, they will "put on the brakes" and circle back to a more conservative option.

## 1. Substitute Pay and Trends

The board analyzed current spending on substitutes, noting that the costs are "fairly high" but consistent with previous years.

- **Retired Teacher Premium:** The board questioned why retired Cumberland County teachers receive \$100/day while other certified subs receive \$85/day. The DOS noted this was likely a legacy policy to encourage local retirees to return to the classroom.

- **Long-Term Subs:** Most sub-pay is currently used for teacher absences rather than "back-filling" vacant positions. In rare cases, subs are used for new graduates whose state licensure paperwork is still pending.

## 2. Teacher Incentive Pay vs. Sub Costs

A major point of discussion was finding a way to redirect "sub money" back into teacher salaries.

- **The Proposal:** Implementing an incentive or attendance bonus for teachers who do not use their sick leave (potentially still allowing for personal days).
- **The Logic:** If teachers are incentivized to be in the classroom more often, the district spends less on substitutes. This would naturally "improve substitute availability" by lowering the overall demand for them.
- **Strategic Plan:** The board suggested adding "Improve Substitute Availability" as a formal goal in the Strategic Plan.

## 3. DOS Incentive Bonus

The board turned to the DOS (Dr. Farley) contract to finalize the "Incentive Bonus" section.

- **Consistency:** The bonus section was always part of the contract, but the specific criteria were left blank until the Strategic Plan and Annual Evaluation were finalized.
- **The Update:** Now that those documents are reaching a consensus, the specific goals Dr. Farley must meet to earn the bonus are being added (shown in red in the draft).

## 1. Director of Schools (DOS) Incentive Adjustments

The Board discussed the "Incentive Bonus" tiers for Dr. Farley, specifically focusing on the performance score requirements derived from her evaluation.

- **The "Perfection" Problem:** Board members noted that a perfect 5.0 score is mathematically and realistically nearly impossible. They argued that requiring a 5.0 for the highest bonus tier was "not realistic."
- **Revised Tiers:** The Board proposed adjusting the tiers to ensure there are no gaps in the scoring ranges and that the top tier is attainable for high performance. The agreed-upon structure was:
  - **Tier 1:** 3.5 to 4.0
  - **Tier 2:** 4.1 to 4.5
  - **Tier 3:** 4.75 and above
- **Contractual Obligation:** It was clarified that while the board cannot remove the bonus (as it is part of the signed contract), they have the authority to set the specific performance goals and score ranges required to earn it.

## 2. Centegix Panic Button Proposal

The administration presented a bid for a new safety system to be implemented across all 12 school buildings and the central office.

- **The Technology:** Staff would wear a lanyard with a button. A quick press alerts building administration (e.g., for fights or minor incidents), while a continuous press triggers a full emergency response (paramedics/police).
- **The Five-Year Contract:** This is a 5-year agreement. Notably, County Finance has given a rare exception to allow the school board to enter a multi-year contract rather than the standard one-year term.
- **Funding the Project:**
  - **Year 1:** Total cost is approximately \$238,550. This will be covered by \$76,345 in safety carryover and \$137,011 in current safety grant money, leaving a \$25,193 deficit to be pulled from the fund balance.
  - **Years 2–5:** The board must budget \$100,600 annually to maintain the service.
- **Timeline:** The DOS requested a vote next Thursday. Because there is a five-month lead time for installation, the board needs to act now to ensure the system is operational by August for the new school year.

## 1. School Safety: Centegix Panic Buttons

The board further discussed the **Centegix** emergency badge system:

- **Piggybacking:** The district will "piggyback" off a state bid originally secured by Sevier County to ensure competitive pricing.
- **Capabilities:** The badges provide precise room-level location data for dispatchers. While they don't currently include "proximity" door-entry capabilities, that feature can be added later if the district upgrades its entry hardware.
- **Funding:** The initial cost is roughly \$238,550. With existing safety grants, the district needs only \$25,193 from the fund balance (which currently sits at \$14 million) to start. Future years will cost \$100,600 annually.

## 2. Financial Realities: TISA & Outcomes Money

- **TISA Funding:** The DOS noted that while TISA (Tennessee Investment in Student Achievement) funding is currently stable, it is trending downward across the nine-period cycle.
- **Outcomes Money:** The district received roughly \$600k–\$700k in "Outcomes" money (bonus funding for student performance). The DOS recommended placing this in the "teacher line" of the budget to give the board flexibility in how it supports staff.

### 3. Strategic Planning & Maintenance

- **Middle School Update:** A scoring matrix for facilities is nearly complete, with maintenance scores due by early March.
- **Field Maintenance:** The DOS is developing a five-year major plan for athletic facilities, including gym floor refinishing and specific maintenance for soccer, baseball, softball, and tennis. The goal is to move away from "emergency-only" maintenance.

### 4. Health Insurance Crisis & Comparisons

This was a major point of tension, as health insurance costs have risen 16% over the last three years (from \$9.2M in 2022 to nearly \$11M in 2025).

**The Current Policy:** Cumberland County is highly generous, paying 100% of premiums for certified employees and their children, regardless of the plan chosen.

#### The Proposed Options:

- **Standard Plan Only:** If the board pays for the "Standard" plan instead of the "Premier" plan for all staff, the district saves \$486,000.
- **Flat Rate (\$950):** If the board pays a flat \$950 per month toward any premium, the district saves \$2 million. However, this would move costs to the employee (e.g., an employee who currently pays \$0 for children's coverage would suddenly pay \$357/month).
- **Regional Comparisons:** Neighboring counties (Fentress, Morgan, Putnam, Roane) pay a maximum of **80%** for single coverage and even less for families with some districts "grandfathering" in their current employees and only moving to an employee partial pay for new hires.
- **Legal Minimum:** The DOS noted that the district is only legally required to pay 45% of a certified employee's premium.

#### Next Steps & Follow-Ups

- **Monday Email:** The DOS will send the board the comparative insurance data from surrounding counties and the three-year insurance cost graphic.
- **80/20 Option:** A new "80/20" cost-sharing model is being worked up and will be presented to the board.
- **Thursday Vote:** The board aims to reach a "preliminary" consensus on insurance and pay scales next Thursday to continue the budget process.

This next segment of the meeting focused on the intricate relationship between salary increases and rising insurance costs, exploring ways to curb spending while remaining competitive.

## 1. The "Take-Home Pay" Reality Check

The DOS presented a "Real-World Impact" chart to show how different insurance decisions would affect an actual employee's paycheck.

- **The Example:** A teacher with a Bachelor's and 15 years of experience would see a \$3,692 annual raise under "Option A."
- **The Offset:** If the board shifts to a flat \$950 insurance contribution (Option B), that same teacher's out-of-pocket insurance cost could jump to \$1,110 per month.
- **The Goal:** The board wants to ensure that a "raise" isn't immediately swallowed up by increased insurance premiums, leaving the employee with less take-home pay than they have now.

## 2. Potential Insurance Cost-Saving Strategies

The district currently pays 100% of premiums for certified staff and their children—a policy that costs nearly \$11 million annually. The board is considering three main pivots:

- **Standard Plan Benchmark:** Covering 100% of the "Standard" plan but requiring employees to pay the difference if they want the "Premier" plan.
- **Grandfathering:** Keeping current employees on their existing plans while moving all new hires (hired after Aug 1st) to the Standard plan or a flat-rate contribution.
- **Exiting the State Plan:** The DOS met with a consulting firm (Gallagher) to discuss moving to private insurance. Other districts have found they can leverage unused funds better through private plans than through the state's one-size-fits-all model.

## 3. Retirement and the "Total Package"

The board requested an additional calculation to help "sell" the salary increases to staff.

- **The Formula:** They want to see the "Total Package" value, including the impact of a higher salary on retirement (calculated as the average of the 5 highest years  $\times$  ~48% for 30 years of service).
- **The Argument:** Even if insurance costs go up, a higher salary significantly increases a teacher's lifetime retirement benefit, which may offset the immediate sting of premium costs.

## 4. Athletics and the Strategic Plan

The meeting moved to discussions with a sharp critique of the district's progress on athletics.

- **Athletic Manual:** This has not been updated in a year. The board was reminded that athletics is a "classroom setting" and a key part of the strategic plan, yet "virtually zero progress" has been made on organizing or funding it properly.

- **Future Focus:** Next month, the board will receive a 5-year maintenance plan for all fields and courts to stop the cycle of "emergency-only" repairs.

This section of the meeting focused on a critical push for reform in Athletics and a debate over the Board's own meeting efficiency.

## 1. The Athletics "Crisis" & Proposal for a Committee

Board member Davis expressed significant concern that the district has "taken a step back" in athletics. He argued that because no single person is currently responsible for the department, management is inconsistent and "by committee."

- **Identified Issues:** He highlighted systemic problems in budgeting, scheduling, student eligibility, transportation, maintenance, and policy compliance.
- **The Proposal:** He proposed forming a temporary special committee to overhaul the athletic manual and align it with the Strategic Plan. This committee would task administrative staff with providing data to map out facility maintenance and policy adjustments.
- **Urgency:** The Board agreed that "time is of the essence" because spring tryouts are approaching in March.
- **Action Item:** The DOS will provide a proposed timeline for these athletic updates by Monday. The Board will then decide next Thursday whether a formal committee is necessary or if the administration's current plan is sufficient to "fill the holes."

## 2. Board Meeting Efficiency: Work Sessions

The Board discussed how to better manage their time, noting that recent sessions have totaled up to six hours between work sessions and formal meetings.

- **Option A:** Continue the current model (Work Session one Thursday, Board Meeting the next Thursday).
- **Option B:** Combine both into one night (e.g., Work Session at 4:00 PM, followed immediately by the Board Meeting at 6:00 PM). This would force a time limit on discussions but consolidate the Board's schedule.

## 3. Middle School Athletics Clarification

A brief clarification was made regarding middle school sports for the upcoming year. It was confirmed that varsity sports for 6th, 7th, and 8th grades will continue as planned for the next school year with no changes currently on the table.

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## Final Summary of "The Thursday List"

The Board is expected to address:

1. **Pay Scales:** A preliminary vote to narrow down options for Certified and Classified staff.
  2. **Insurance:** Reviewing the "Total Package" (salary + retirement + insurance) and considering the Gallagher private insurance findings. One sheet showing total savings/costs for all 4 options (Standard vs. Flat Rate for both Certified and Classified).
  3. **Safety:** Voting on the Centegix Panic Button contract to meet the August installation deadline.
  4. **Incentives:** Finalizing the Director of Schools' performance tiers (3.5–5.0 scale).
  5. **Athletics:** Deciding whether to launch a dedicated committee to fix the "sporadic" management of sports programs.
- 

### Action Items for Next Thursday's Meeting:

- **Vote** on the adjusted incentive tiers for the Director of Schools' contract.
- **Vote** on the Centegix safety contract to secure the installation timeline for August.
- **Review** the finalized pay scale options (A & B for certified; 50-cent vs. \$1.00 for classified) including the newly requested county comparisons.

After much discussion and review of agenda items, the meeting was adjourned at approximately 6:34pm.

**Board of Education**  
**February 26, 2026 6:00 PM**  
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday February 26th, in the Central Services Board Room, where the meeting was called to order by Chairman of the Board at the approximate hour of 6:00 pm.

**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        1. Call to Order
- 2                Scott VanWinkle: Meeting is called to order.
  
- 3        2. Moment of Silence/Pledge of Allegiance
- 4                [Ciandra San Inocencio-CCHS](#)
- 5                Scott VanWinkle: Let's begin with the moment of silence and pledge.
- 6                (All stand and observe a moment of silence and then are led in the pledge by Ciandra)

7 Anita Hale: Thank you. Young Marine.

8 Rebecca Farley: Our pledge was led tonight by Ciandra San Inocencio from CCHS.

9 Sheri Nichols: Good job.

10 3. Welcome to Visitors/Acknowledgement of Elected Officials

11 Scott VanWinkle: Welcome to our visitors tonight. Thank you for coming out. I haven't  
12 seen any public officials tonight. If you're here.

13 Sheri Nichols: Mr. Lowe is in the back.

14 Scott VanWinkle: Mr. Lowe.

15 Sheri Nichols: He's hiding in the corner.

16 Scott VanWinkle: Ah hello Mr. Lowe, thank you for coming.

17 4. Special Recognition

18 -Student Representatives

19 CCHS-Abigail Lowe

20 Phoenix-Falon Lambert

21 SMHS-Hayley George

22 -SRO's

23 -Thomas Fuhrman

24 (Exhibit #1)

25 Scott VanWinkle: Brings us to special recognition.

26 Rebecca Farley: So we have our student representatives here and we have Ms. Falon  
27 Lambert from Phoenix, and we have Ms. Hayley George from SMHS.

28 Sheri Nichols: Welcome.

29 Rebecca Farley: So at this time I would ask Seth Troglin to come in please. Seth is a  
30 student at CCHS and he is here for his accomplishments at the State Hog Show. He  
31 received a senior level two showmanship champion, a Berkshire Guild reserve breed  
32 champion, cross barrow division champion, a senior two level skillathon second place,  
33 and a premier exhibitor breeding gilts.

34 (Applause)

35 Sheri Nichols: Wow. Congratulations, that's awesome.

36 Rebecca Farley: At this time, Mr. Magnusson or Dr. Eldridge will come and we will  
37 recognize Mr. Fuhrman.

38 Leslie Eldridge: Okay. Is Mr. Furman in the hallway somewhere? I know he's here.

39 Sheri Nichols: I saw him.

40 Leslie Eldridge: There he is, come on up Mr. Fuhrman. Mr. Thomas Fuhrman, our steam  
41 and computer science coordinator was selected to receive the 2025 Computer Science  
42 Excellent Award in recognition of his outstanding contributions to computer science  
43 education. Mr. Fuhrman, your dedication and impact have made a lasting impression  
44 and this award reflects the high regard in which you were held by your peers and the  
45 Tennessee Stem Innovation Network. Congratulations.

46 (Applause)

47 Sheri Nichols: Amen. Woohoo.

48 Rebecca Farley: At this time, Mr. Magnusson will recognize our SROs.

49 Sheri Nichols: Whoo hoo! That was for you.

50 Bo Magnusson: I'm just glad to get in this cooler room. It's a little warm out there.  
51 (Laughter)

52 Bo Magnusson: Thank you very much Dr. Farley, for letting me get to do this. I'm  
53 honored to get to work with these folks every day and I can't tell you as a community  
54 how lucky we are for this board, for our sheriff, for our chief of police there. Mr.  
55 Brooks. Casey Cox for y'all's support in this. I sleep better every night knowing that our  
56 schools have SROs in them and I'll put ours up against anyone in the state.

57 Sheri Nichols: Amen.

58 Bo Magnusson: Good stuff. So what we'll do is we're going to call 'em in, in an order  
59 that's not going to make sense.

60 (Laughter)

61 Bo Magnusson: Because we're a team. We're not just the county and the city. We're a  
62 team. So you're going to see, I'm calling it by school. I'd say I think the best thing to do  
63 is probably wait until we get 'em all in here and then we'll give them some applause

64 that they deserve. So first off, this guy, I do need to say this. There's a rumor that the  
65 "R" word retirement is near him, so we need to do whatever we can to derail that. But  
66 for Brown Elementary, Avery Yates with Cumberland County Sheriff's Office.

67 (Applause)

68 Bo Magnusson: Okay, go ahead and clap. Do it. Do it. That's the way to do it. Just come  
69 stand up here. Get your certificate there. I guess. From CCHS, we have Scott Van Rudin  
70 and Tristan Wright.

71 (Applause)

72 Bo Magnusson: Also with Crossville Police Department. Crab Orchard, Mr. Sean Von Kin  
73 with Cumberland County Sheriff's Office.

74 (Applause)

75 Bo Magnusson: He has a cool dog named Copper that he wished he would've brought  
76 to, which is neat. Homestead. Levi Gillum with Cumberland County Sheriff's Office.

77 (Applause)

78 Bo Magnusson: Martin is Joel Stevens. I don't believe he's here tonight. Wasn't able to  
79 make it. He's with Crossville Police Department. We've got a certificate we'll give to  
80 Tony here in a little bit. North Cumberland, Jeff Brown with Cumberland County  
81 Sheriff's Office.

82 (Applause)

83 Bo Magnusson: From the Phoenix School, Mr. Mitch Phipps also with Crossville Police  
84 Department.

85 (Applause)

86 Bo Magnusson: This is why it's cooler in here. If you haven't noticed, these guys have  
87 on vests and long sleeves and. Alright. Pine View Elementary, Mr. Josh Perin, county  
88 Sheriff's Office.

89 (Applause)

90 Bo Magnusson: Often confused with students.

91 (Laughter)

92 Bo Magnusson: Pleasant Hill, we have a reserve that's filling in. We've got some

93 changes going on. This fine, fellow doing a great job Mr. Randy Bryant, the regular SRO.  
94 There is Thomas Henderson, but I'll talk about him here in a minute. Cumberland  
95 County Sheriff's Office.  
96 (Applause)  
97 Bo Magnusson: SMHS. I don't think these guys were able to make it either. Corey Kelsh  
98 and Chris Stavros both with Crossville Police Department. We'll get them their  
99 certificates.  
100 (Applause)  
101 Bo Magnusson: South. A shadow's about to enter the room. This guy here, Dakota  
102 Rucker goes by the name of Moose and he is with the Cumberland County Sheriff's  
103 Office.  
104 (Applause)  
105 Bo Magnusson: I'm not sure he goes by that name, but that's what he gets called. Stone  
106 Elementary. We've got Stephanie Penske is the regular SRO there. She is currently on  
107 military duty helping out over in Memphis, so serving her community and country quite  
108 well. But we've got another young fellow that's joined our team. Jordan Ayers with  
109 Cumberland County Sheriff's Office.  
110 (Applause)  
111 Bo Magnusson: Just to make you feel old. I remember having that young man right  
112 there in my classroom. So we have supervisors over each agency that are over the SRO  
113 program. So we've got for Cumberland County Sheriff's office, we've got Corporal  
114 Thomas Henderson.  
115 (Applause)  
116 Bo Magnusson: He's normally at Pleasant Hill, but now we're forcing him to get out and  
117 help elsewhere. Crossroad Police Department, Lieutenant Tony Akins.  
118 (Applause)  
119 Bo Magnusson: Tony and I started in this business about the same time, I believe. Been  
120 doing this school resource officer stuff for a long time. How many years?  
121 Tony Akins: 19.

122 Bo Magnusson: 19 years. So this is our team. Proud to work with 'em. Awesome guys,  
123 girls.

124 Sheri Nichols: Thank you.

125 Bo Magnusson: We thank you all very much for what you do. God bless you all.

126 Sheri Nichols: Amen. Amen.

127 (Applause)

128 Bo Magnusson: And Sheriff, if y'all like to come up and get into this too. Going to get  
129 the one with them and then I'd also like to get Chief Brooks and Sheriff Cox up here as  
130 well.

131 (A picture is taken of all)

132 Bo Magnusson: Thank you very much gentlemen.

133 Sheri Nichols: Thank you guys.

134 (Applause)

135 5. Roll Call

136 Scott VanWinkle: That brings us to roll call Madam Secretary.

137 Diane McCartney: Ms. Stull?

138 (Silence)

139 Diane McCartney: Ms. Nichols?

140 Sheri Nichols: Here.

141 Diane McCartney: Ms. Hale?

142 Anita Hale: Here.

143 Diane McCartney: Ms. Stout.

144 Shannon Stout: Here.

145 Diane McCartney: Mr. Davis?

146 Nick Davis: Here.

147 Diane McCartney: Mr. King?

148 Chris King: Here.

149 Diane McCartney: Mr. Matthews?

150 Jon Matthews: Here.

151 Diane McCartney: Mr. Cole?

152 Travis Cole: Here.

153 Diane McCartney: Mr. VanWinkle?

154 Scott VanWinkle: Here.

155 Diane McCartney: Let the record show Ms. Stull is absent from the meeting.

156 6. Declaration of Conflict

157 Scott VanWinkle: Declaration of conflict.

158 Rebecca Farley: Okay. Declaration of conflict per TCA 49 2 2 0 2 Board of Education  
159 members who have relatives per the statute. Relatives means spouse, parent, parent  
160 in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister,  
161 uncle, aunt, nephew, niece, or any person who resides in the same household as you  
162 employed by the system are asked to raise your hands to identify yourselves.

163 (Mr. VanWinkle, Mr. King, Mr. Matthews and Mr. Cole raise their hands)

164 Rebecca Farley: Do you certify that the votes you make tonight will be in the best  
165 interest of the school system regardless of the effect that your vote may have upon the  
166 employment of your relative or relatives?

167 Scott VanWinkle: Yes.

168 Chris King: Yes.

169 Jon Matthews: Yes.

170 Travis Cole: Yes.

171 Rebecca Farley: Let the record show Mr. VanWinkle, Mr. King, Mr. Matthews and Mr.  
172 Cole raise their hands.

173 7. \*Approval of Minutes

174 (Exhibit #2)

175 Scott VanWinkle: That brings us to approval of minutes and entertain a motion.

176 Travis Cole: Mr. Chairman, I'll move to approve minutes from the 1/22 Board meeting  
177 and 2/5 middle school committee meeting.

178 Chris King: Second.

179 Scott VanWinkle: Been a motion by Mr. Cole and a second by Mr. King to approve the  
180 minutes from 1-22-26 and 2-5-26. Any discussion?  
181 Travis Cole: No sir.  
182 Scott VanWinkle: Okay. Madam Secretary, can you do a roll call on those.  
183 Diane McCartney: Ms. Nichols?  
184 Sheri Nichols: Yes.  
185 Diane McCartney: Ms. Hale?  
186 Anita Hale: Yes.  
187 Diane McCartney: Ms. Stout?  
188 Shannon Stout: Abstain.  
189 Diane McCartney: Mr. Davis?  
190 Nick Davis: Yes.  
191 Diane McCartney: Mr. King?  
192 Chris King: Yes.  
193 Diane McCartney: Mr. Matthews?  
194 Jon Matthews: Yes.  
195 Diane McCartney: Mr. Cole?  
196 Travis Cole: Yes.  
197 Diane McCartney: Mr. VanWinkle  
198 Scott VanWinkle: Abstain.  
199 Diane McCartney: The yeses have it.  
  
200 Motion to approve minutes from the 1/22 board meeting and 2/5 middle school  
201 committee meeting.

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

(seconder-yes) King

Yes: 6, No: 0, Pass: 2

**MOTION:            Motion Carried**

202

203        8. \*Approval of Agenda

204            (Exhibit #3)

205            Scott VanWinkle: Okay, so that brings us to approval of agenda. I'll entertain a motion.

206            Chris King: Mr. Chairman, move to approve the agenda.

207            Travis Cole: I'll second.

208            Scott VanWinkle: There's been a motion by Mr. King and a second by Mr. Cole to  
209            approve the agenda. Is there any discussion?

210            Shannon Stout: Mr. Chair?

211            Scott VanWinkle: Yes.

212            Shannon Stout: Looking at item number 18 and 19 for our salary scale options and our  
213            benefit options, it looks like the list has grown from the work session. We talked at the  
214            work session about minimizing that list and Dr. Farley and her team having the  
215            opportunity to bring forward the top two recommendations to the board. And since it  
216            appears that has not happened, I move to table 18 and 19 to the March work session in  
217            two weeks to give them the opportunity to go back, look it over and come forward with  
218            those two top recommendations.

219            Scott VanWinkle: Is there a second?

220            Sheri Nichols: I'll second that

221            Scott VanWinkle: Been a motion to table number 18, pay scale items and number 19,  
222            insurance. Is there any other discussion?

223            Sheri Nichols: Well, like Shannon said, the list is longer. I think we need more  
224            discussion.

225            Scott VanWinkle: Okay. Madam Secretary, can you do a roll call on that?

226            Diane McCartney: Ms. Nichols?

227            Sheri Nichols: Yes.

228            Diane McCartney: Ms. Hale?

229 Anita Hale: Yes.

230 Diane McCartney: Ms. Stout?

231 Shannon Stout: Yes.

232 Diane McCartney: Mr. Davis?

233 Nick Davis: No.

234 Diane McCartney: Mr. King?

235 Chris King: Yes.

236 Diane McCartney: Mr. Matthews?

237 Jon Matthews: Yes.

238 Diane McCartney: Mr. Cole?

239 Travis Cole: Yes.

240 Diane McCartney: Mr. VanWinkle?

241 Scott VanWinkle: Yes.

242 Diane McCartney: Yeses have it.

243 Scott VanWinkle: Okay. So now we'll need approval of the agenda without 18 and 19.

244 Chris King: Still stands.

245 Scott VanWinkle: Still stand? Okay, so we have a motion to approve the agenda.

246 Anita Hale: Move to approve.

247 Scott VanWinkle: I think it already stands, so we just need a vote on the agenda

248 without 18 and 19. All in favor of the motion without 18 and 19 To approve the agenda,

249 say aye.

250 All board members: Aye.

251 Scott VanWinkle: All opposed say nay.

252 (Silence)

253 Scott VanWinkle: The ayes have it.

254 Motion to approve the agenda tabling item 18 and 19 until march work session.

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

(seconder-yes) Cole

Yes: 8, No: 0

**MOTION: Motion Carried**

255

256 9. Community Comments

257 Scott VanWinkle: So that brings us to community comments. I would like to make a  
258 statement before we begin community comments tonight. I'd like to briefly explain  
259 community comments. Public input is valued. We need that to make decisions and we  
260 have a lot of community input in a lot of different ways. There are procedures for  
261 community comments and they're outlined in our policy manual. They're available on  
262 our district website and they're summarized on the signup sheets outside. These  
263 policies have been approved and fully comply with the Tennessee state law, specifically  
264 Tennessee Code 8 44 1 12. Under that statute, Tennessee public entities like our board  
265 can and will restrict the period for comments including length of comments, number,  
266 speakers, and even the length of time each speaker will be allowed to comment and  
267 limit public comments to matters related to items on the agenda. If a concern does not  
268 relate to an agenda item for this meeting board, policy 1.404 outlines the process for  
269 requesting consideration and such a topic for future meeting agendas. Our meetings  
270 are held to address district business identified by the board and the director of schools.  
271 With our primary focus always being the students of Cumberland County. Please note  
272 that personnel matters are not handled by the board. Tennessee Law expressly  
273 provides the director of schools with the power to make personnel decisions and for  
274 that reason personnel matters rarely, if ever, come up as part of community  
275 comments. As chair, it's my responsibility to conduct the meeting in an orderly manner  
276 and in accordance with Robert rules of order. And I'll also ensure recognized speakers  
277 handle themselves appropriately and professionally before the board, including  
278 ensuring speakers will not make threats, incite violence, or use obscenities. Speakers

279 on approved agenda items will have three minutes. If multiple individuals wish to speak  
280 on the same topic, the board may ask that one speaker represent the group, as a  
281 means of saving time so that we can move on to other business committee. Comments  
282 are limited to a total of 30 minutes per meeting. Any speaker who violates policy and or  
283 decorum will be directed to stop continued violations may result in the speaker being  
284 instructed to conclude their remarks before their time has elapsed or being asked to  
285 leave the meeting to maintain order. And I just want to thank everybody for your  
286 cooperation and we do welcome community comments, but I do think we should  
287 follow the rules. So after saying that, we have four community comments requests  
288 tonight and they're all on topics on the agenda.

289

290 Ms. Julia Timson - 6960 S York HWY, Clarkrange, TN 38553 - CCEA

291 Ms. Nancy Woodcock - 33 Andrew LN, Crossville, TN 38571 - Teachers Objectives

292 Mr. Blair Woodcock - 33 Andrew LN, Crossville, TN 38571 - Teachers Benefits

293 Ms. Kayla Willis - 1070 Westel Rd, Rockwood, TN 37854 - Athletics

294 10. Open Meetings

295 11. \*Tenure List

296 (Exhibit #4)

297 Scott VanWinkle: All right. That brings us to the tenure list.

298 Chris King: Mr. Chairman?

299 Scott VanWinkle: Yes sir?

300 Chris King: Move to approve.

301 Travis Cole: Second.

302 Scott VanWinkle: Been a motion and a second to approve the tenure list. Is there any  
303 discussion?

304 Travis Cole: No sir.

305 Scott VanWinkle: All those in favor say aye.

306 All board members: Aye.

307 Scott VanWinkle: All those opposed say nay.

308 (Silence)

309 Scott VanWinkle: The ayes have it.

310 Rebecca Farley: When I call your name, if you would please come up. Scott VanWinkle:  
311 (Rebecca Farley calls all the names on the tenure list, all applaud and a picture is taken)

312 Rebecca Farley: And congratulations, teachers. The board has already voted. So you all  
313 now have tenure congratulations.

314 Motion to approve tenure list.

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

(seconder-yes) Cole

Yes: 8, No: 0

**MOTION: Motion Carried**

315

316 12. Board Member(s) Report from Training(s)

317 Scott VanWinkle: So that brings us to board members report from trainings. Any  
318 trainings?

319 (Silence)

320 Scott VanWinkle: Okay. No trainings this month to discuss.

321 13. Legal Report

322 Scott VanWinkle: The legal report.

323 Attorney: Nothing at this time to discuss.

324 14. \*Meeting Efficiency

325 Scott VanWinkle: That brings us to meeting efficiency. Dr. Farley, did you want to  
326 discuss that?

327 Rebecca Farley: Sure. So at the end of the work session, I briefly brought this up. So in  
328 January when we met, our work session was four hours. The next week we had a two  
329 hour board meeting. So when I talked about it at the work session, an option that I kind  
330 of threw out there, and of course it probably didn't help that I say I enjoy spending time  
331 with you all, but so maybe nobody took me serious when I said that. So my apologies,  
332 and I do like spending time with you, but I was wondering if you all would want to  
333 move the work sessions to the same night as the board meetings. They would start at  
334 four, just like our regular work sessions, but obviously there would be a time limit. We  
335 would need to get our business done and have that completed by 5:30, 5:45, so you  
336 would be ready for the board meeting. You would still get to see all of the information  
337 that you are voting on, and it would be sent out to you obviously as it is now with  
338 plenty of time for you to look at it. And you can reach out anytime if you have any  
339 questions or concerns of me. So that's an option. I don't know how you all feel or if that  
340 would be something you would be interested in.

341 Sheri Nichols: I think if we put some time constraints on some of the topics and instead  
342 of don't get mad at me three hours on a conversation, we limit that down a little bit. I  
343 like the idea of putting it all on one night and we don't have to meet twice a month.

344 Scott VanWinkle: So a timed agenda is what you're suggesting?

345 Rebecca Farley: Mmhmm.

346 Sheri Nichols: Just fine tunes. It makes us a little bit more professional, gets us through  
347 the situations that we need to. It's more efficient.

348 Anita Hale: I thought we went to work sessions instead of committees, so we had all  
349 the time in the world to discuss what we ever needed to discuss. The night of the board  
350 and we gave up committees.

351 Scott VanWinkle: So we also talked about the option of having a week in between work  
352 sessions and meetings. Is that still an option?

353 Rebecca Farley: Absolutely.

354 Scott VanWinkle: So I think one of the issues that we're struggling with as far as  
355 agendas go is having the work session on a Thursday and having to have the meeting

356 agenda posted the following day. Because after we have a work session, we ask for a  
357 lot of changes and it's a struggle to get that done in one day. So it would also give us  
358 some time to think about what happened in the work session before the agenda is  
359 posted. So that was another option for meeting efficiency is just to have that week in  
360 between. And we're about to get to try that next month for spring break.

361 Sheri Nichols: Yeah.

362 Rebecca Farley: Correct.

363 Shannon Stout: So when you say a week in between, because now we've got.

364 Rebecca Farley: No, this would kind of be like two weeks because.

365 Shannon Stout: You want a full week in between.

366 Rebecca Farley: Yeah.

367 Shannon Stout: Okay.

368 Scott VanWinkle: Because right now, after we have the work session the next day by  
369 the close of business.

370 Sheri Nichols: Were posted and then.

371 Scott VanWinkle: Yeah.

372 Sheri Nichols: We're meeting.

373 Shannon Stout: How does that work? I know when we went to work sessions, we talked  
374 about if we backed it up any sooner than it was an issue for being able to get all the  
375 information.

376 Rebecca Farley: Items agenda.

377 Shannon Stout: From the district in order to be able to go over it in work sessions. So  
378 how does that work?

379 Rebecca Farley: And that would be a struggle as well. This agenda, and I know it's got a  
380 lot of insurance and a lot of pay scale stuff on it. This agenda had over 150 attachments  
381 that have to be put in one at a time. So Ms. Diane and I started working on the agenda  
382 at about 2, 2:30 last Friday after we made some policy revisions and we finished it after  
383 five.

384 Scott VanWinkle: And so I didn't get to see it until after five. And so that's why it was

385 posted on Saturday. I needed time to review everything that was on it. So do we have  
386 to have everything on it for the work session? That's my next question. So we've  
387 bounced that around as an idea. Some of the items that are on the agenda could wait  
388 until the regular meeting that there's some things that we can review in a short period  
389 of time. But there's some things from the work session that we really need to discuss  
390 and work on. So could we shorten the work session agenda, have it a week ahead of  
391 what we're doing now, and then give them still the same time that they used to have to  
392 put all the other items on the agenda. So there's policies that we need to cover that we  
393 could do in the work session. There are strategic plans have been a big discussion point.  
394 Some of those items that take a lot of time.

395 Shannon Stout: Could we split the difference on that? If we're talking about timing?  
396 Maybe not a whole, maybe not two weeks ahead, but maybe like a week and a half.  
397 Maybe we meet on the Monday or the Tuesday?

398 Scott VanWinkle: Tuesday.

399 Shannon Stout: Instead of the Thursday. So then you've got that week to do whatever  
400 needs to be done. But we're not backing it up so much that it would encroach too much  
401 on the information that needed to be on there.

402 Rebecca Farley: And I do want to remind you, you do have policy one point, I can't  
403 remember right off the top of my head what it is, but it is being placed on the agenda  
404 tonight for the first reading. And it is changing the five day requirement for items to be  
405 posted to 48 hours. And I will remind you now while we're having this discussion, that  
406 what we did reach out to TSBA and school boards do not have a time requirement. It is  
407 appropriate and reasonable or something like that. But we wanted to be transparent,  
408 make sure that the public can see what we're doing, not hide anything. So that's why  
409 the Tennessee code on there is for the 48 hours. That's what our county commission  
410 does. So we were following that. So I just wanted to add that.

411 Shannon Stout: I think it's good to align with them. Now that.

412 Scott VanWinkle: That helps.

413 Shannon Stout: If we were to break it up a little bit. Yeah, that helps too. If we were to

414 move it up a little bit, that helps with the timing for having time to get everything on  
415 the regular agenda. But it doesn't help with the time we're spending in the meetings.  
416 So maybe more efficiency with the agenda and with our time spent, like Sherry was  
417 saying on the discussion, maybe we need to do a timed agenda and try that.  
418 Scott VanWinkle: Okay, that's fine. So what about the? So, I guess the financial items or  
419 what's hard for them to get together? The most difficult, is that right? Dr. Farley?  
420 Financial and calendar items.  
421 Rebecca Farley: Like, fundraising stuff.  
422 Scott VanWinkle: Consent?  
423 Rebecca Farley: We have dates already for. So your consent agenda is what's hard  
424 because that's what the school provides us with.  
425 Scott VanWinkle: So is that something that anybody, any of us could not review the  
426 week of the meeting? Does it have to be on the work session?  
427 Travis Cole: No.  
428 Chris King: I think the executive committee could decide.  
429 Anita Hale: That's why we used to have a budget committee,  
430 Chris King: Put that on the work session.  
431 Shannon Stout: Yeah. I think for the most part, the consent agenda is things we just  
432 look at anyway. We don't normally talk about it.  
433 Sheri Nichols: We don't normally talk about it.  
434 Scott VanWinkle: So that's something that you could move out until the regular  
435 meeting and that might help. I know you've already sent out all the information to all  
436 the requirements to the district, but if you could back that up a week, would that help?  
437 I don't know. Just think about that.  
438 Rebecca Farley: Ms. Diane, would that help, do you think?  
439 Diane McCartney: I'll will say now that the district does a phenomenal job in getting.  
440 When I started here. We really need to push a deadline and they have been fantastic.  
441 Most everyone gets me this stuff early.  
442 Scott VanWinkle: Right.

443 Diane McCartney: If we change a deadline again, they're going to love you all for a  
444 while. I'll just tell you.  
445 (Laughter)  
446 Scott VanWinkle: It's going to give them more time though.  
447 Sheri Nichols: You can throw us under the bus. It's okay.  
448 Diane McCartney: Well, I'm just saying they will have to get used to a new deadline.  
449 Like I said, most of 'em get it to me early. The district's been great teachers, principals.  
450 If we need to change those deadlines, you may have a few meetings where you just, it's  
451 going to ebb and flow a little bit. Till everybody gets in that new routine.  
452 Sheri Nichols: Oh yeah that's expected.  
453 Diane McCartney: No problem.  
454 Shannon Stout: Go ahead. Sounds good.  
455 Jon Matthews: Most of the deadlines that the districts have an input on, that's what  
456 we're asking, that we can kind of lay that off until the meeting itself. So it shouldn't  
457 really affect what's already happening in the district for their deadlines.  
458 Diane McCartney: Well, the deadlines were created for the board to see all  
459 attachments.  
460 Sheri Nichols: Right.  
461 Diane McCartney: That deadline was created for your benefit.  
462 Jon Matthews: Yeah.  
463 Diane McCartney: So for you to see something and not to have something you were not  
464 made aware of.  
465 Shannon Stout: Ms. Diane, if everybody's meeting the deadline now as it stands, you  
466 don't have to change it. That just means that, I mean, we can move our work session  
467 up. It doesn't need to go on the work session, but it still gets it out there earlier for us  
468 to start looking at it before the board meeting.  
469 Sheri Nichols: Right.  
470 Shannon Stout: So as not to confuse everybody on changing the deadlines. Again, if it's  
471 working, you can leave it.

472 Sheri Nichols: Yeah.

473 Shannon Stout: You know.

474 Diane McCartney: And I can tell you this last work session did not have your consent  
475 agenda on it.

476 Shannon Stout: Right.

477 Scott VanWinkle: Right.

478 Shannon Stout: It didn't.

479 Diane McCartney: It did not stuff on there. It spent a lot of time discussing, but it was  
480 not the consent agenda. You had asked me not to put it on there for that reason. So  
481 yeah, I mean, you see what falls under the consent agenda. It's nothing that you don't  
482 see monthly from your schools.

483 Scott VanWinkle: Yep. Okay. All right.

484 Nick Davis: I would add one thing to the topic of efficiency is it would be ultra efficient  
485 that when these agendas are posted, that all documents that need to be discussed are  
486 in it. That way people can look at all the topics, all the information on their own, and  
487 they can send those questions in as needed. So we're not having to, this conversation  
488 could have been somewhat of an email.

489 Rebecca Farley: Please know that is our intent,

490 Nick Davis: Yep.

491 Rebecca Farley: But like.

492 Nick Davis: It's much better.

493 Rebecca Farley: We had posted the agenda on Saturday and then we met with the  
494 teacher's group on Monday and some conversation was had about other possible  
495 options for pay scales and insurance. So those were completed the next day and that's  
496 why they were added the next day. But we typically try to always do that.

497 Nick Davis: I think that'll help. That's fabulous.

498 Scott VanWinkle: So do you just want to, instead of voting on this to change anything,  
499 just work on the agenda items and a timed agenda going forward? Is that what I'm  
500 hearing?

501 Rebecca Farley: That's fine with me. If that's what you all want.

502 Shannon Stout: We can try that and be mindful of how long we're beating a dead

503 horse.

504 Sheri Nichols: Yes, words from Sheri.

505 Scott VanWinkle: Okay.

506 Nick Davis: Yeah. And instead of, the other thing I'd say is come prepared.

507 Sheri Nichols: Yep.

508 Nick Davis: Right? Make sure you've read everything there is to read and get yourself

509 up to speed on what the topic is and content will help with that.

510 Scott VanWinkle: Yep.

511 Shannon Stout: And get your questions answered ahead.

512 Nick Davis: Yep.

513 Shannon Stout: Dr. Farley's, very good about that.

514 Rebecca Farley: Thank you. I try really hard.

515 Scott VanWinkle: This was put on the agenda as a voting item so.

516 Rebecca Farley: Yes.

517 Scott VanWinkle: We don't have to do that though.

518 15. Director's Report

519 (Exhibit #5)

520 Scott VanWinkle: We can just move on to the director's report.

521 15.A. \*CCSNP Grant Requests

522 Rebecca Farley: Okay. So the first thing on the director's report that we did talk

523 about this in the work session is Ms. Hamby and her nutrition program is asking to

524 apply for two different grants. Save your kitchen 2026 equipment grant and the

525 Vulcan Equipment grant as well. And these would need your approval.

526 Anita Hale: Move to approve.

527 Shannon Stout: Second.

528 Scott VanWinkle: It's been a motion and a second to approve 15 A. Any discussion?

529 (Silence)  
530 Scott VanWinkle: That roll call please.  
531 Diane McCartney: Mr. Cole?  
532 Travis Cole: Yes.  
533 Diane McCartney: Mr. Davis?  
534 Nick Davis: Yes.  
535 Diane McCartney: Ms. Hale?  
536 Anita Hale: Yes.  
537 Diane McCartney: Mr. King?  
538 Chris King: Yes.  
539 Diane McCartney: Mr. Matthews?  
540 Jon Matthews: Yes.  
541 Diane McCartney: Ms. Nichols?  
542 Sheri Nichols: Yes.  
543 Diane McCartney: Ms. Stout?  
544 Shannon Stout: Yes.  
545 Diane McCartney: Mr. VanWinkle?  
546 Scott VanWinkle: Yes.  
547 Diane McCartney: Yeses have it.  
548 Motion to approve CCSNP Grant Requests.

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

(seconder-yes) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

549

550 15.B. \*TDOE School Climate MOU and Survey Packet

551 Rebecca Farley: The next item is the Department of Education School Climate,

552 MOU And survey packet. So we are asking to be able to do this climate survey. And

553 if you all remember those of you that were at the TSBA conference, those schools,

554 there's districts that were awarded money for the coordinated school health up to

555 five and \$10,000. This is how they got that to begin with. This is the first step of

556 that. So that's why we are asking for this to be completed and to get additional

557 funds eventually, hopefully for our coordinated school health.

558 Jon Matthews: I make a motion to approve.

559 Travis Cole: Second.

560 Chris King: Second.

561 Scott VanWinkle: Been a motion by Mr. Matthews and a second by Mr. Cole to

562 approve 15 B. Any discussion?

563 (Silence)

564 Scott VanWinkle: Okay. Roll call please.

565 Diane McCartney: Mr. Davis?

566 Nick Davis: Yes.

567 Diane McCartney: Ms. Hale?

568 Anita Hale: Yes.

569 Diane McCartney: Mr. King?

570 Chris King: Yes.

571 Diane McCartney: Mr. Matthews?

572 Jon Matthews: Yes.

573 Diane McCartney: Ms. Nichols?

574 Sheri Nichols: Yes.

575 Diane McCartney: Ms. Stout?

576 Shannon Stout: Yes.

577 Diane McCartney: Mr. Cole?

578 Travis Cole: Yes.

579 Diane McCartney: Mr. VanWinkle?

580 Scott VanWinkle: Yes.

581 Diane McCartney: Yeses have it.

582 Motion to approve TDOE School Climate MOU and Survey Packet.

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

(seconder-yes) Cole

Yes: 8, No: 0

**MOTION: Motion Carried**

583

584 15.C. \*B&G Request

585 Rebecca Farley: So the next item is a building and grounds request at Stone  
586 Elementary. This too was placed on the work session agenda.

587 Travis Cole: Mr. Chair, I move to approve.

588 Shannon Stout: Second.

589 Scott VanWinkle: Motion by Mr. Cole and a second by Ms. Stout to approve  
590 building and grounds request 15 C. Any discussion?

591 Sheri Nichols: No sir.

592 Scott VanWinkle: Okay. Roll call please.

593 Diane McCartney: Ms. Hale.

594 Anita Hale: Yes.

595 Diane McCartney: Mr. King?

596 Chris King: Yes.

597 Diane McCartney: Mr. Matthews?

598 Jon Matthews: Yes.

599 Diane McCartney: Ms. Nichols?

600 Sheri Nichols: Yes.  
601 Diane McCartney: Ms. Stout?  
602 Shannon Stout: Yes.  
603 Diane McCartney: Mr. Cole?  
604 Travis Cole: Yes.  
605 Diane McCartney: Mr. Davis?  
606 Nick Davis: Yes.  
607 Diane McCartney: Mr. VanWinkle?  
608 Scott VanWinkle: Yes.  
609 Diane McCartney: Yeses have it.  
610 Motion to approve B&G Request.

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

(seconder-yes) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

611

612 15.D. \*Request of Funds

613 Rebecca Farley: So the next is the request of funds for the CCHS Beta Club. They are  
614 traveling to a national competition and they are requesting the amount of \$1500,  
615 which by board policy, that is the full amount that they can get.

616 Travis Cole: I move to approve.

617 Chris King: Second.

618 Anita Hale: Move to approve.

619 Scott VanWinkle: There's been a motion and a second to approve the funds for  
620 CCHS Beta 15 D. Any discussion?

621 Chris King: Think It's a good expenditure.  
622 Scott VanWinkle: Thank you. Roll call. Madam Secretary.  
623 Diane McCartney: Mr. King?  
624 Chris King: Yes.  
625 Diane McCartney: Mr. Matthews?  
626 Jon Matthews: Yes.  
627 Diane McCartney: Ms. Nichols?  
628 Sheri Nichols: Yes.  
629 Diane McCartney: Ms. Stout?  
630 Shannon Stout: Yes.  
631 Diane McCartney: Mr. Cole?  
632 Travis Cole: Yes.  
633 Diane McCartney: Mr. Davis?  
634 Nick Davis: Yes.  
635 Diane McCartney: Ms. Hale?  
636 Anita Hale: Yes.  
637 Diane McCartney: Mr. VanWinkle?  
638 Scott VanWinkle: Yes.  
639 Diane McCartney: Yeses have it.  
640 Motion to approve Request of Funds.

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

(seconder-yes) King

Yes: 8, No: 0

**MOTION: Motion Carried**

641

642 15.E. \*Strategic Plan

643 Rebecca Farley: The next item is the strategic plan yet again. And the addition here  
644 was the retention of personnel. And we added to do that 2% annually, especially  
645 the risk groups, and pay a special attention to those. And she's pulling that up so  
646 you can actually see it. Monitor retention of staff in risk areas and increase  
647 retention in risk areas by 2% annually.

648 Chris King: Mr. Chair, move to approve.

649 Shannon Stout: Second.

650 Scott VanWinkle: Been a motion and a second to approve the strategic plan. Any  
651 discussion?

652 Chris King: We've gone through it. It's good.

653 Shannon Stout: Discussed it in the work session. They made the changes we talked  
654 about, so it's good.

655 Scott VanWinkle: Okay. All those in favor say aye.

656 All board members: Aye.

657 Scott VanWinkle: All opposed? Nay.

658 (Silence)

659 Scott VanWinkle: The ayes have it.

660 Motion to approve Strategic Plan.

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

(seconder-yes) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

661

662 15.F. \*DOS Evaluation

663 Rebecca Farley: So the next piece is my evaluation. And the change here is to  
664 match the change that was on the strategic plan regarding retention of staff.

665 Chris King: Mr. Chair, move to approve

666 Shannon Stout: Second

667 Scott VanWinkle: Motion and a second to approve 15 F DOS evaluation. Any  
668 discussion?

669 Chris King: I think she explained it well.

670 Scott VanWinkle: All those in favor say aye.

671 All board members: Aye.

672 Scott VanWinkle: All those posts say nay.

673 (Silence)

674 Scott VanWinkle: The ayes have it.

675 Motion to approve DOS Evaluation.

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

(seconder-yes) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

676

677 15.G. \*DOS Contract

678 Rebecca Farley: So the next item is my contract with the amendment. This couldn't  
679 be updated until we had all of the strategic plan and my evaluation document in  
680 place. So in my contract was a clause for a bonus. And this is what we have. This  
681 was shared last week. You all did ask for some changes to be made and those  
682 changes were made.

683 Shannon Stout: Yep.

684 Jon Matthews: Make a motion to approve.

685 Travis Cole: Second.

686 Scott VanWinkle: Been a motion and a second to approve the DOS contract. Is  
687 there any?

688 Anita Hale: I have a question. Whenever we were talking about the bonus and it is  
689 applied to the now salary. Next year is going to be the same salary. And another  
690 bonus on top of that.

691 Scott VanWinkle: Potentially.

692 Anita Hale: It's not just like sometimes we give the bonus to the teacher, but it's  
693 just for the one year. So it would be a reoccurring expense for this board? For the.

694 Scott VanWinkle: Way it's worded. Now, my understanding Ms. Hale, is it would be  
695 evaluated every year based on the criteria that's in the contract.

696 Sheri Nichols: She has to meet that criteria.

697 Scott VanWinkle: So it would be a performance review every year. So it would be a  
698 one-time bonus and then we would review it again the next year.

699 Anita Hale: So it would be a yearly bonus?

700 Scott VanWinkle: Yes.

701 Anita Hale: According to it wouldn't just be staying onto the.

702 Scott VanWinkle: Yep that's right.

703 Anita Hale: May I share something?

704 Scott VanWinkle: Yes, please do.

705 Rebecca Farley: So if you look every one of those amounts, I think it's fifteen  
706 hundred, eighteen hundred and twenty one hundred. Those all can be divided by  
707 three. I'm going to take whatever amount of money I get and give those for a  
708 scholarship for a student at CCHS. Stone Memorial and Phoenix. I'm not taking a  
709 penny of this bonus, money.

710 Sheri Nichols: Thank you. And that is why we hired you.

711 Shannon Stout: Very kind and giving.

712 Sheri Nichols: Amen.

713 Scott VanWinkle: Any other discussion?

714 Sheri Nichols: Nope.

715 Chris King: Mr. Chair, we got a motion to approve.

716 Rebecca Farley: And a second.

717 Scott VanWinkle: So there's been a motion and a second to approve. Need to do a  
718 roll call, Madam Secretary?

719 Diane McCartney: Mr. Matthews?

720 Jon Matthews: Yes.

721 Diane McCartney: Ms. Nichols?

722 Sheri Nichols: Yes.

723 Diane McCartney: Ms. Stout?

724 Shannon Stout: Yes.

725 Diane McCartney: Mr. Cole?

726 Travis Cole: Yes.

727 Diane McCartney: Mr. Davis?

728 Nick Davis: Yes.

729 Diane McCartney: Ms. Hale

730 Anita Hale: Nay.

731 Diane McCartney: Mr. King?

732 Chris King: Yes.

733 Diane McCartney: Mr. VanWinkle?

734 Scott VanWinkle: Yes.

735 Diane McCartney: Yeses have it.

736 Motion to approve DOS Contract.

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

(seconder-yes) Cole

Yes: 7, No: 1 Hale: No

**MOTION: Motion Carried**

737

738 15.H. \*Centegix

739 Rebecca Farley: So the next item up is Centigex. I don't know why I can't say that.  
740 And we did discuss this. This is the panic buttons and we explained the funding for  
741 that. But Ms. Diane, if you can pull that up for me. I'm sorry. So we would be using  
742 our safety money for that and \$76,345.05 is carryover money. We would apply our  
743 money for this year, which is \$100,037, \$137,000. You can see the amount.

744 (Laughter)

745 Rebecca Farley: Apparently I can't read it. So for year one, we would be invested at  
746 \$213,356.41. Yes. So we would need an additional \$25,193.59 cents to come out of  
747 fund balance. Mr. Cole has talked to County Finance and they have agreed we  
748 could approve this as a five year contract, a five year agreement, which in the past  
749 they've really not let us do that. And you can see right up there it says year 1,  
750 \$238,550, which that's what those two numbers there total. And then year two  
751 through five would be \$106,600. And that would be what the board would be on  
752 the hook for. We have had some questions about.

753 Rebecca Farley: This, why does this contract say severe county? The reason it says  
754 that is because they were the first one to get it and it is now on the state contract,  
755 so we didn't have to put this out for a bid. And from my understanding, you all did  
756 receive an email from a different company on Friday after we discussed this in the  
757 work session. So apparently someone from that company watched our board  
758 meeting. But from my understanding, this group is kind of the top of the line and  
759 has started this pretty much in the state of Tennessee. And Chief Brooks and Sheriff  
760 Cox did stay for this conversation as well, and I think they're both in support of it.

761 Travis Cole: Dr. Farley, we also have Mr. Eric Ritzman. He's the executive 911  
762 director as well, so.

763 Sheri Nichols: Welcome.

764 Travis Cole: Everybody that's on this row here would be stakeholders to implement  
765 this.

766 Shannon Stout: So Dr. Farley, that 106,600 that'll be divided out over the four years  
767 or?

768 Rebecca Farley: So. That would be for each year.

769 Shannon Stout: Oh, for each year?

770 Rebecca Farley: Yep. So we'd have to pay that for year 2, 3, 4, and 5.

771 Shannon Stout: Got it.

772 Travis Cole: So I make a motion to approve this and move forward with  
773 implementation with a tentative start date in the fall in August as well as any  
774 necessary budget amendments that's needed to do so.

775 Chris King: Second.

776 Rebecca Farley: And the company did say that they would need four to five months  
777 to get this in place. So if we can get this approved and get started in March, then  
778 we should be able to have this when the school year starts.

779 Anita Hale: How much does it, if we take this out of our fund balance, how much do  
780 we have left in it?

781 Sonya Delk: We have 15.2 million.

782 Anita Hale: Say again.

783 Rebecca Farley: 15.2 million.

784 Scott VanWinkle: What do we have to maintain? How much do we have to  
785 maintain in that to maintain our 17%?

786 Sheri Nichols: Where's this?

787 Chris King: 13 million? 13 million.

788 Scott VanWinkle: 13 or 14.

789 Chris King: For 17%.

790 Scott VanWinkle: Sorry, I got distracted. There's been a motion in a second. Is there  
791 any discussion on item 15 H?

792 Travis Cole: I would just add that to this point. You all have taken my word at its  
793 face value and assuming that I'm telling you the truth that I've spoke with these  
794 stakeholders, the fact that they're sitting here proves that they're buying into it and  
795 see the benefits of it and hopefully we spend this money and it's never needed.

796 Sheri Nichols: Yeah.

797 Travis Cole: If it is needed, seconds count.

798 Shannon Stout: Yeah, it's invaluable.

799 Travis Cole: And this would eliminate seconds.

800 Sheri Nichols: Yeah.

801 Travis Cole: Mr. King?

802 Chris King: I agree with what he said. I never had any doubt about him.

803 Sheri Nichols: Me either.

804 Chris King: It's an exceptionally good thing to do.

805 Sheri Nichols: Yeah.

806 Scott VanWinkle: Any other discussion?

807 Shannon Stout: Just we understand it's a big outlay. It is a big outlay for the district,  
808 but safety and security is the top priority of the board.

809 Sheri Nichols: Very much so.

810 Shannon Stout: And we've repeated that over and over again and I think if we  
811 passed on this opportunity and something did happen, none of us would feel good  
812 about that.

813 Sheri Nichols: And I thought also, I love the idea of that, the button and the  
814 availability of the workers to getting them quickly because of some of the health  
815 issues we have with the kids and seizures that they're having, even adults. So  
816 there's so much out there health-wise going on for them to be able to hone in on  
817 where they're at, which end of the building they're in and they're not searching and  
818 running out in those minutes. Somebody can die.

819 Shannon Stout: And you're not having to speak to anybody.

820 Sheri Nichols: Yeah.

821 Shannon Stout: I mean you just push the button and they know where to go.

822 Sheri Nichols: Yeah safety first.

823 Anita Hale: How long would it take to build the fund balance back up again?

824 Rebecca Farley: So we are spending out of the fund balance this year, \$25,193.59.

825 Anita Hale: We'd have to build it all back up.

826 Rebecca Farley: Well, we currently have 15.2 million and we're just taking 25,000

827 out of that.

828 Sheri Nichols: Yeah. And the 13 in there.

829 Scott VanWinkle: So if there's no other comments. I have a couple. So currently

830 we're in the middle of budget season and it concerns me with the amount of raises

831 and benefits that we are currently negotiating with Teachers Union about. We're

832 talking going up about 3.4 to \$3.8 million in our budget this year with those

833 benefits and salaries, and that doesn't include classified. So my only concern with

834 this is going forward with our funding going down, will we be able to sustain what

835 we need to maintain That 106,000 doesn't sound like a lot for the next year, but it's

836 a salary or two. I have talked to several teachers about this Centegix card and

837 they're in support of it, but I've also heard from a lot more teachers about wanting

838 to keep their insurance benefits and that's my only, only hold back. I think this is a

839 great tool and it would be very good for our community to have it, but those are

840 my only hold backs is that future funding going down and us not being able to

841 sustain that. I know this is not a lot compared to the budget overall fund balance,

842 but it is a lot when you're talking about 3 to \$5 million in salaries and benefits.

843 What would be Another question I have is what would be the reason not to hold

844 back until after we get through the budget season?

845 Travis Cole: Because of the time that it takes to do the site visits and

846 implementation testing and tuning to make sure that everything is, we don't want

847 to introduce kids into the building and this still be in a beta format or not

848 completely ready. So Centegix are the ones that set the timeline that they need  
849 four to five months for a district our size in order to get it online.

850 Scott VanWinkle: So it would be ready for the start of school basically next year?  
851 Okay.

852 Shannon Stout: Dr. Farley, I had asked about the possibility of maybe some grants,  
853 some safety grants with the different safety acts. I don't know if anybody's had an  
854 opportunity to look any closer to see if there might be grant opportunities going  
855 forward to help sustain this.

856 Rebecca Farley: Well, the only thing is a lot of times when you apply for a grant, it's  
857 for something else. They will not allow you to pay for a reoccurring cost that you  
858 already have.

859 Shannon Stout: To Mr. VanWinkle's point though, you had mentioned that maybe  
860 we could apply for something non-recurring and then the money we would spend  
861 on that non-recurring could maybe go do a reoccurring.

862 Rebecca Farley: I'm sure we can do that when we had talked about the COPS grant,  
863 but no, we haven't had a chance yet to look into that.

864 Shannon Stout: But there are some possible opportunities.

865 Rebecca Farley: Absolutely.

866 Travis Cole: Just so you know, the cops grant's taken applications right now.

867 Rebecca Farley: Okay, I'll get on that.

868 (Laughter)

869 Rebecca Farley: I wrote my note. Somebody will get on that tomorrow.

870 Scott VanWinkle: Any other discussion?

871 Chris King: I have a question.

872 Scott VanWinkle: Yes sir.

873 Chris King: Do we have a budget amendment to approve tonight for this?

874 Rebecca Farley: I think we do.

875 Chris King: That's good. The second part of the question would've been would this  
876 serve as a vote to do that.

877 (Audio)

878 Rebecca Farley: I thought we had the budget amendment on there as well.

879 Shannon Stout: We brought it up at the work session that we'd need it.

880 Rebecca Farley: Yeah, and I thought it was on there.

881 Chris King: So in the motion, can we say that we're authorizing that amendment to

882 be done by the executive committee as a board?

883 Travis Cole: I did include in my motion that it included any necessary budget

884 amendments to move forward.

885 Scott VanWinkle: You did yes.

886 Chris King: I just want that to be clear so that we know that that's what's

887 happening.

888 Travis Cole: If I need to come by tomorrow to sign the amendment or whatever.

889 Scott VanWinkle: I think it's in the motion, right? Do you have the motion? Can

890 you?

891 Sheri Nichols: Jason does.

892 Scott VanWinkle: Okay. Alright. So there's been a motion to approve the Centegix

893 agenda topic and including covering any expenses that we incur this year by Mr.

894 Cole in a second by Mr. King. If there's no further discussion, we'll do a roll call.

895 Diane McCartney: Ms. Nichols?

896 Sheri Nichols: Yes.

897 Diane McCartney: Ms. Stout?

898 Shannon Stout: Yes.

899 Diane McCartney: Mr. Cole?

900 Travis Cole: Yes.

901 Diane McCartney: Mr. Davis?

902 Nick Davis: Yes.

903 Diane McCartney: Ms. Hale?

904 Anita Hale: Yes.

905 Diane McCartney: Mr. King?

906 Chris King: Yes.  
907 Diane McCartney: Mr. Matthews?  
908 Jon Matthews: Yes.  
909 Diane McCartney: Mr. VanWinkle?  
910 Scott VanWinkle: Abstain.  
911 Diane McCartney: Yeses have it.  
912 Motion to approve Centegix with tentative start date of August 2026 and approve  
913 any needed budget amendments for 2026.

**VOICE VOTE:** (mover-yes) Cole  
  
(seconder-yes) King  
  
Yes: 7, No: 0, Pass: 1

**MOTION: Motion Carried**

914

915 15.I. Annual Planning Calendar

916 Scott VanWinkle: Okay. That brings us.  
917 Rebecca Farley: So next is the planning calendar. Oh my word. I can't. Okay, there  
918 you go. So in January we did have the state financial audit review. We're going to  
919 have a meeting coming up with the bookkeepers soon. I think it's scheduled for  
920 March 11th. And we are currently working on budget request and budget reviews.  
921 We've had three retreats. We are working on the strategic plan. The legislative and  
922 legal update was February the 16th. None of us attended that. The safety  
923 committee, 3.201 that's currently in, that's due tomorrow. That is completed by  
924 the principals and or their designee. And that is submitted obviously we're working  
925 on budget preparation and we had the tenure year election and celebration  
926 tonight.

927 15.J. FYI

928 Rebecca Farley: And then next you have your FYI. You have your warm body count,

929 personnel, substitute. So today we had our second substitute training for the

930 month of February 40, signed up and was invited and 7 showed up.

931 Sheri Nichols: Wow.

932 Shannon Stout: 40?

933 Rebecca Farley: Yes. 40 signed up.

934 Scott VanWinkle: Better than one.

935 Rebecca Farley: I know. Last time we had 20 something and one showed up, so we

936 are making improvement. So you have your school news and your calendars and

937 then there you go. That brings you to 16, sir.

938 15.J.1. Attendance Report

939 15.J.2. Personnel Report

940 15.J.3. Substitute List

941 15.J.4. School News Articles

942 15.J.5. School Calendar of Events

943 16. \*First Reading Policies

944 (Exhibit #6)

945 Scott VanWinkle: Brings us to number 16. First reading of policies.

946 Chris King: Mr. Chair?

947 Scott VanWinkle: Yes sir.

948 Chris King: Move to approve 16 all. I think there's 12 of them.

949 Travis Cole: I'll second it

950 Scott VanWinkle: Been a motion and a second to approve first reading policies. Any

951 discussion?

952 Chris King: I think we looked through them at the work session.

953 Sheri Nichols: Yeah.

954 Shannon Stout: Yeah.

955 Chris King: Changes are good.

956 Jon Matthews: I do have some questions on the 5.700. The interim employees. So  
957 according to the TCA 495702 or whatever, that only covers the leave of absences, this,  
958 that or the other. And I don't understand the benefit of, for instance, at Pleasant Hill  
959 this year we had Ms. Buckner leaving in the middle of the year and we replaced her  
960 with interim positions. I think we eliminated a lot of good candidates because we used  
961 that interim word in there instead of making it a full-time position. What's the benefit  
962 to changing our policy? Just for the mid-year thing.

963 Rebecca Farley: So it's not necessarily mid-year. I mean that says for a vacancy arising  
964 mid-year or later. Yes. So sometimes you might have a teacher that has to leave mid  
965 April or the end of April, and if you don't post that as interim and they come in and  
966 work and they work five weeks, six weeks, then there's a possibility that they could be  
967 renewed for the next year if it's not as interim and in five or six weeks you may or may  
968 not know if that person's a fit or not for your school.

969 Jon Matthews: But according to the 702, I mean if they're leaving, if they're leaving,  
970 you've got a teacher. I just don't understand why you'd have a teacher leaving five  
971 weeks in that wouldn't account for that 702 thing.

972 Rebecca Farley: So if something happens and somebody just gets mad and they're not  
973 tenured, they may just leave and quit and it's happened. I can assure you. I mean I wish  
974 it hadn't, but it's happened in the past, so that's why that's there is just.

975 Scott VanWinkle: So I have a question. So if you can already do that, why are we  
976 putting it in the policy? Why don't we just leave the policy if it's up to the discretion of  
977 the director, just leave it out and leave it the way it was.

978 Rebecca Farley: Because to me, the way it is worded is that only you do an interim only  
979 when it's created by an employee taking a leave of absence. Well, like.

980 Jon Matthews: Well, there's a whole, the leave of absence covers. If you read the thing  
981 there, it covers a lot of different.

982 Scott VanWinkle: So the point I was making is if you're covering it now. We've done  
983 that with several positions this year. How are you doing that without this policy being  
984 changed already? So I've done some research on this and it's at the discretion of the  
985 director. Even though there could be some concerns with transparency, if the position  
986 is posted as interim and everyone doesn't know that, that could be transferred to a  
987 permanent position. So it should be posted again as a permanent position to allow  
988 other employees the opportunity to apply.

989 Rebecca Farley: Correct.

990 Scott VanWinkle: Because if it's posted as an interim, then that tells employees, hey,  
991 this is temporary. I may not get to stay there and then I would be given up my position  
992 that I'm in now. Right?

993 Rebecca Farley: So Mr. Matthews brought up the Pleasant Hill job. So the principal's job  
994 was posted, was posted as interim. The AP job was posted as interim the teacher that  
995 took the assistant principal's job, that position was posted as interim. And one reason  
996 that I would like to have this in here is for transparency in case somebody does this,  
997 then hey, they would know that there's a possibility that it could be interim.

998 Scott VanWinkle: You could do that in the posting though. It doesn't have to be in  
999 policy and policy doesn't have to be that specific. So this one could be left.

1000 Jon Matthews: I guess my question is too, because of posting it as an interim position, I  
1001 think we hurt the pool of candidates that we could have had as an assistant or a  
1002 principal. And I don't think that you would turn the reins over to someone that you  
1003 didn't trust, especially as the principal thing. But now you're going to have to go  
1004 through the whole process again just to get a permanent position. I mean, I don't see  
1005 the.

1006 Scott VanWinkle: I mean if it's discretionary, I think we should just drop this policy and  
1007 leave it the way it was.

1008 Rebecca Farley: That's what the board wants. That's what we'll do.

1009 Jon Matthews: I would like to make a motion to strike out the or for vacancies arising  
1010 midyear later in this policy.

1011 Scott VanWinkle: Is that a motion to amend Mr. Matthews?  
1012 Jon Matthews: Motion to amend? Yes.  
1013 Scott VanWinkle: Motion to amend approval of all items. Is there a second?  
1014 Anita Hale: Second.  
1015 Scott VanWinkle: Okay. There's a motion and a second to amend the original motion to  
1016 approve all items except for 5.70. We'll do a roll call.  
1017 Diane McCartney: Ms. Stout?  
1018 Shannon Stout: No.  
1019 Diane McCartney: Mr. Cole?  
1020 Travis Cole: Abstain.  
1021 Diane McCartney: Mr. Davis?  
1022 Nick Davis: Yes.  
1023 Diane McCartney: Ms. Hale?  
1024 Anita Hale: Yes.  
1025 Diane McCartney: Mr. King?  
1026 Chris King: No.  
1027 Diane McCartney: Mr. Matthews?  
1028 Jon Matthews: Yes.  
1029 Diane McCartney: Ms. Nichols?  
1030 Sheri Nichols: No.  
1031 Diane McCartney: Mr. VanWinkle?  
1032 Scott VanWinkle: Yes.  
1033 Diane McCartney: Yeses have it.  
1034 Shannon Stout: Dr. Farley, if you find that this is an issue moving forward with  
1035 transparency for you with the hiring process and filling positions on a temporary basis,  
1036 I'd ask that you bring this back to us.  
1037 Scott VanWinkle: It shouldn't be. We're doing it now.  
1038 Chris King: It'd be totally at her discretion.  
1039 Scott VanWinkle: It is, yeah.

1040 Motion to approve First Reading Policies minus 5.70.

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

(seconder-yes) Cole

Yes: 8, No: 0

**MOTION: Motion Carried**

1041

1042 17. \*Second Reading Policies

1043 (Exhibit #7)

1044 Scott VanWinkle: Okay. That brings us to second reading policies.

1045 Chris King: Mr. Chair, I move to approve Item 17, all 27 of those second readings. We've  
1046 gone through them.

1047 (Audio)

1048 Scott VanWinkle: Is there a second?

1049 Sheri Nichols: I'll second it.

1050 Scott VanWinkle: Motion and a second to approve. Item 17, second reading of policies,  
1051 any discussion?

1052 Chris King: I think since there's a second reading, we've gone through them and we're  
1053 good with them.

1054 Sheri Nichols: I agree.

1055 Scott VanWinkle: Okay. Any financial in this? We'll do a roll call please.

1056 Diane McCartney: Mr. Cole?

1057 Travis Cole: Yes.

1058 Diane McCartney: Mr. Davis?

1059 Nick Davis: Yes.

1060 Diane McCartney: Ms. Hale?

1061 Anita Hale: Yes.  
1062 Diane McCartney: Mr. King?  
1063 Chris King: Yes.  
1064 Shannon Stout: Mr. Matthews?  
1065 Jon Matthews: Yes.  
1066 Shannon Stout: Ms. Nichols?  
1067 Sheri Nichols: Yes.  
1068 Diane McCartney: Ms. Stout?  
1069 Shannon Stout: Yes.  
1070 Diane McCartney: Mr. VanWinkle?  
1071 Scott VanWinkle: Yes.  
1072 Diane McCartney: Yeses have it.  
1073  
1074 Motion to approve Second Reading Policies.

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

(seconder-yes) Nichols

Yes: 8, No: 0

**MOTION: Motion Carried**

1075

1076 18. \*Pay Scale Items

1077 (Removed from agenda see 8. approval of agenda)

1078 19. \*Insurance

1079 (Removed from agenda see 8. approval of agenda)

1080 20. \*Athletics

1081

1082 Scott VanWinkle: Brings us to number 20. Athletics. So, you want to?

1083 Rebecca Farley: So what this was put on there for is when we had our work session and  
1084 athletics was brought up, this was discussed, not made a lot of progress in our strategic

1085 plan regarding athletics. And we were talking about the updating the athletic manual

1086 and you all asked the timeline that we would need for athletics that was shared with

1087 you in your Monday email and it was asked to bring it on the agenda for tonight as to

1088 whether or not we wanted to have an athletic committee. And it does have an asterisk.

1089 So this you all would vote as to whether or not you wanted to have a committee.

1090 Shannon Stout: So you're looking at all the activities on this list being completed no

1091 later than May 1st. Is that what you're saying on your timeline?

1092 Rebecca Farley: Yes ma'am. Because, and the reason for that is this, I think we need to

1093 not only have our manual updated, but we need to have these schedules ready to go

1094 and we need to have the practice schedules and the game schedules ready to go so the

1095 schools can know.

1096 Shannon Stout: So you've got some administrative committees that are working with

1097 you on this?

1098 Scott VanWinkle: I guess we need a motion before we discuss any further, is there a

1099 motion?

1100 Shannon Stout: For her timeline?

1101 Scott VanWinkle: No, this is motion. This is a voting item on the agenda.

1102 Shannon Stout: For the committee, but we're talking about her timeline first before we

1103 get into the committee vote. Right?

1104 Scott VanWinkle: Well, I mean the whole topic is about athletic committee vote. So if

1105 we're going to discuss the topic, we can vote no to have it or yes, but if you're

1106 discussing the topic, we need to have a motion on the floor.

1107 Shannon Stout: Okay. Cause this was on the agenda for the work session and at the

1108 work session Nick asked about the committee to be considered. So this was kind of a

1109 separate thing that was already out there before the committee was.

1110 Scott VanWinkle: I know, but we're just on the agenda item. So technically we have to

1111 have a motion on the floor to discuss it.

1112 Chris King: Mr. Chair?

1113 Scott VanWinkle: Yes sir.

1114 Chris King: I would move not to have a committee instead look at athletic director like

1115 we had take care of these issues.

1116 Scott VanWinkle: So is there a second?

1117 Sheri Nichols: I'll second that.

1118 Scott VanWinkle: Okay. There's a motion to not have an athletic committee but to

1119 consider an athletic director. Any discussion on that?

1120 Chris King: I think this takes a lot of time during the week all year long. Probably should

1121 have someone capable to do that, not a committee. Bring that recommendations to the

1122 board through the director.

1123 Sheri Nichols: Agree.

1124 Shannon Stout: So that was the question that I was starting to ask Dr. Farley about is if

1125 she's got administrative committees in place that you're working with on this timeline

1126 and who's in those committees?

1127 Rebecca Farley: Currently I'm working with the two high school athletic directors.

1128 Anita Hale: So we do have athletic directors now.

1129 Rebecca Farley: Yes. At both high schools.

1130 Anita Hale: Thank you.

1131 Jon Matthews: Can I ask, how much time do they get to spend at each of the individual

1132 elementary schools?

1133 Rebecca Farley: They're not. They're at the high schools.

1134 Jon Matthews: And that's kind of one of the things that I think is important for not just

1135 the athletic director, and I don't know that if we're creating this position as athletic

1136 director, that it doesn't involve just athletics individually, but also I to be a little bit

1137 broader to help organize some of these other extracurricular things. Like okay, anything

1138 that we're paying for coaches or stipends or things like that, kind of have a place to go  
1139 to one person as the director type thing. You know what I mean? Like the beta club, the  
1140 different organizations within each elementary school be kind of involved that way. It's  
1141 not just an athletic director per se, but I don't know.

1142 Nick Davis: Activities.

1143 Jon Matthews: Activities, extracurricular activities, director.

1144 Rebecca Farley: So what we're working on, and the reason it's just currently the athletic  
1145 directors is because we're working on updating the athletic procedure manual. This  
1146 isn't tied to supplements just yet and we're also working on the schedules

1147 Jon Matthews: And I understand that, but what the reason I'm saying that is because  
1148 having two different athletic directors and they have zero time to go out to any of the  
1149 elementary schools to help with their athletics, such as the basketball or the archery or  
1150 anything else that's going on in those schools, then we're just putting everybody else  
1151 on the back burner except for the high schools more or less.

1152 Rebecca Farley: So when we make this manual, it will involve the basketball at the  
1153 elementary schools and it'll involve any athletic season at any school. And I can gladly  
1154 get some principals, elementary school principals to be on this committee as well.  
1155 That's not a problem. I just had reached out to start with the athletic directors.

1156 Jon Matthews: And I guess I know that you can get ahold of the principals at any time,  
1157 but I guess what I'm kind of pushing is that we need an athletic director of one person.

1158 Chris King: The ADs at the high schools are already busy with their job.

1159 Jon Matthews: Right.

1160 Chris King: So we need somebody dedicated to this.

1161 Rebecca Farley: So what you all are saying, if I understand is you don't want to have a  
1162 committee, but you're wanting to hire an athletic director.

1163 Chris King: That's what I'm saying.

1164 Shannon Stout: Activities director? Activities?

1165 Rebecca Farley: OK.

1166 Shannon Stout: Different things.

1167 Chris King: Athletic/Activities if you want.

1168 Rebecca Farley: Okay, so a concern that I would have is this is not in our current  
1169 budget.

1170 Anita Hale: Yeah.

1171 Rebecca Farley: And I don't know where that money would, I'll do whatever this board  
1172 says as I think you all know, but I don't know where that money's going to come from.

1173 Jon Matthews: Have we ever hired anybody back in the CAO position?

1174 Rebecca Farley: No, we have not.

1175 Chris King: That salary's there.

1176 Jon Matthews: That salary's there from that position.

1177 Scott VanWinkle: So I have a comment and obviously we heard from a parent tonight  
1178 talking about, and I don't know what the number is, but she said 13 student athletes  
1179 that lost their eligibility this year. We currently have two athletic directors and they're  
1180 busy with other duties and so we had middle school students that lost an opportunity  
1181 to play this year because there were violations with Tennessee Middle School  
1182 Association. It would be advantageous to have somebody that can oversee that, that  
1183 has time to oversee it. Right now for part-time athletic directors and you said they  
1184 spend how much of their time on athletics?

1185 Rebecca Farley: I don't know, at the individual schools.

1186 Scott VanWinkle: So that should be in the policy manual too, right?

1187 Rebecca Farley: Right.

1188 Scott VanWinkle: Something should be in there to prevent what happened to these  
1189 student athletes from happening.

1190 Rebecca Farley: Absolutely.

1191 Scott VanWinkle: I feel like so far since I've been on the board, athletics has been  
1192 neglected. The strategic plan has been neglected as far as athletics go, and we need  
1193 focus on it. I don't know what that entails. I would like to think that the director of  
1194 schools and her team could come back with what we need to do to keep this from  
1195 happening to our student athletes. I don't know that the board can make that decision

1196 for you, but I feel like if we can't do it with the current personnel, what do we need to  
1197 do? Does the board need to approve proven athletic director? What would you  
1198 suggest? We're just trying to do what's right for our student athletes, a committee, an  
1199 athletic director, whatever that is.

1200 Shannon Stout: I think I'd echo what you're saying, Scott. I had like to see with your  
1201 team of folks that you pull together for your committees, what you propose on this and  
1202 see what you work on, what the outcome is, and if y'all think we need somebody part-  
1203 time, we need somebody full-time, what's the outcome of this before we start looking  
1204 at creating another position for it?

1205 Nick Davis: I'm going to cut you off and I'm going to tell you why. We have had every  
1206 opportunity for everybody that's employed here to make their decision on how this is  
1207 going to work. And here we are. If we want to action. That's not saying anybody  
1208 individual is responsible and we can all take some blame as board members, as  
1209 coaches, as community members is whatever we want to take blame for or not take  
1210 blame for it. The fact is we have as a board established clearly that one quarter of our  
1211 strategic plan is to be focused on academics in the field of athletics and activities, right?  
1212 It is an additional classroom setting and we have no measurable goal that has been met  
1213 since this has been established. So asking them to go back to the table to reinvent the  
1214 wheel, I think is delaying more progress. I think that if we agree that we need to have  
1215 an athletic director, we agree that this needs to establish a strategic plan. We just  
1216 approved the strategic plan. We didn't take athletics off there. So if we've got an issue  
1217 where we're going backwards, which is exactly the metric that we have, we once upon  
1218 a time had a full-time athletic director. We appointed two high school athletic  
1219 directors. We had two middle school athletic directors. Now the current state is we are  
1220 down to two from five. So when this thing started, we went from five, now we have  
1221 two. My only other rebuttal about the committee piece is that there is a revolving door  
1222 of board members. There's a revolving door of staff as I just mentioned, from five to  
1223 two. There's a revolving door of director of schools, all parties involved that are on  
1224 staff. It's a revolving door. My ask is that the board form this committee and this

1225 purpose to assist in ensuring that we have committed ourself to this particular item on  
1226 our strategic plan in a temporary capacity to assist the team and be part of the team. If  
1227 we're going to be blamed for being part of the problem, then I'm willing to be part of  
1228 the solution. And I think that's what we are trying to accomplish and that's the ask that  
1229 I'm putting before It's not either or. It's both. And it just be a temporary capacity until  
1230 we solve that problem. And my ask from you is, is it full-time? Because I would amend  
1231 your amendment to say full-time athletic position, sole purpose is athletic activities  
1232 director and I'll yield.

1233 Anita Hale: In that category. We have athletics, arts and music and all. It's not just all  
1234 about sports.

1235 Nick Davis: Correct.

1236 Jon Matthews: Right.

1237 Anita Hale: And are you suggesting that we get somebody to overlook.

1238 Nick Davis: All of it.

1239 Scott VanWinkle: All of it?

1240 Anita Hale: No.

1241 Jon Matthews: I think what he's suggesting is that we have one person that can help  
1242 coordinate all of those things because all of those things have activities. All of those  
1243 things have need support from different directions. And so if we have one person  
1244 coordinating all of those things from art to everything, I guess extracurricular activities  
1245 that one person helps everyone.

1246 Anita Hale: Athletics is very different from arts and music and all this kind of others  
1247 stuff that we put in there.

1248 Jon Matthews: I'm not disagreeing with you at all, but right now we have nothing for  
1249 any of them to reach out to.

1250 Anita Hale: We have individual teachers that do a fine job with getting children involved  
1251 in other extracurricular activities. I know Ms. Timson right now is working in a musical.  
1252 We have the high school working on a plays both high schools.

1253 Jon Matthews: And.

1254 Nick Davis: Ms. Hale? May I ask you a question?

1255 Anita Hale: And nobody coordinates that.

1256 Nick Davis: Ms. Hale can, may I ask you a question? Are you saying that you are in favor  
1257 of having somebody oversee all of those activities or you don't necessarily feel it's  
1258 necessary?

1259 Anita Hale: No, I don't think we just need an athletic director because I think the  
1260 coaches are working on it by them with themselves and working it out. And I don't as  
1261 with the arts, they are working out their things and teaching their classes and.

1262 Jon Matthews: Well, just for one example of why I'm saying one person to help  
1263 coordinate these things is like with beta this year, and I think Ms. Timson can agree that  
1264 whenever they took a bus, North Cumberland took a bus up to the beta convention,  
1265 they had enough room coming back that another school rode with them, but the bus  
1266 going up, someone had to pay for that bus. So that's two groups having to pay for an  
1267 extra bus where if you had a coordinator that could just help coordinate the  
1268 transportation for those groups that could just help get everybody together to  
1269 coordinate their planned activities. So you didn't have 7 or 8 kids taking a full bus all the  
1270 way up to Nashville or wherever their beta convention is and then another school  
1271 taking 7 or 8 kids or 10 kids, another full bus all the way up there. If they could get 'em  
1272 all on one bus, that's money savings for each group.

1273 Nick Davis: Coordination would be helpful and right? We're not. I think default, we're  
1274 not experts on the matter, right? And I think just knowing that we have a strategic plan  
1275 that we would like to see enacted in putting someone on point for all those additional  
1276 classroom settings that are outside of the classroom arts activities, whatever they may  
1277 be. I think there's more than ample experiences to show that we need some support  
1278 there. So.

1279 Shannon Stout: I don't think anybody would disagree that extracurricular activities are  
1280 important for the students so they have a well-rounded educational experience. I think  
1281 that Dr. Farley has had a lot on her plate coming on this year with us. And I don't  
1282 disagree that there hasn't been things that have fallen through the cracks prior to Dr.

1283 Farley coming on that continued to fall through the cracks When it comes to some of  
1284 the extracurricular things that you all are mentioning. I know that Dr. Farley is now  
1285 focused on this and personally I don't like to, I don't want to subvert any suggestions  
1286 she and her team may have by dictating from a board perspective that we need to have  
1287 this position and we need to have it right away. I also have a big issue with the fact that  
1288 we have a lot of other criteria on that strategic plan that we're not meeting as well.  
1289 Education is the number one priority here for our students. Safety and security is a  
1290 number one priority here for all of us. And I think we need to make sure that we're  
1291 putting our priorities in the proper order and we're funding our priorities properly. So I  
1292 would ask, and everybody has their vote, but I would really like to see now that we've  
1293 tasked Dr. Farley with this and she's come back with a specific timeline, which we've  
1294 never had before.

1295 Sheri Nichols: Right.

1296 Shannon Stout: From our director, that we give her the opportunity to come to us with  
1297 what they're going to do to fix some of these issues. And if she needs to bring in  
1298 additional people from the school, like the principals, so we're enrolling or music  
1299 directors or whatever. So we're being comprehensive with this as all extracurricular  
1300 activities, then great and take focus off just the athletic, but that well-rounded  
1301 extracurricular opportunities that the kids have in the county.

1302 Nick Davis: Yeah, I think you're right. I think it is great to allow her to do her job. Yes.  
1303 And I also agree that it's also our responsibility to acknowledge regardless of the  
1304 situation that we created, again, by removing one individual and bring in another the  
1305 gap. We have to stand in that gap as a board and when things fall through the cracks, it  
1306 is our responsibility to set aside those assets, resources and be the voice of the  
1307 community is asking us to fill. And that's what I'm asking us to do.

1308 Scott VanWinkle: So I'd like to amend the motion. I'll move that we create a committee  
1309 that considers an athletic director and what we need to do with our athletics.

1310 Jon Matthews: We've already got, I don't know,  
1311 Chris King: That's an amendment.

1312 Travis Cole: He made an amendment to the motion and second, that was already on  
1313 the floor. Now we need a second for his amendment.  
1314 (Audio)  
1315 Scott VanWinkle: Athletics is all the motion is. Yeah.  
1316 Shannon Stout: Okay. So strictly athletics, not activities, just this is just the motion for  
1317 athletics.  
1318 Anita Hale: Mr. VanWinkle, state your motion again.  
1319 Scott VanWinkle: I would move to amend the motion to create a committee to consider  
1320 an athletic director and what we need to do with athletics moving forward.  
1321 Nick Davis: I will second it.  
1322 Scott VanWinkle: So I think we. Go ahead Mr. King. Yes sir.  
1323 Chris King: If you could clarify some more, please.  
1324 Scott VanWinkle: Yes, sir. So basically what I'm saying is I made a motion that we create  
1325 a committee that works with the director and her team to start focusing on athletics  
1326 and whether or not we need an athletic director. Does that make sense?  
1327 Chris King: It does. I just wanted to clarify for everybody.  
1328 Scott VanWinkle: Sure. Yeah. So there's, any other discussion?  
1329 Travis Cole: How many people do you propose adding to those already established  
1330 from the board?  
1331 Sheri Nichols: Yeah.  
1332 Scott VanWinkle: It would be a three person committee.  
1333 Travis Cole: In addition to what She's already working with?  
1334 Shannon Stout: Board members.  
1335 Sheri Nichols: We take her committee and then we make a committee and we have  
1336 merging the two committees.  
1337 Scott VanWinkle: So there's a committee policy.  
1338 Sheri Nichols: I know.  
1339 Scott VanWinkle: Do I need to pull it up?  
1340 Sheri Nichols: No.

1341 Scott VanWinkle: Okay.

1342 Sheri Nichols: I gotcha.

1343 Scott VanWinkle: Yeah, so there would be a chair established and scheduled meetings  
1344 with Dr. Farley and her team to discuss athletics and athletic director.

1345 Sheri Nichols: So we can't charge her with this and let her come back with some  
1346 answers with it first before we make another committee.

1347 Scott VanWinkle: We can, if we vote no to the motion, I just amended.

1348 Jon Matthews: Can we go back to what is the original motion then?

1349 Chris King: My motion was to not form a committee and to have an athletic director.

1350 Jon Matthews: And to create a position for an athletic director?

1351 Chris King: Then I added activities as well.

1352 Jon Matthews: Okay. I'll second that too.

1353 Chris King: The amendment was to establish a committee.

1354 Jon Matthews: That's why I was kind of curious because that sounds like.

1355 Chris King: And determine if we needed an athletic director. And see if we can meet the  
1356 timeline on the other issues. Is that right?

1357 Scott VanWinkle: Yes. So if there's no other discussion, lets vote on the amendment to  
1358 create a committee. Madam Secretary, can you do a roll call on that?

1359 Diane McCartney: Mr. Cole?

1360 Travis Cole: No.

1361 Diane McCartney: Mr. Davis?

1362 Nick Davis: Yes.

1363 Diane McCartney: Ms. Hale?

1364 Anita Hale: No.

1365 Diane McCartney: Mr. King?

1366 Chris King: No.

1367 Diane McCartney: Mr. Matthews?

1368 Jon Matthews: No.

1369 Diane McCartney: Ms. Nichols?

1370 Sheri Nichols: No.

1371 Diane McCartney: Ms. Stout?

1372 Shannon Stout: No.

1373 Diane McCartney: Mr. VanWinkle?

1374 Scott VanWinkle: Yes.

1375 Diane McCartney: Nos have it.

1376 Scott VanWinkle: Okay, so we're back to the original motion. Any other discussion on

1377 that? If there's not, we can go ahead and do a roll call. Vote on that.

1378 Sheri Nichols: The original is activities and athletics director.

1379 Scott VanWinkle: So if we vote on this, what does that do to the budget?

1380 Anita Hale: Exactly.

1381 Rebecca Farley: Ms. Delk, could you, sorry to put you on the spot here sis, but would

1382 you have any idea right off the top of your head and I mean Mr. Matthews did make a

1383 good point. We haven't hired for the chief academic officer and that salary is still in

1384 there.

1385 Scott VanWinkle: And what's the salary range going to be?

1386 Anita Hale: And is it going to be full-time or part-time?

1387 Nick Davis: Full.

1388 Anita Hale: We've had part-time before.

1389 Scott VanWinkle: This would be full-time. That's what the motion was.

1390 Rebecca Farley: Right off the top. I mean I know that that chief academic officer that

1391 salary's in there. I'm sorry, but that's one line on the budget and I couldn't quote you

1392 the exact amount that is there.

1393 Nick Davis: I think it was up to 85.

1394 Chris King: Yeah, I think there's a range in there.

1395 Scott VanWinkle: Is there a range?

1396 Chris King: How much we budgeted last year?

1397 Nick Davis: Didn't we bump it and say up to freedom to hire up to?

1398 Chris King: Yeah. I don't know what the top number was.

1399 Nick Davis: Can we keep it in line?

1400 Scott VanWinkle: Keep it in line with the previous number? Do you have that  
1401 information?

1402 Chris King: As far as this year's budget? It's just for half a year.

1403 Scott VanWinkle: Yes.

1404 Chris King: Or less, really, two or three months this years budget.

1405 Jon Matthews: Yep.

1406 Scott VanWinkle: There's money in there for personnel. I just don't know if it's on the  
1407 right line or not.

1408 Shannon Stout: So are we saying that we don't need a chief academic officer going  
1409 forward?

1410 Chris King: Evidently we.

1411 Rebecca Farley: That job hasn't been posted since. Right now. I mean, we just haven't  
1412 posted that. We've been dealing with and handling our things, our ourself and it's gone  
1413 pretty well.

1414 Shannon Stout: I think as a board, we all agreed last time we didn't want to remove  
1415 that line and take that off and put it somewhere else because we felt it would be a lot  
1416 for Dr. Farley to continue on in that manner without.

1417 Scott VanWinkle: I don't think we voted on that. Somebody said it, but I don't think we  
1418 voted on that.

1419 Shannon Stout: We kept it in the budget.

1420 Rebecca Farley: Yes. It's still in the budget.

1421 Sheri Nichols: It's still in the budget.

1422 Scott VanWinkle: We haven't voted on that yet.

1423 Anita Hale: What have we not voted on?

1424 Scott VanWinkle: CAO.

1425 Chris King: Must not be important.

1426 Nick Davis: Yeah, let's not delay one thing for another.

1427 Scott VanWinkle: Alright so, any other discussion? Does everybody understand the

1428 motion?

1429 Anita Hale: State it again.

1430 Scott VanWinkle: The motion is to not have a committee and to have a position created

1431 for an activities director.

1432 Rebecca Farley: And athletic.

1433 Sheri Nichols: Athletic activities.

1434 Scott VanWinkle: Athletic and activities director, full time.

1435 Sheri Nichols: Did we figure out where it was going to come? The money was coming

1436 from?

1437 Rebecca Farley: I've asked Ms. Bray to check the budget line for me.

1438 Sheri Nichols: Okay.

1439 Scott VanWinkle: Madam Secretary, would you call the role please?

1440 Diane McCartney: Mr. Davis?

1441 Nick Davis: Yes.

1442 Diane McCartney: Ms. Hale?

1443 Anita Hale: No.

1444 Diane McCartney: Mr. King?

1445 Chris King: Yes.

1446 Diane McCartney: Mr. Matthews?

1447 Jon Matthews: Yes.

1448 Diane McCartney: Ms. Nichols?

1449 Sheri Nichols: Yes.

1450 Diane McCartney: Ms. Stout?

1451 Shannon Stout: No.

1452 Diane McCartney: Mr. Cole?

1453 Travis Cole: Yes.

1454 Diane McCartney: Mr. VanWinkle?

1455 Scott VanWinkle: No.

1456 Diane McCartney: Yeses have it.

1457 Scott VanWinkle: Okay. So can we have a job description? Can we have a job  
1458 description at the next work session?  
1459 Rebecca Farley: We already have a job description. I can email it to you Monday.  
1460 Scott VanWinkle: Okay. Can you put it on the work session.  
1461 Rebecca Farley: We can put it on the work session agenda as well, but I can send it so  
1462 you guys can see it as well.  
1463 Shannon Stout: Work session, the job description and also salary.  
1464 Scott VanWinkle: Yeah.  
1465 Shannon Stout: Right.  
1466 Rebecca Farley: Yeah. Currently in that CAO line, there's over a hundred thousand.  
1467 Shannon Stout: So that job description that you have currently, that's for an athletic  
1468 director, not activities, correct?  
1469 Rebecca Farley: Correct.  
1470 Shannon Stout: Yeah. So we'd need to add more to that. That would include the  
1471 activities piece.  
1472 Motion to not approve a committee but seek hiring an Activities Director.

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

(seconder-yes) Nichols

Yes: 5, No: 3 Hale: No, Stout: No, VanWinkle: No

**MOTION: Motion Carried**

1473

1474 Motion to approve a committee to consider an Activities Director.

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

(seconder-yes) Davis

Yes: 2, No: 6 Davis: Yes, VanWinkle: Yes

**MOTION: Motion Failed**

1475

1476 21. Chief Financial Officer's Report

1477 (Exhibit #8)

1478 Scott VanWinkle: Okay. That brings us to the Chief financial officer's report.

1479 21.A. Monthly Financial Report

1480 Anita Hale: You can put it up there.

1481 Sonya Delk: Okay. So for January, our revenues come in at 45.6 million. We're right

1482 on track with that, where we should be about this time of the year. And then on

1483 the expenditures, we're at 42.4 million, so we're on track for that too. That has our

1484 running fund balance at \$15,203,146.63.

1485 21.B. Monthly Sales Tax Report

1486 Sonya Delk: November cash registers. We are ahead of schedule for January, which

1487 still has us ahead of schedule for the whole year at \$305,788.

1488 21.C. \*141 Budget Amendments

1489 Sonya Delk: Did you guys want to go one by one on these budget amendments? Do

1490 you have any questions on them?

1491 Chris King: Mr. Chair?

1492 Scott VanWinkle: Yes sir.

1493 Chris King: I would move to approve 21 C. All the amendments 141.

1494 Shannon Stout: Second.

1495 Scott VanWinkle: Motion is second to approve 21 C. The 141 line budget

1496 amendments. Any discussion?

1497 Chris King: I think we're good.  
1498 Scott VanWinkle: Okay. Alright. Roll call please.  
1499 Diane McCartney: Ms. Hale?  
1500 Anita Hale: Yes.  
1501 Diane McCartney: Mr. King?  
1502 Chris King: Yes.  
1503 Diane McCartney: Mr. Matthews?  
1504 Jon Matthews: Yes.  
1505 Diane McCartney: Ms. Nichols?  
1506 Sheri Nichols: Yes.  
1507 Diane McCartney: Ms. Stout?  
1508 Shannon Stout: Yes.  
1509 Diane McCartney: Mr. Cole?  
1510 Travis Cole: Yes.  
1511 Diane McCartney: Mr. Davis?  
1512 Nick Davis: Yes.  
1513 Diane McCartney: Mr. VanWinkle?  
1514 Scott VanWinkle: Yes.  
1515 Diane McCartney: Yeses have it.  
1516 Motion to approve 141 Budget Amendments.

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

(seconder-yes) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

1517

1518 21.D. \*142 Budget Amendments  
1519 Sonya Delk: Then number 142.  
1520 Travis Cole: Mr. Chair, I move to approve both items in 21 D.  
1521 Chris King: Second.  
1522 Scott VanWinkle: There's been a motion and a second to approve 21 D, the 142  
1523 budget amendments. Any discussion?  
1524 Travis Cole: No.  
1525 Scott VanWinkle: Roll call please.  
1526 Diane McCartney: Mr. King?  
1527 Chris King: Yes.  
1528 Diane McCartney: Mr. Matthews?  
1529 Jon Matthews: Yes.  
1530 Diane McCartney: Ms. Nichols?  
1531 Sheri Nichols: Yes.  
1532 Diane McCartney: Ms. Stout?  
1533 Shannon Stout: Yes.  
1534 Diane McCartney: Mr. Cole?  
1535 Travis Cole: Yes.  
1536 Diane McCartney: Mr. Davis?  
1537 Nick Davis: Yes.  
1538 Diane McCartney: Ms. Hale?  
1539 Anita Hale: Yes.  
1540 Diane McCartney: Mr. VanWinkle?  
1541 Scott VanWinkle: Yes.  
1542 Diane McCartney: Yeses have it.  
1543 Motion to approve 142 Budget Amendments.

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

(seconder-yes) King

Yes: 8, No: 0

**MOTION: Motion Carried**

1544

1545 22. \*Consent Agenda

1546 (Exhibit # 9)

1547 Shannon Stout: Mr. Chair, I move to approve the consent agenda.

1548 Travis Cole: Second.

1549 Scott VanWinkle: There's a motion and a second to approve the consent agenda. Any  
1550 discussion?

1551 (Silence)

1552 Scott VanWinkle: Mr. Cole?

1553 Travis Cole: Sorry.

1554 Scott VanWinkle: Okay, all those in favor of approving the consent agenda, say aye.

1555 All board members: Aye.

1556 Scott VanWinkle: All those opposed say nay.

1557 (Silence)

1558 Rebecca Farley: Can I ask something real quick?

1559 Scott VanWinkle: Sure.

1560 Rebecca Farley: So I just want to make sure I'm clear. So Mr. Cole's motion gave us  
1561 permission to create the budget amendment required for Centegix and go through the  
1562 executive committee to get it signed.

1563 Scott VanWinkle: It did cover all expenses incurred this budget year. Not next year, but  
1564 yeah.

1565 Rebecca Farley: Okay. So we can get the budget amendment ready to go. Just wanted  
1566 to make sure. Okay.

1567 Sheri Nichols: For the commission meeting.

1568 Rebecca Farley: Correct. Yep.

1569 Motion to approve the Consent Agenda.

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

(seconder-yes) Cole

Yes: 8, No: 0

**MOTION: Motion Carried**

1570

1571 22.A. School Board Reports - Boston continued, next on the agenda is our School  
1572 Board Reports. First is the TLN Report, Mrs. Shannon Stout

1573 22.A.1. TLN Report

1574 22.B. \*Approval of Overnight and Out of State Field Trips

1575 22.C. \*School Wide Fundraisers

1576 22.D. \*Approval of Disposal of Surplus Property

1577 22.E. \*Executive Approval

1578 Scott VanWinkle: So that brings us to executive approval. Anything there? Okay.

1579 23. Questions from Media

1580 Scott VanWinkle: Questions from the media?

1581 (Silence)

1582 Scott VanWinkle: No questions. All right.

1583 24. Adjournment

1584 Scott VanWinkle: We'll say the meeting's adjourned. Thank you.

1585

1586 (Meeting ended at approximately 7:50 PM)

1587

1588

1589

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1590 **Rebecca Farley**

1591 **Director of Schools**

1592

1593

1594

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1595 **Scott VanWinkle**

1596 **Chairperson of the Board**

1597

1598 Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and  
1599 that I delivered said minutes to the office of the Director of Schools on March 4th 2026.

1600

1601

1602

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1603 **Jason McGhee**

1604 **Board of Education Recorder**

1605

1606 **(\*) Indicates Board Approval Required**

The Board of Education held a Middle School Committee meeting on March 9, 2026. The chairman opened the meeting at approximately 4 pm with a Moment of Silence and the Pledge.

PRESENT:

Farley

VanWinkle

Davis

Matthews

Cole

Ceballos, Media

Farley presented the C&E Matrix results. She has been meeting for several months with her supervisor team, faculty, staff and students to get their inputs per board request. The final numbers were scored and presented. VanWinkle then told everyone that not everything had been scored. He took a few minutes to score some parts of the C&E Matrix for Middle School options which changed the totals of the results. He said the scoring on maintenance should be the opposite of the numbers scored and proceeded to re-score. Farley said she would reach back out to Kington and the McKinstry group to see if they wanted to reverse the scores they originally scored. She told everyone that she explained, and each group who scored was made aware, on how to score it and what the numbers reflected. Davis voiced an opinion that all of this seemed complicated. VanWinkle then suggested looking at top 3 options on the academic portion and on facilities. The committee members all seemed to think that the 7-9 category being a high score was “strange” as they didn’t see the benefit of that.

The committee continued to work through the results, changing some scores, getting totals of the highest options.

Davis said this “tool” has been used for months just to get to where they are now and there needs to be more numbers. What costs are associated. Back data needs to be collected.

VanWinkle said the goal was to narrow the options down. Cole said they needed to eliminate from the bottom up. Get rid of the options that had a strike through and get rid of the lowest options. After removing a few options, they were still left with 8 possibilities.

Matthews, trying to understand some of the rationale of the scoring, asked CTE Director Eldridge if there were differences in CTE funding for the middle school grades. She told them no, all funding was the same for those lower grades 5/6, 7/8.

Davis asked if they knew of any district operating under a 7-9 grade option. Farley said she did not. He said the reason for having a middle school was to separate by age and size and education opportunities into 3 tiers instead of 2. He said the 7-9 grade option would muddy the waters more. He asked again how good this tool is if this option is in the top 3 options, but they don’t feel it’s the most feasible.

Conversations turned toward the transportation issue with most all options. Farley presented a document from Transportation Director Martin which outlined concerns and transportation costs for middle school options they were exploring. Some of those concerns were the increased number of transfer buses and that drivers would need to paid

hourly instead of a daily rate. She also outlined the problems of staggering start and stop school day times. The committee asked if Martin could use her transportation routing tool and come up with the best option of what 2 elementary schools could be turned into middle schools and rezoning. Farley said she would ask and see if her routing software could produce that option.

VanWinkle asked if they wanted to look at the cost of using 2 existing elementary schools. Davis said the cost must be a consideration- a new school versus retro fitting an existing school. Farley told them a new building is going for about 60 million currently.

VanWinkle said the reason that option was considered is because a constituent created a transportation document using AI that showed a breakdown of things such as student displacement and least amount of bus time.

After narrowing the middle school options down to 4, the committee agreed to present to the full board since voting would now need to start taking place.

The options left on the table for moving on to the full board were:

1. One MS and one HS
2. Using 2 existing elementary and which 2 those would be per the routing software from transportation
3. 2 new middle schools
4. 1 existing elementary and 1 new middle school

The committee made the decision to put the middle school options on the April agenda as a voting item.

Due to not having the best option for recording audio and several of the committee members not speaking loudly enough into their microphones, these are the audible points, and this concludes the minutes for the Middle School Committee Meeting. The meeting was adjourned at approximately 5:32 pm.

The Board of Education met in a work session on 3-12-26. Chairman VanWinkle called the meeting to order at approximately 4:03 with a moment of silence and the pledge of allegiance.

PRESENT:

KING

COLE

STOUT

VANWINKLE

FARLEY

DELK

CEBALLOS, MEDIA

The first item on the agenda was the Lean Frog presentation from Dr. Bill Heath.

## **Board Presentation by Bill Heath (LeanFrog)**

This section features an introduction by Dr. Farley and a presentation by Dr. Bill Heath, a retired superintendent representing LeanFrog. The focus is on how LeanFrog helps school districts improve operational efficiency using data-driven systems.

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### **Key Discussion Points**

- **Background of LeanFrog:** Heath explains that while school leaders are experts in "teaching and learning," they often lack technical expertise in logistics and business operations (e.g., transportation, child nutrition, and maintenance).
- **The Problem with "Common Sense" Management:** Heath notes that many departments are managed based on a lack of complaints rather than hard data. He highlights the need for Key Performance Indicators (KPIs), such as "cost per student" or "cost per mile," to benchmark against neighboring districts.
- **Methodology (Lean Six Sigma):** LeanFrog uses the Lean Six Sigma process (specifically qualitative and quantitative data) to identify roadblocks and hiccups in district systems.
- **Systems Over People:** A major theme of the presentation is that LeanFrog audits processes and systems, not individual performance. They determine if a department is under or overstaffed based on national trends and whether workflows align with the district's vision.

### **Decisions & Action Items**

- **Scope of Work:** The discussion focused on an "Organizational Review." This involves looking at organizational structure, communications, and workflows to rank department efficiency (High, Medium, or Low).

- **New Consideration:** Based on recent conversations at the TSBA conference, the district is now also considering having LeanFrog assist with a Middle School study/review.

## Organizational Reviews & Middle School Planning

In this segment, Mr. Heath clarifies the distinction between an Organizational Review and a Feasibility Study, specifically regarding the district's potential shift toward a middle school model.

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### Key Discussion Points

- **The Organizational Review Benefits:** Heath emphasizes that this review is particularly valuable for newer superintendents or boards with high turnover. It ensures that technology, communication, and hierarchy are all aligned with the district's mission.
- **Feasibility vs. Conceptual Review:**
  - \* **Feasibility Study:** A deep, "in-the-weeds" look at a grade configuration change (like moving to middle schools). These are detailed but can be very costly.
  - **Conceptual Level Review:** Mr. Hedrick (LeanFrog's founder) recommends this first. It is a broader look at how a change would impact each department, building, and the budget without the high cost of a full study.
- **Impact Assessment:** The conceptual review answers "Is this worth it?" by looking at:
  - **Instructional Impact:** How it affects teaching and learning.
  - **Infrastructure:** Whether current buildings (e.g., kindergarten classrooms) are physically suited for older students.
  - **Culture & Finance:** How the move impacts the community and the district's bottom line.

### Decisions & Action Items

- **Information Sharing:** The presentation slides will be sent to all board members in their "Monday email" for further review.
- **Strategic Sequencing:** The recommendation is to perform the Conceptual Level Review before committing to a full Feasibility Study to determine if the middle school path is the right one.

## Strategic Pathways & Project Logistics

This concluding section of Dr. Heath's presentation focuses on the "how and when" of partnering with LeanFrog. He outlines the specific project timelines and addresses technical questions from the board regarding their data methodology.

---

## Key Discussion Points

- **Two Potential Pathways:**
  - **Organizational Review:** A deep dive into every department to ensure the district is set up to meet its goals. This results in a comprehensive 60–70 page report with high-level actionable steps.
  - **Grade Configuration (Conceptual Review):** A specific look at the middle school transition.
- **Project Timelines:** \* Either project performed individually takes approximately 4 months.
  - Performing both as a combined project takes approximately 6 to 7 months.
- **Technical Methodology:** A board member asked about specific Six Sigma tools (like a CE Matrix) used for the studies. Heath deferred the technical specifics to LeanFrog's founder, Byron Hedrick (a "Black Belt guru"), offering to facilitate a follow-up call to provide those details.
- **Regional Presence:** Heath noted that LeanFrog currently works across Tennessee, Alabama, Louisiana, and North Carolina, emphasizing that most districts become long-term partners after their initial projects.

## Decisions & Action Items

- **Board Review:** Absent board members will be able to watch the recording of the presentation.
- **Follow-up Coordination:** Heath provided his contact information and offered to coordinate a meeting between the board/Dr. Farley and Byron Hedrick to "dial in" the exact scope of the studies.
- **Information Request:** Heath committed to getting back to the board regarding the specific statistical analysis tools used for the middle school conceptual study.

## Athletic & Activities Director Job Description

This section covers the board's review and revision of the job description for a new combined role: Athletic and Activities Director. The update aims to integrate non-athletic programs and parental engagement into the existing athletic framework.

---

## Key Discussion Points

- **Integration of "Activities":** The board is expanding the role to include oversight of arts, music, and clubs. This aligns with the strategic plan's focus on parental engagement.

- **Proposed Language Revisions:**
  - **Inclusivity:** Changing "sports" to "all activities" and "coaches" to "coaches and activity leadership/teachers."
  - **Standards:** Adding "teamwork" to the sportsmanship requirement to better reflect non-athletic clubs.
  - **Safety & Policy:** Ensuring the director oversees safety provisions and policy clarity for all student activities, not just athletics.
  - **Reporting:** Combining athletic, activity, and parental involvement data into a single quarterly report to the Board of Education (BOE).
- **Grants and Gifts:** A suggestion was made to include responsibility for coordinating grants or external financial gifts for sports and activity programs.
- **Qualifications & Licensing:**
  - **Requirements:** Board members suggested removing "preferred" to make certain qualifications required.
  - **Certifications:** There was a strong recommendation to require an Administrative License and a certified background, given the oversight of curricular areas (Art/Music).
  - **Education:** Suggestions to allow a "Bachelor's in Education" as an alternative to "Sports Administration" to widen the candidate pool.
- **Procedural Concerns:** One member raised a policy concern (referencing Policy 5.116), suggesting the board may have "put the cart before the horse" by voting on the position before having a finalized job description, reporting structure, or budget.

## Decisions & Action Items

- **Refining the Draft:** Dr. Farley will incorporate the suggested language changes regarding activities and reporting.
- **Consultation:** Dr. Farley will reach out to the TSSAA (Tennessee Secondary School Athletic Association) to check for model job descriptions and ensure no critical safety or regulatory gaps exist.
- **Licensing Update:** The education requirements will be updated to include a mandatory Administrative License.

## Procedural Correction & Compliance

This brief section addresses the procedural "mismatch" that occurred during a previous meeting regarding the creation of the Athletic and Activities Director position.

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### Key Discussion Points

- **Policy & State Law Compliance:** A board member clarifies that per State Law and School Board Policy (5.116), new positions must be established under the recommendation of the Director of Schools.

- **The "Cart Before the Horse" Issue:** It is acknowledged that the motion to hire for this position happened "out of the blue" before the foundational work—such as the job description, organizational chart, and budget allocation—was completed.
- **Lack of Quorum:** Because the next meeting (a special called) likely lacks a quorum to take official action, the discussion serves as a preparation for the next formal meeting.

## Decisions & Action Items

- **Agenda Addition:** The establishment of the position will be officially added to the next regular meeting agenda to ensure everything is handled legally and by the book.
- **Required Documentation:** Before the next vote, the following must be requested:
  - An updated Organizational Chart showing reporting lines.
  - The Finalized Job Description (incorporating the "Activities" and licensing changes discussed previously).
  - A clear Budget Line identifying exactly where the funding for the position will originate.

## Fund Balance Audit & Centegix Funding

This section focuses on a significant update regarding the district's proposed shift in how to fund a multi-year project Centegix

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### Key Discussion Points

- **Audit Surplus Discovery:** \* A recently completed audit (conducted through the courthouse) revealed that the opening fund balance for July 2024 was \$17.78 million, significantly higher than the previously stated \$11.379 million.
  - With additional funds added in February, the total unassigned/unrestricted fund balance sits at approximately \$19.038 million.
  - After accounting for the recommended 17% reserve (two months of operating expenses), the district has roughly \$6.1 million in "available" unassigned funds.
- **Funding Strategy Shift:**
  - The board had previously considered budgeting \$106,000 annually for the Centegix project over the next five to six years.
  - A member proposed paying for the entire project as a one-time expense using the newly discovered fund balance surplus.
  - **The Logic:** Paying upfront frees up \$106,000 in the annual operating budget (TISA/Maintenance of Effort funds) for other recurring needs.
- **Vendor Negotiation:** Dr. Farley reached out to the vendor to see if a "cash upfront" discount was available. The vendor declined to lower the price, but is willing to accept the full payment early.

## Decisions & Action Items

- **Quorum Delay:** Because the next meeting would lack a quorum, no official vote could be taken on the switch to a one-time payment.
- **Verification:** Dr. Farley and the financial team will verify the exact "initial amount" plus the total for years two through five to present a final figure for the next meeting.
- **Agenda Item:** This proposal will be moved to the next regular meeting for a formal vote.

## Student Benchmarks & Performance Data

This brief section addresses the request for a detailed update on student academic progress and upcoming data reporting.

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### Key Discussion Points

- **Current Status:** Students were in the middle of taking their benchmark assessments during the week of this meeting. Consequently, the final data sets were not yet available for immediate review.
- **Comprehensive Data Package:** Dr. Farley outlined what will be provided to the board once the results are processed:
  - **Countywide Performance:** Results broken down by grade level.
  - **Seasonal Comparisons:** A side-by-side look at Fall vs. Spring performance to measure growth.
  - **Cohort Tracking:** A comparison of current benchmark scores against last year's **TCAP** (Tennessee Comprehensive Assessment Program) scores for the same group of students.
  - **Universal Screeners:** Winter and Fall screening scores will also be included to provide a fuller picture of student needs.

## Decisions & Action Items

- **Agenda Placement:** Since the data is currently being collected and analyzed, this item has been moved to the regular monthly meeting agenda.
- **Full Reporting:** Dr. Farley committed to having the full comparative report ready for that upcoming meeting.

## Salary Scales & Compensation

This section details the ongoing effort to normalize the district's pay scales for both certified (teachers/administrators) and classified (support staff) employees. The goal is to move toward a "linear" pay scale as recommended by LeanFrog in 2022.

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## Key Discussion Points

- **Certified Salary Options (A & B):**
  - Both options create a consistent structure with \$4,000 increments between degrees and \$600 increments between steps (years of experience).
  - **Option B** is slightly less expensive (approx. \$3.5–3.6 million total cost) compared to **Option A** (approx. \$3.6–3.7 million).
  - The preliminary budget currently assumes **Option B**.
- **Classified Salary Options:**
  - The board is reviewing two options: a \$0.50/hour increase or a \$1.00/hour increase.
  - The current preliminary budget assumes the \$0.50/hour increase.
- **"Pay Restricted" Employees:**
  - The term "Frozen" has been replaced with "Pay Restricted."
  - Under the proposed scales, no one will lose money. If the new scale shows a lower amount than their current salary, that employee's pay remains the same (restricted) until the scale catches up to them.
  - Only the Doctorate scale currently shows "pay restricted" lines, primarily because certain advanced degree compensation was previously higher than neighboring counties.
- **Longevity:** Longevity pay has been integrated into these new proposed scales to ensure a more simplified, all-in-one document.

## Decisions & Action Items

- **Clarification:** Dr. Farley clarified that "Option F" was being looked at for re-inclusion and that most discrepancies identified by LeanFrog (particularly in EDS/Specialist levels) are being corrected by this equalization.
- **Budget Impact:** Since salaries and benefits make up 85–86% of the budget, the board is carefully weighing the cost difference between Option A and B before the final budget vote.

## Comparative Salary Analysis & Option F

This section involves a detailed look at how Cumberland County's proposed salary scales (Options A and B) compared to neighboring Putnam County, alongside a discussion on a third conceptual path, Option F.

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## Key Discussion Points

- **Voices from Collaborative Conferencing:** A board member shared feedback from teachers, noting that while staff understand rising healthcare costs, they are concerned about losing colleagues to other districts. The consensus is a desire for competitive pay to ensure retention.
- **Cumberland vs. Putnam County Data:**
  - **Current Status:** Cumberland currently pays more than Putnam at the Specialist (EDS) and Doctorate levels, but trails at the top end of the Bachelor's and Master's scales.
  - **Options A & B:** Both proposed scales are "very competitive" for starting teachers (initially higher than Putnam), but they do not match Putnam's maximum salaries at the top of the scale.
- **The "Option F" Concept:**
  - Unlike the "one and done" approach of A and B, Option F increases the annual "step" raise from \$600 to \$725 and caps individual raises at \$4,000.
  - This would be a multi-year transition. While not everyone would be on the new scale in Year 1, by Year 3, everyone would be synchronized.
  - This plan aims to offset potential healthcare benefit cuts with sustained, larger pay increases over a longer period.
- **Budgetary Constraints:** \* Dr. Farley noted the significant cost difference: \* Option B: ~\$36 million \* Option A: ~\$37 million \* Option F: ~\$38 million

## Decisions & Action Items

- **Long-Term Planning:** The board is considering whether to roll Option F into a four-year plan to project future competitiveness against other districts.
- **Data Sharing:** The graphs shown during the meeting will be shared with the full board in the Monday email so absent members can review the visual comparisons.
- **Benefit Coordination:** The final decision on the salary scale will likely depend on what changes are made to the district's healthcare benefit contributions.

## In-Depth Compensation Strategy & Option F Discussion

This portion moves beyond the initial "one-and-done" pay scale proposals (A and B) to explore Option F, a multi-year strategy aimed at creating long-term competitiveness.

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## Key Discussion Points

- **The Case for Option F:**
  - **Strategic Transition:** Option F is designed as a four-year plan rather than a single-year budget fix. This provides staff with a predictable, multi-year path toward a linear pay scale.
  - **Impact:** By capping individual raises at \$4,000 and setting a steady step increase (proposed at \$725), the district can systematically align its salary scales to be competitive with surrounding counties over time.
  - **Retention Focus:** A recurring theme is the need to stay competitive with nearby districts (specifically mentioning Putnam, Roane, Bledsoe, and Warren Counties) to prevent teacher attrition.
- **Technical Considerations:**
  - The board discussed the "array and angle" of the pay scales—ensuring they are level and consistent.
  - A "salary calculator" was shown that allows the board to project the total budget impact based on variables like base salary, degree increments, and step increases.
  - **Fiscal Reality:** Option F comes with a higher projected total cost (approximately \$37–38 million) compared to the others, but the board is weighing this against the benefit of having a stable, multi-year plan that won't require total renegotiation every year.

## Decisions & Action Items

- **Agenda Prep:** Dr. Farley will refine the calculations for Options A, B, and the fully projected F to present at the next regular meeting.
- **Multi-Year Planning:** There is a strong interest in adopting a "four-year" outlook for compensation. This would allow the district to forecast salary needs in tandem with budget projections for benefits and student enrollment.
- **Review:** The board will receive the refined comparisons (including the visual graphs) in their Monday email packet to ensure everyone is prepared to vote with full information.

## Classified Staff Compensation & Equity Issues

This segment shifts the focus to the compensation structure for classified (support) staff, highlighting concerns regarding fairness, internal equity, and market competitiveness.

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## Key Discussion Points

- **Structural Shift in Raises:** The board is moving away from percentage-based raises for classified staff in favor of fixed hourly increases (\$0.50 or \$1.00/hour). This approach is intended to keep pay scales "from getting out of whack" over time.
- **The "260-Day" Equity Gap:** A significant point of discussion involved a disparity created by last year's compensation structure.
  - **The Issue:** Employees who work 260 days (year-round), did not receive the same raise as those who work fewer than 260 days.
  - **The Result:** Some staff received a 12% increase last year, while others—specifically the year-round support staff—received only 2%.
  - **Impact:** Those affected have effectively been "knocked off" the standard pay scale, creating an inconsistency that the board now wants to rectify.
- **Market Competitiveness:** Board members expressed a strong desire to see how these new classified scales compare to neighboring districts to ensure Cumberland County remains an attractive employer.

## Decisions & Action Items

- **Scale Re-integration:** Dr. Farley and the administration will investigate ways to reintegrate the affected high school administrative assistants and maintenance custodians back onto a standardized pay scale.
- **Comparative Data:** Administration will gather and present data on how these classified roles compare to peer districts to ensure the new proposals are truly competitive.
- **Documentation:** The compensation graphs and the details of the classified options (including longevity projections) will be included in the upcoming Monday email to ensure all board members are informed before the next vote.

## Health Insurance Planning & Employee Wellness

This segment introduces a shift toward proactive health insurance planning, featuring an informational session with Wes Dozier from Gallagher, a consulting firm specializing in public school systems.

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### Key Discussion Points

- **The "Double-Digit" Challenge:** The district is preparing for a potential 10% to 12% increase in health insurance premiums in 2027. Because the district operates on a July–June fiscal year, this increase will impact the budget across two different fiscal cycles.
- **Staying on the State Plan:** The administration plans to maintain the district's participation in the state health insurance plan. Gallagher is currently providing guidance on how to navigate this while optimizing the district's overall benefit offerings (e.g., dental, vision, and voluntary benefits).

- **The Proposed "Employee Health Clinic":** Dr. Farley introduced a concept successfully implemented in other Tennessee school districts (Robertson County, Warren County, Lebanon Special School District).
  - **Model:** A simple, local, no-co-pay clinic for employees.
  - **Benefit:** It provides a tangible value-add for staff and can help mitigate healthcare costs by offering accessible, primary care locally.
- **Legal & Procedural Requirements:**
  - **Reopening the MOU:** Because the district has an MOU (Memorandum of Understanding) with teachers, state law dictates that the insurance portion can only be reopened if the current budget cannot fund the contract. Reopening this is a necessary procedural step to allow for "meet and confer" discussions.
  - **Board Vote:** The board will eventually need to vote on a specific budget dollar amount for insurance to ensure the district remains compliant with state law and contract obligations.

## Decisions & Action Items

- **Next Steps:** The board will need to vote on an insurance budget dollar amount at a future public meeting to keep the planning process on schedule.
- **Best Practices:** Once the state releases final rate increase information, the district will meet with the collaborative conferencing team to determine how effectively the budget will cover the upcoming year's needs.
- **Information Gathering:** Board members have been provided with current medical cost data and a memo from Gallagher to guide their planning.

## Health Insurance Consultant Presentation (Wes Dozier)

In this session, Wes Dozier from Gallagher provided an educational overview of the health insurance landscape for Cumberland County Schools. His presentation focused on setting expectations for rising costs and explaining the mechanics of different insurance models.

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### Key Discussion Points

- **Consultant Background:** Gallagher's public sector team in Tennessee specializes in school systems and government entities, working with roughly 85 school districts across the state, many of which utilize the State Health Plan.
- **The "Rising Cost" Reality:** Dozier emphasized that the district is not an outlier. Healthcare costs are rising nationwide at a rate that consistently outpaces both inflation and wage growth, making it the primary financial stressor for school budgets alongside salaries.

- **Educational Overview of Insurance Models:**
  - **Fully Insured:** The employer pays a fixed monthly premium, and the insurance carrier assumes all risk for the 12-month period.
  - **Self-Funded:** The employer pays for actual medical claims as they occur, usually backed by "stop-loss" insurance to protect against catastrophic individual claims.
  - **The State Health Plan (Current Status):** Technically a self-funded model, but because of its massive scale and participation, it functions more like a fully insured plan for individual districts.
- **Future Outlook:** Dozier noted that as healthcare costs continue to climb, many school systems are beginning to explore "alternative funding strategies" that offer more control over plan design and risk management, though he stopped short of making any specific recommendations for Cumberland County at this time.

## Decisions & Action Items

- **Wait and See:** Dozier stated it is currently too early to make a formal recommendation, citing that several key variables regarding the state's future rates and plan adjustments remain undetermined.
- **Strategic Education:** The primary purpose of this session was to ensure board members understand the mechanics of the current plan and the external market pressures, preparing them for the budget decision that will be required once final state data is released.

## Understanding the Complexity of the State Health Plan

In this section, Dozier explains the intricate structure of the Tennessee state health insurance offerings, highlighting why planning for budget adjustments is so complex.

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### Key Discussion Points

- **The "State Plan" Complexity:** Dozier notes that while the State Health Plan is a high-quality, "rich" option, it is structurally complicated. The options are layered as follows:
  - **Four Plan Types:** Premier, Standard, Limited, and Consumer-Driven Health Plan (CDHP).
  - **Four Coverage Tiers:** Employee only, employee + spouse, employee + children, and family.
  - **Two Networks:** A "Broad" network (more doctors/hospitals, higher cost) and a "Base" network (very high quality, generally lower cost).

- **Network Strategy:** Many school systems choose to base their budget contributions on the Base Network rather than the Broad Network. Dozier stressed that "Base" is a misleading term—these are high-quality, robust networks used by most of his private-sector clients.
- **The "Aggregate" Rate:** Because there are dozens of permutations (Plans × Tiers × Networks), the state releases an "Aggregate Rate" (the average total increase) in the spring.
  - **Current Status:** The district is in the "rumor phase" of this annual cycle. Finance directors across the state are reporting rumors of a 10–12% aggregate increase, which generally aligns with historical accuracy for these projections.

## Observations

- **Risk Profile:** The district is currently on the "low risk" side of the insurance spectrum because the state health plan, while self-funded, effectively acts like a fully insured product for individual school districts.
- **Budgetary Uncertainty:** The board cannot finalize a budget until the state formally announces the aggregate rate increase, which typically occurs during the spring fiscal workshops (likely April or May).

## Insurance Modeling and Budgetary Planning

In this portion of Dozier's presentation, he explained the strategic process of modeling insurance budgets, emphasizing that because the state's official rates are not released until mid-year, districts must rely on iterative analysis and historical expertise.

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### Key Discussion Points

- **The Planning Cycle Gap:** There is a significant mismatch between the district's budget deadline and the state's release of official insurance rate charts (which often don't appear until late summer).
- **The "Art" of Modeling:** Dozier clarified that his modeling tool doesn't just crunch static numbers; it incorporates "consulting art" based on historical data. This includes:
  - **Estimating Plan Migration:** Predicting how employees might switch plans if premiums change, or if a "no-cost" clinic is introduced.
  - **Baseline Scenarios:** Using current employee participation as a baseline to forecast the budget impact of various state-provided scenarios.
- **Proactive Budgeting:** Because the board is operating in a "rumor phase" (hearing about potential 10–12% increases), the Gallagher modeling tool allows them to play "what-if" scenarios. By reviewing these options now, the board can be prepared to make an informed decision as soon as the final, official state rates are released.

## Decisions & Action Items

- **Tool Utilization:** The administration and the board will continue to use the Gallagher analysis tool to test different budget scenarios.
- **Future Review:** The board will use these projections to determine the final budget dollar amount needed for insurance, ensuring it meets contractual obligations while remaining sustainable for the district.

## Insurance Strategy and Financial Mechanics (Wes Dozier)

In this portion of the presentation, Wes Dozier pivots from general education to specific strategic advice for the Board, focusing on how to maintain budget control in the face of unpredictable insurance costs.

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### Key Discussion Points

- **School vs. Government Plans:** Dozier clarified that while the *benefits* (deductibles, co-pays, etc.) are often the same for both Local Education and Local Government plans, the rates are managed separately. Because the two groups have different demographic profiles, the school system's insurance rate is independent of the county government's rate.
- **The "Budget-First" Strategy:** Dozier challenged the traditional way boards handle insurance planning. Instead of deciding on a plan and then seeing what it costs, he advocates for a "best practice" approach:
  - **Step 1:** The board votes on a fixed budget dollar amount for the health insurance line item.
  - **Step 2:** Once the state releases the official rate charts later in the spring/summer, the district then determines the contribution strategy (which plan levels to prioritize) that fits within that previously approved budget number.
- **Levers for Cost Control:** In a tight budget year, districts have to make difficult choices. Dozier noted that some districts now base their contributions on the "Standard" or "Limited" plans rather than the "Premier" plan to manage expenses. He framed these not as "bad" plans, but as necessary fiscal levers.
- **Technical Definitions:** Dozier provided a clear breakdown of the components that define "Actuarial Value" (the relative generosity of a plan):
  - **Co-pays:** Fixed costs for routine visits (primary care, specialist, chiro, etc.).
  - **Deductibles:** The amount a member pays 100% of before the insurance company begins paying for larger procedures (MRIs, hospitalizations).
  - **Co-insurance:** A cost-sharing phase where the member and the insurance company split costs.

- **Out-of-Pocket Maximum:** The "worst-case scenario" cap on what an employee will pay in a given year.

## Strategic Takeaway

The board is being advised to prioritize budget certainty over plan selection. By locking in the budget amount first, the board gains control over the district's financial trajectory, regardless of the state's eventual rate hike percentage.

## Actuarial Values and Employee Health Clinics

Dozier continued his presentation by explaining the technical "richness" of insurance plans and introducing the concept of a district-sponsored employee health clinic as a strategic benefit.

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### Key Discussion Points

#### 1. Actuarial Value (AV) and Plan "Richness"

- **Standardized Comparisons:** With so many variables (co-pays, deductibles, etc.), Dozier explained that Actuarial Value is the standard way to compare how "rich" (generous) a plan is, regardless of how its specific benefits are structured.
- **The "Limited" Plan Misnomer:** Dozier argued that the "Limited" plan's name is misleading and creates a negative perception. All state plans are ACA-compliant and have no lifetime maximums for major medical events like cancer or heart attacks.
- **State Plan Quality:** He noted that even the most "basic" state options often provide better coverage than what is available in many private-sector employer plans.

#### 2. Strategic Communications

- **Engagement Matters:** Dozier shared data showing that a "good" benefit plan is often viewed as "bad" by employees if not communicated effectively. Conversely, a plan with fewer bells and whistles can be viewed as "good" if the district invests in clear communication and employee education.

#### 3. Employee Health Clinic Concept

- **The Value Proposition:** A district-sponsored clinic is not necessarily a "return on investment" (ROI) play for districts on the State Health Plan, but rather a high-value employee benefit.
- **Operational Advantages:**
  - **Access:** Employees can get same-day care without the usual wait times, reducing teacher absenteeism.

- **Cost-Efficiency:** It eliminates co-pays for employees and their families, saving them money while potentially keeping them out of more expensive urgent care/ER settings.
  - **Preventative Care:** Nurse practitioners can catch high blood pressure or cholesterol early, helping manage chronic conditions before they become large-scale medical claims.
  - **Additional Services:** Clinics can handle workers' compensation claims, drug screenings, and DOT physicals, providing operational savings for the district.
  - **Shared-Service Model:** Dozier cited successful examples (like Robertson County) where multiple local entities—such as schools, county government, and the city—share the cost and usage of a single clinic facility to maximize efficiency.
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## Final Takeaways

- **Flexibility is Key:** The consultant reinforced that the board should avoid locking into a specific strategy until official state rates are released.
- **Integrated Strategy:** If the district eventually needs to move toward a "base" plan (like the Limited or Standard plan) to save budget, coupling that change with an employee clinic can soften the transition and provide a tangible, popular new benefit to staff.

## Employee Health Clinic Details & Compensation Policy

The next section of Dozier's presentation focused on the logistics, costs, and risks associated with employee health clinics, as well as a clarification on compensation and benefits policies.

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### Key Discussion Points

#### 1. Employee Health Clinic Logistics

- **Cost Estimate:** The estimated annual cost for an on-site clinic is approximately \$550,000.
- **Capitated Model:** Dozier explained that this is a "capitated" model rather than a fee-for-service model. This means there are no "kickbacks" or financial incentives for the provider to over-prescribe or over-test; the flat cost covers the clinic's operation, salaries, and basic supplies.
- **Cost Components:**
  - **Fixed Costs:** The majority of the budget covers the salaries of the medical staff (Nurse Practitioners, etc.).

- **Variable Costs:** Includes basic on-site medications (like Z-Packs or antibiotics) and pre-packaged medications, which are billed as a pass-through cost.
- **Third-Party Management:** Dozier strongly advised that these clinics be managed by independent third parties to ensure employee privacy and prevent the school board from being perceived as "policing" employee health or staffing. He noted that partnering with nursing schools for staffing, while innovative, falls outside the standard models he has successfully deployed.

## 2. Policy Concerns: "Grandfathering" Employees

- **The Question:** Farley asked if it is a best practice to "grandfather" current employees into 100% employer-paid insurance while requiring new hires (starting July 2026) to pay 20% of their premiums.
  - **The Consultant's Advice:** Dozier cautioned against this. While it is technically possible, he noted it is not considered a "best practice." It can create unforeseen equity issues and administrative headaches, as compensation and roles vary across the district. He recommended standardization—treating all employees the same regarding benefit contributions—to avoid unnecessary complexity.
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## Final Takeaways

- **Clinic Viability:** If the district needs to trim costs elsewhere (such as moving to a more "basic" insurance tier), the health clinic serves as a powerful "give-back" to employees that boosts morale and reduces absenteeism.
- **Operational Efficiency:** Beyond primary care, clinics can handle workers' comp, drug screenings, and physicals, which can help mitigate potential large-scale insurance claims.
- **Standardization:** The consultant's primary strategic advice for the board is to maintain consistency in benefits policies across all staff, rather than creating tiers between current and future employees.

To recap the key strategic takeaways from his talk:

- **Financial Discipline:** The Board is encouraged to vote on a specific budget dollar amount for insurance *before* finalizing plan selections. This ensures fiscal control regardless of the final state-issued rate increases.
- **The Clinic as a Benefit:** While an on-site health clinic (estimated at ~\$550,000 annually) is a significant expense, it functions as a "capitated" model that provides high-value, no-co-pay primary care to employees and families. This can serve as a powerful offset if the district must transition to more "basic" insurance plans to manage costs.
- **Standardization over "Grandfathering":** Dozier advised against "grandfathering" current employees into 100% employer-paid plans while asking new hires to pay a

portion. He warned this creates long-term inequities and administrative complexities, recommending a standardized approach for all staff instead.

## Health Insurance Contribution Models & Competitive Benchmarking

The board moved into a concrete discussion regarding how to split insurance premium costs between the district and employees, specifically looking at how to maintain coverage levels while addressing budget constraints.

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### Key Discussion Points

- **Contribution Scenarios:**
  - **Option 1:** A shift toward the "Limited" plan for all staff, with the district paying 100% for the employee but splitting the premium 85/15 for employee-plus-children coverage.
  - **Option 2:** Continuing the current structure, which provides 100% coverage for the employee and their children.
- **The "Spouse" Paradox:** Board members noted a confusing mathematical anomaly: in some scenarios, the total cost for "Employee + Children + Spouse" is lower than for "Employee + Spouse." While the district adheres to the state-mandated 45/55 split (the district pays at least 45%), there was confusion regarding why certain tiers are priced inconsistently.
- **Competitive Benchmarking:**
  - A snapshot was provided of neighboring practices to contextualize their position.
  - **Findings:** Very few districts provide 100% coverage for dependents. Most districts (such as Overton or Ray County) focus their full-coverage contributions on the employee only, while other districts utilize an 80/20 or 45/55 split for more comprehensive tiers.
  - **Reality Check:** Providing 100% coverage for employees *plus* children is an outlier in the current regional market.

### Decisions & Action Items

- **Prioritize Budget First:** The board reaffirmed the strategy suggested by Wes Dozier: they must first determine the total dollar amount available in the budget for medical expenses before finalizing how to "divvy it up."
- **Budget Integration:** This insurance line item will be finalized only after the board reviews the full budget and the proposed salary scales to see what funds remain available.

- **Further Analysis:** The administration will continue to refine the comparison data against other districts to provide a clearer picture of regional norms, helping the board make an evidence-based decision at the next public meeting.

## Comparative Benchmarking & Substitute Pay Adjustments

The next segment of the meeting focused on refining budget expectations, benchmarking benefits against neighboring districts, and adjusting substitute pay rates.

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### Key Discussion Points

#### 1. Insurance Benchmarking & Strategy

- **Regional Disparities:** The board reviewed insurance data from neighboring counties (Putnam, Bledsoe, Warren, etc.). Most districts are moving away from 100% employer-paid dependent coverage; many now use an 80/20 or 85/15 split for premium contributions, focusing the highest level of employer support solely on the employee.
- **Fiscal Timeline:** The district is operating under a strict timeline. A preliminary budget must be prepared for the April 12th county meeting, with a final presentation to the County Commission set for April 27th.

#### 2. Substitute Pay Adjustments

- **Market-Driven Increases:** The board reviewed proposed increases for substitute teacher pay, which were benchmarked against all 16 districts in the Upper Cumberland region to ensure Cumberland County remains competitive and avoids being "bottom of the barrel."
- **Proposed Rates:** \* **Classified Substitute Pay:** Increasing from \$75 to \$90.
  - **Certified Substitute Pay:** Adjusting based on regional averages, with increases from \$85 to \$100 for standard certified subs, and graduated increases for retired teachers.

### Decisions & Action Items

- **Budget Finalization:** The administration will continue to refine the budget, with the goal of presenting a solid draft at the April meeting to meet the County Commission's deadline.
- **Standard Plan Consideration:** Per board request, the "Standard" insurance plan will be added back as an option for review to provide more flexibility.

- **Next Agenda Items:** The upcoming meeting will include a final review of the salary scales, the refined insurance contribution model, and the finalized substitute pay adjustments.

## Preliminary Budget Overview & Strategic Adjustments

In this portion of the meeting, the board reviewed the preliminary budget for the upcoming fiscal year. The discussion centered on balancing significant new investments—such as teacher additions and pay increases—against uncertain revenue projections.

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### Key Discussion Points

#### 1. Proposed Budget Adjustments & Expenditures

- **Staffing Additions:** To comply with updated K-3 class size requirements (lowering to 20 students), the budget now includes funding for 12 new teaching positions (up from the typical five).
- **Compensation & Pay:** The budget incorporates Option 2 for certified staff raises and a \$0.50/hour raise for classified staff, alongside the proposed increases for substitute teachers (\$90/day for classified, with similar increases for certified).
- **Athletic & Activity Supplements:** The board reviewed a new proposed scale for extracurricular supplements. This model introduces objective criteria—such as number of participants, season duration, and win percentage—to determine supplement pay.
  - **Action Required:** The board requested a clearer policy and procedure document for these incentives, particularly regarding how they apply to non-athletic groups like the Beta Club, before a final vote.
- **Financial Gap:** The preliminary budget projections show \$78.2 million in revenue versus \$82.3 million in projected expenditures. Administration emphasized that these figures are highly preliminary and will shift as specific department requests are refined and salary scales are finalized.

#### 2. Fiscal Context

- **TISA Funding:** The district expects to receive roughly \$72 million in TISA (Tennessee Investment in Student Achievement) funding, supported by "hold harmless" provisions from the state despite a decrease in local Average Daily Membership (ADM).
- **Budget Timeline:** The administration is working toward an April 12th presentation of the budget to the board, with the final deadline to submit to the County Commission on April 27th.
- **Capital Projects:** It was noted that this budget version does *not* currently include funding for major capital projects (e.g., tennis courts).

Item	Status / Details
<b>Projected Revenue</b>	~\$78.2 Million
<b>Projected Expenditures</b>	~\$82.3 Million
<b>K-3 Teacher Additions</b>	12 new positions added
<b>Insurance Strategy</b>	Limited Plan + 85/15 contribution split
<b>Supplement Budget</b>	Currently \$600k (with ~90% utilization rate)

This captures the essential components of the facility planning and policy review. To help visualize the district's structural options and the planning progression discussed, here is the breakdown:

**Strategic Facility Planning Options**

The Middle School Committee is currently evaluating four distinct paths to manage student capacity. The feasibility of these options is strictly dependent on the forthcoming transportation model.

**Facility Capacity and Expansion**

The board reviewed current occupancy limits to inform future construction and renovation decisions. Notably, Stone Memorial High School possesses a "built-in" expansion capability, as

the original architecture allows for the addition of 16 classrooms to handle higher student populations.

### **Planning and Decision Workflow**

The district is following a sequential decision-making process to ensure that infrastructure investments are sustainable. The progression of the Middle School Committee's work is outlined below:

1. **Data Compilation:** Gathering 20 years of historical enrollment trends by feeder pattern.
2. **Transportation Modeling:** Assessing the viability of moving students across all middle and elementary school combinations.
3. **Community Engagement:** Hosting roundtable discussions to incorporate local feedback.
4. **Final Recommendation:** Synthesizing all data for a formal vote by the full board.

The board concluded the work session and adjourned the meeting at approximately 6:30 pm.

(\*) Indicates Board Approval Required  
March 26, 2026 at 6:00 PM - Board of Education Meeting

1. Call to Order

**Agenda Item Type:** Procedural Item

2. Moment of Silence/Pledge of Allegiance

-Pine View STEAM Student Ambassadors

Daisy McCloud

Adam Headrick

Marie Cooper

Sawyer Strader

Talen Bilbrey

Payzley Oldham

Jacob Ward

Nadley Wilson

Jaethyn Sherrill

Dax Ward

Madison Miller

Scarlett Leckemby

**Agenda Item Type:** Procedural Item

3. Welcome to Visitors/Acknowledgement of Elected Officials

**Agenda Item Type:** Procedural Item

4. Special Recognition

-Student Representatives

CCHS Abigail Lowe

Phoenix Falon Lambert

SMHS Hayley George

-Emmy Hayes, Pleasant Hill Elementary

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Emmy Hayes](#)

5. Roll Call

**Agenda Item Type:** Procedural Item

6. Declaration of Conflict

**Agenda Item Type:** Action Item

7. \*Approval of Minutes

**Agenda Item Type:** Action Item

**Attachments:** (4)

- [2-19-26 Work Session Minutes](#)
- [2-26-26 Board Meeting Minutes](#)

- [3-9-26 MS Cmt Mtg Minutes](#)
- [3-12-26 Work Session Minutes](#)

8. \*Approval of Agenda

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Agenda](#)

9. Community Comments

**Agenda Item Type:** Information Item

10. Open Meetings

**Agenda Item Type:** Action Item

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

**Agenda Item Type:** Information Item

12. Legal Report

**Agenda Item Type:** Information Item

13. \*\*Centegix

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Centegix Financial Breakdown](#)

14. \*\*Pay/Salary Scales

**Agenda Item Type:** Action Item

**Attachments:** (9)

- [Classified .50](#)
- [Classified 1.00](#)
- [Longevity Projection 26-27](#)
- [Classified Supervisor & Safe School Counselor 2k](#)
- [Classified Supervisor & Safe School Counselor 2%](#)
- [Certified Supervisor & Principals 26-27](#)
- [Option A Cert Pay Scales](#)
- [Option B Cert Pay Scales](#)
- [Option F Certified](#)

15. \*\*Insurance

**Agenda Item Type:** Action Item

16. \*\*Sub Pay

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Substitute Cost Projections](#)

17. \*\*Athletic/Activities Supplements

**Agenda Item Type:** Action Item

**Attachments:** (4)

- [Additional Supplement Disbursement](#)
- [Additional Supplement Procedures - Sheet1](#)
- [Athletic Activities Supplement Base Payscale - Sheet1](#)
- [Supplements-Paid and Projections](#)

18. Middle School

**Agenda Item Type:** Action Item

**Attachments:** (3)

- [MIDDLE SCHOOL PLANNING - Route changes](#)
- [Middle School Routing](#)
- [Middle School Displaced Students](#)

19. Director's Report

**Agenda Item Type:** Information Item

19.A. \*\*Approval of '26-'27 SY Annual Food, Non-Food, Supplies and Services Bid Packet

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Approval of the SY 26-27 Annual Food, Non-Food Supplies, and Services Bid Packet](#)

19.B. \*\*Approval of Pine View Kitchen Hood Replacement Bid

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Approval of the Pine View Kitchen Hood Replacement Bid Packet](#)

19.C. \*Resolution for Student Board of Education Member

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Resolution for SBOE Student Member](#)

19.D. \*Athletic/Activities Director Job Description

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Athletic & Activities Director Job Description-March](#)

19.E. Preliminary Budget

**Agenda Item Type:** Action Item

19.F. Benchmark Results and Trends

**Agenda Item Type:** Action Item

**Attachments:** (2)

- [Benchmark TCAP Comparison - District-Wide](#)
- [Fall to Winter Universal Screening Data 25-26 School Year](#)

19.G. Job Satisfaction Survey Results

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Job Satisfaction Survey Results](#)

19.H. Leadership Update

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Leadership Update](#)

19.I. Annual Planning Calendar

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Annual Planning Calendar](#)

19.J. FYI

**Agenda Item Type:** Information Item

19.J.1. Attendance Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Warm Body Count](#)

19.J.2. Personnel Report

**Agenda Item Type:** Information Item

**Attachments:** (2)

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

19.J.3. Substitute List

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Substitute Board List](#)

#### 19.J.4. School News Articles

**Agenda Item Type:** Information Item

**Attachments:** (12)

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

#### 19.J.5. School Calendar of Events

**Agenda Item Type:** Information Item

**Attachments:** (12)

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

#### 20. \*First Reading of Policies

**Agenda Item Type:** Action Item

**Attachments:** (7)

- [5.105 Recruitment of Employees](#)
- [6.201 Compulsory Attendance Ages](#)
- [6.208 Release During School Hours](#)
- [6.316 Suspension Remand](#)
- [6.317 Student Disciplinary Hearing Authority](#)
- [6.2011 Voluntary Pre-K Attendance](#)

- [6.3041 Title IX & Sexual Harrasement](#)

21. \*Second Reading of Policies

**Agenda Item Type:** Action Item

**Attachments:** (12)

- [1.403 Agendas](#)
- [2.804 Expenses and Reimbursements](#)
- [5.308 Sabbatical Leave](#)
- [5.403 Drug and Alcohol Testing for Employees](#)
- [3.300 Equipment and Supplies](#)
- [5.611 Ethics](#)
- [4.202 Special Education](#)
- [5.700 Interim Employees](#)
- [4.206 Homebound Instruction](#)
- [5.800 Director of Schools](#)
- [5.307 Physical Assault Leave](#)
- [6.3071 Extracurricular Activity Drug Testing](#)

22. Chief Financial Officer's Report

**Agenda Item Type:** Information Item

22.A. Monthly Financial Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Financial Summary](#)

22.B. Monthly Sales Tax Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Feb 26 Sales Tax](#)

22.C. \*\*141 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (5)

- [141 BA Centegix](#)
- [141 BA GEAR Up Grant](#)
- [141 BA Health Services](#)
- [141 BA SPED Preschool Grant](#)
- [141 BA-State Early Literacy Tutoring Grant](#)

23. \*Consent Agenda

**Agenda Item Type:** Consent Agenda

23.A. School Board Reports

**Agenda Item Type:** Consent Item

23.A.1. TLN Report

**Agenda Item Type:** Action Item

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

**Agenda Item Type:** Consent Item

**Attachments:** (1)

- [North Overnight Request](#)

23.C. \*School Wide Fundraisers

**Agenda Item Type:** Consent Item

**Attachments:** (5)

- [CCHS Fundraiser-Band Crowdfunding](#)
- [CCHS Fundraiser-Cheer Squad Crowdfunding](#)
- [HES Fundraiser-PE Crowdfunding](#)
- [North School-Wide Fundraiser-PTO](#)
- [North School-Wide Fundraiser](#)

23.D. \*Approval of Grants

**Agenda Item Type:** Consent Item

**Attachments:** (1)

- [SMHS Grant Request](#)

23.E. \*Approval of Disposal of Surplus Property

**Agenda Item Type:** Consent Item

**Attachments:** (10)

- [CCHS Retired Inventory](#)
- [CTE, Food Service and SPED Retired Inventory](#)
- [Federal Programs Retired Inventory](#)
- [Homestead Retired Inventory](#)
- [Phoenix Retired Inventory](#)
- [Pleasant Hill Retired Inventory](#)
- [SMHS Retired Inventory](#)
- [Stone Elem Retired Inventory](#)
- [Transportation Retired Inventory](#)
- [Transportation Retired Inventory-Buses](#)

24. Questions from Media

**Agenda Item Type:** Information Item

25. Adjournment

**Agenda Item Type:** Action Item

**Comments:**

CENTEGIX

\$76,345.05	Carry Over from Last Year's Safety Grant
\$137,011.36	This Year Safety Grant Amount
\$213,356.41	Year 1 Combined Safety Grants
\$25,193.59	Amount for First Year to be Pulled from Fund Balance (Difference of Safety Grant Amounts)
\$106,600	Annually Over Years 2-5

\*No Discount for Full Payment Up Front per Centegix.  
Cost in Full= \$664,950.



We have prepared a quote for you

**Centegix / 13 sites (12 schools & admin office)**

Quote # 021959  
Version 1

Prepared for:

**Cumberland County Schools**

Elbert Farley  
farleye@ccschools.k12tn.net



Products

Description	Price	Qty	Ext. Price
CrisisAlert Platform Fees <b>Centegix Safety Platform w/ CrisisAlert (5 year term)</b>	\$40,000.00	13	\$520,000.00
Centegix Safety Blueprint - CrisisAlert <b>Safety Blueprint with CrisisAlert</b>	\$0.00	13	\$0.00
Centegix Wireless Backup - CrisisAlert <b>Centegix Wireless Backup - CrisisAlert (5 year term)</b>	\$1,000.00	13	\$13,000.00
Centegix Implementation <b>Centegix Implementation (one-time - schools)</b>	\$2,500.00	13	\$32,500.00
Centegix Maintenance & Support <b>Centegix Maintenance &amp; Support (one-time - schools)</b>	\$1,000.00	13	\$13,000.00
Centegix Shipping <b>Centegix Shipping (one-time)</b>	\$400.00	13	\$5,200.00
Centegix On-Site Responder Training <b>Centegix On-Site Responder Training (one-time)</b>	\$1,000.00	13	\$13,000.00
Remote Installation & Remote Training <b>Remote Installation &amp; Remote Training - Safety Blueprint</b>	\$0.00	13	\$0.00
Centegix Install <b>Centegix Installation &amp; Setup (one-time - schools)</b>	\$4,500.00	13	\$58,500.00
Centegix-Gateway-Drop <b>Centegix Gateway Install w/ Cat6 Drop</b>	\$375.00	26	\$9,750.00

Subtotal: \$664,950.00

Purchasing Vehicle

Description	Qty
SEVIER <b>Sevier County Schools - Contract 011522SCS</b>	1

➤ Statement of Work

Includes 26 Cat6 drops for Gateways, and installation of Gateway.

Quote includes site mapping and training, along with software licensing and hardware warranty based on the term selected.

Annual Pricing is available for the 5 year term:

Year 1 = \$238,550  
Years 2-5 = \$106,600

76,345.05 carry-over  
137,011.36 this year  

---

213,356.41 year 1  
  
25,193.59



### Centegix / 13 sites (12 schools & admin office)

Prepared by:

**Knoxville HQ**

Mark Smith  
615-445-9057  
mark@centralinc.com

Prepared for:

**Cumberland County Schools**

368 Fourth Street  
Crossville, TN 38555  
Elbert Farley  
(931) 484-6135  
farley@ccschools.k12tn.net

Quote Information:

**Quote #: 021959**  
Version: 1  
Delivery Date: 12/18/2025  
Expiration Date: 02/27/2026

### Quote Summary

Description	Amount
Products	\$664,950.00
Total: <b>\$664,950.00</b>	

Knoxville HQ

Signature: Mark Smith  
Name: Mark Smith  
Title: Strategic Account Manager  
Date: 12/18/2025

Cumberland County Schools

Signature: \_\_\_\_\_  
Name: Elbert Farley  
Date: \_\_\_\_\_

Proposed Classified Pay Scale 2026-2027

CUMBERLAND COUNTY BOARD OF EDUCATION

Classified PAY SCALE

2026-2027

Schedule Titles	Custodian, mower	Custodian, mower 260	Teachers asst., CCQCP, bus	Sped teacher asst. & att. sch.	Maintenance-custodian	School secretary	HS Secretary 260	Admin. clerk (secretarial duties)/	Maintenance	Admin. sec. (Recpt., Dept. sec.)	Admin. asst./Dept. sec. with	Executive Assistant, Technician	LPN	Mechanic 260	Licensed HVAC, plumber,	Bus Driver (daily rate)
Sched. Code	1	1B	2	3	4	5	5B	6	7	8	9	10	11	11B	12	13
Rate	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Daily
Year																
0	\$ 12.99	\$ 12.08	\$ 13.59	\$ 14.18	\$ 13.74	\$ 15.67	\$ 14.57	\$ 16.56	\$ 15.95	\$ 17.05	\$ 18.15	\$ 19.25	\$ 21.92	\$ 20.36	\$ 22.01	\$ 83.78
1	\$ 13.24	\$ 12.32	\$ 13.85	\$ 14.46	\$ 14.00	\$ 15.97	\$ 14.85	\$ 16.88	\$ 16.25	\$ 17.38	\$ 18.50	\$ 19.63	\$ 22.34	\$ 20.76	\$ 22.44	\$ 85.45
2	\$ 13.50	\$ 12.55	\$ 14.11	\$ 14.74	\$ 14.27	\$ 16.28	\$ 15.13	\$ 17.21	\$ 16.57	\$ 17.72	\$ 18.86	\$ 20.01	\$ 22.78	\$ 21.16	\$ 22.88	\$ 87.15
3	\$ 13.76	\$ 12.79	\$ 14.39	\$ 15.02	\$ 14.55	\$ 16.60	\$ 15.43	\$ 17.54	\$ 16.89	\$ 18.06	\$ 19.23	\$ 20.40	\$ 23.23	\$ 21.57	\$ 23.33	\$ 88.89
4	\$ 14.02	\$ 13.04	\$ 14.66	\$ 15.31	\$ 14.83	\$ 16.92	\$ 15.73	\$ 17.89	\$ 17.22	\$ 18.41	\$ 19.61	\$ 20.80	\$ 23.68	\$ 22.00	\$ 23.79	\$ 90.65
5	\$ 14.43	\$ 13.41	\$ 15.09	\$ 15.75	\$ 15.26	\$ 17.41	\$ 16.18	\$ 18.41	\$ 17.72	\$ 18.95	\$ 20.18	\$ 21.41	\$ 24.38	\$ 22.64	\$ 24.48	\$ 93.35
6	\$ 14.71	\$ 13.67	\$ 15.38	\$ 16.06	\$ 15.56	\$ 17.75	\$ 16.50	\$ 18.77	\$ 18.06	\$ 19.32	\$ 20.57	\$ 21.83	\$ 24.85	\$ 23.08	\$ 24.96	\$ 95.21
7	\$ 15.00	\$ 13.94	\$ 15.68	\$ 16.37	\$ 15.86	\$ 18.10	\$ 16.82	\$ 19.13	\$ 18.42	\$ 19.70	\$ 20.98	\$ 22.25	\$ 25.34	\$ 23.53	\$ 25.45	\$ 97.10
8	\$ 15.28	\$ 14.21	\$ 15.99	\$ 16.69	\$ 16.16	\$ 18.45	\$ 17.14	\$ 19.50	\$ 18.77	\$ 20.08	\$ 21.38	\$ 22.69	\$ 25.84	\$ 24.00	\$ 25.95	\$ 99.04
9	\$ 15.58	\$ 14.48	\$ 16.30	\$ 17.01	\$ 16.48	\$ 18.81	\$ 17.48	\$ 19.88	\$ 19.14	\$ 20.47	\$ 21.80	\$ 23.13	\$ 26.34	\$ 24.47	\$ 26.46	\$ 101.01
10	\$ 16.03	\$ 14.90	\$ 16.77	\$ 17.51	\$ 16.96	\$ 19.36	\$ 17.98	\$ 20.46	\$ 19.70	\$ 21.07	\$ 22.44	\$ 23.81	\$ 27.12	\$ 25.18	\$ 27.24	\$ 104.02
11	\$ 16.34	\$ 15.19	\$ 17.09	\$ 17.85	\$ 17.29	\$ 19.73	\$ 18.33	\$ 20.86	\$ 20.08	\$ 21.48	\$ 22.88	\$ 24.28	\$ 27.65	\$ 25.68	\$ 27.78	\$ 106.09
12	\$ 16.66	\$ 15.48	\$ 17.42	\$ 18.19	\$ 17.62	\$ 20.12	\$ 18.69	\$ 21.27	\$ 20.47	\$ 21.90	\$ 23.33	\$ 24.75	\$ 28.20	\$ 26.18	\$ 28.32	\$ 108.20
13	\$ 16.98	\$ 15.78	\$ 17.76	\$ 18.55	\$ 17.96	\$ 20.51	\$ 19.05	\$ 21.69	\$ 20.87	\$ 22.33	\$ 23.78	\$ 25.24	\$ 28.75	\$ 26.69	\$ 28.88	\$ 110.36
14	\$ 17.31	\$ 16.09	\$ 18.11	\$ 18.91	\$ 18.31	\$ 20.91	\$ 19.43	\$ 22.11	\$ 21.28	\$ 22.77	\$ 24.25	\$ 25.73	\$ 29.31	\$ 27.22	\$ 29.45	\$ 112.56
15	\$ 17.81	\$ 16.55	\$ 18.63	\$ 19.46	\$ 18.85	\$ 21.52	\$ 19.99	\$ 22.76	\$ 21.90	\$ 23.43	\$ 24.96	\$ 26.49	\$ 30.18	\$ 28.02	\$ 30.31	\$ 115.91
16	\$ 18.16	\$ 16.87	\$ 19.00	\$ 19.84	\$ 19.21	\$ 21.94	\$ 20.38	\$ 23.20	\$ 22.33	\$ 23.89	\$ 25.45	\$ 27.01	\$ 30.77	\$ 28.57	\$ 30.91	\$ 118.22
17	\$ 18.43	\$ 17.12	\$ 19.27	\$ 20.13	\$ 19.49	\$ 22.26	\$ 20.68	\$ 23.54	\$ 22.66	\$ 24.24	\$ 25.83	\$ 27.41	\$ 31.23	\$ 28.99	\$ 31.37	\$ 119.99
18	\$ 18.69	\$ 17.37	\$ 19.56	\$ 20.43	\$ 19.78	\$ 22.59	\$ 20.98	\$ 23.89	\$ 22.99	\$ 24.60	\$ 26.21	\$ 27.81	\$ 31.69	\$ 29.42	\$ 31.83	\$ 121.79
19	\$ 18.96	\$ 17.62	\$ 19.85	\$ 20.72	\$ 20.07	\$ 22.92	\$ 21.29	\$ 24.24	\$ 23.33	\$ 24.96	\$ 26.59	\$ 28.22	\$ 32.16	\$ 29.85	\$ 32.30	\$ 123.60
20	\$ 19.24	\$ 17.88	\$ 20.13	\$ 21.03	\$ 20.36	\$ 23.26	\$ 21.60	\$ 24.60	\$ 23.67	\$ 25.33	\$ 26.98	\$ 28.64	\$ 32.63	\$ 30.29	\$ 32.78	\$ 125.45
21	\$ 19.52	\$ 18.14	\$ 20.43	\$ 21.34	\$ 20.66	\$ 23.60	\$ 21.92	\$ 24.96	\$ 24.02	\$ 25.70	\$ 27.38	\$ 29.06	\$ 33.11	\$ 30.74	\$ 33.26	\$ 127.32
22	\$ 19.81	\$ 18.41	\$ 20.73	\$ 21.65	\$ 20.96	\$ 23.95	\$ 22.24	\$ 25.33	\$ 24.37	\$ 26.08	\$ 27.78	\$ 29.49	\$ 33.60	\$ 31.19	\$ 33.75	\$ 129.22
23	\$ 20.10	\$ 18.67	\$ 21.03	\$ 21.97	\$ 21.27	\$ 24.30	\$ 22.57	\$ 25.70	\$ 24.73	\$ 26.46	\$ 28.19	\$ 29.92	\$ 34.10	\$ 31.65	\$ 34.25	\$ 131.16
24	\$ 20.39	\$ 18.95	\$ 21.34	\$ 22.29	\$ 21.58	\$ 24.66	\$ 22.90	\$ 26.08	\$ 25.09	\$ 26.85	\$ 28.61	\$ 30.36	\$ 34.60	\$ 32.12	\$ 34.76	\$ 133.12
25	\$ 20.69	\$ 19.22	\$ 21.65	\$ 22.61	\$ 21.90	\$ 25.02	\$ 23.23	\$ 26.46	\$ 25.46	\$ 27.25	\$ 29.03	\$ 30.81	\$ 35.11	\$ 32.60	\$ 35.27	\$ 135.11
26	\$ 21.09	\$ 19.59	\$ 22.08	\$ 23.06	\$ 22.33	\$ 25.51	\$ 23.69	\$ 26.98	\$ 25.96	\$ 27.78	\$ 29.60	\$ 31.42	\$ 35.81	\$ 33.24	\$ 35.97	\$ 137.80

\$.50 step increase

Longevity:

- 16-20 4% of total projected salary
- 21-25 4.5% of total projected salary
- 26 & Up 5% of total projected salary

Proposed Classified Pay Scale 2026-2027

CUMBERLAND COUNTY BOARD OF EDUCATION

Classified PAY SCALE

2026-2027

Schedule Titles	Custodian, mower	Custodian, mower 260	Teachers asst., CCOCP, bus	Sped teacher asst. & att. sch.	Maintenance-custodian	School secretary	HS Secretary 260	Admin. clerk (secretarial duties)/	Maintenance	Admin. sec. (Recpt., Dept. sec.)	Admin. asst./Dept. sec. with	Executive Assistant, Technician	LPN	Mechanic 260	Licensed HVAC, plumber,	Bus Driver (daily rate)
Sched. Code	1	1B	2	3	4	5	5B	6	7	8	9	10	11	11B	12	13
Rate	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Daily
Year																
0	\$ 13.49	\$ 12.58	\$ 14.09	\$ 14.68	\$ 14.24	\$ 16.17	\$ 15.07	\$ 17.06	\$ 16.45	\$ 17.55	\$ 18.65	\$ 19.75	\$ 22.42	\$ 20.86	\$ 22.51	\$ 84.28
1	\$ 13.74	\$ 12.82	\$ 14.35	\$ 14.96	\$ 14.50	\$ 16.47	\$ 15.35	\$ 17.38	\$ 16.75	\$ 17.88	\$ 19.00	\$ 20.13	\$ 22.84	\$ 21.26	\$ 22.94	\$ 85.95
2	\$ 14.00	\$ 13.05	\$ 14.61	\$ 15.24	\$ 14.77	\$ 16.78	\$ 15.63	\$ 17.71	\$ 17.07	\$ 18.22	\$ 19.36	\$ 20.51	\$ 23.28	\$ 21.66	\$ 23.38	\$ 87.65
3	\$ 14.26	\$ 13.29	\$ 14.89	\$ 15.52	\$ 15.05	\$ 17.10	\$ 15.93	\$ 18.04	\$ 17.39	\$ 18.56	\$ 19.73	\$ 20.90	\$ 23.73	\$ 22.07	\$ 23.83	\$ 89.39
4	\$ 14.52	\$ 13.54	\$ 15.16	\$ 15.81	\$ 15.33	\$ 17.42	\$ 16.23	\$ 18.39	\$ 17.72	\$ 18.91	\$ 20.11	\$ 21.30	\$ 24.18	\$ 22.50	\$ 24.29	\$ 91.15
5	\$ 14.93	\$ 13.91	\$ 15.59	\$ 16.25	\$ 15.76	\$ 17.91	\$ 16.68	\$ 18.91	\$ 18.22	\$ 19.45	\$ 20.68	\$ 21.91	\$ 24.88	\$ 23.14	\$ 24.98	\$ 93.85
6	\$ 15.21	\$ 14.17	\$ 15.88	\$ 16.56	\$ 16.06	\$ 18.25	\$ 17.00	\$ 19.27	\$ 18.56	\$ 19.82	\$ 21.07	\$ 22.33	\$ 25.35	\$ 23.58	\$ 25.46	\$ 95.71
7	\$ 15.50	\$ 14.44	\$ 16.18	\$ 16.87	\$ 16.36	\$ 18.60	\$ 17.32	\$ 19.63	\$ 18.92	\$ 20.20	\$ 21.48	\$ 22.75	\$ 25.84	\$ 24.03	\$ 25.95	\$ 97.60
8	\$ 15.78	\$ 14.71	\$ 16.49	\$ 17.19	\$ 16.66	\$ 18.95	\$ 17.64	\$ 20.00	\$ 19.27	\$ 20.58	\$ 21.88	\$ 23.19	\$ 26.34	\$ 24.50	\$ 26.45	\$ 99.54
9	\$ 16.08	\$ 14.98	\$ 16.80	\$ 17.51	\$ 16.98	\$ 19.31	\$ 17.98	\$ 20.38	\$ 19.64	\$ 20.97	\$ 22.30	\$ 23.63	\$ 26.84	\$ 24.97	\$ 26.96	\$ 101.51
10	\$ 16.53	\$ 15.40	\$ 17.27	\$ 18.01	\$ 17.46	\$ 19.86	\$ 18.48	\$ 20.96	\$ 20.20	\$ 21.57	\$ 22.94	\$ 24.31	\$ 27.62	\$ 25.68	\$ 27.74	\$ 104.52
11	\$ 16.84	\$ 15.69	\$ 17.59	\$ 18.35	\$ 17.79	\$ 20.23	\$ 18.83	\$ 21.36	\$ 20.58	\$ 21.98	\$ 23.38	\$ 24.78	\$ 28.15	\$ 26.18	\$ 28.28	\$ 106.59
12	\$ 17.16	\$ 15.98	\$ 17.92	\$ 18.69	\$ 18.12	\$ 20.62	\$ 19.19	\$ 21.77	\$ 20.97	\$ 22.40	\$ 23.83	\$ 25.25	\$ 28.70	\$ 26.68	\$ 28.82	\$ 108.70
13	\$ 17.48	\$ 16.28	\$ 18.26	\$ 19.05	\$ 18.46	\$ 21.01	\$ 19.55	\$ 22.19	\$ 21.37	\$ 22.83	\$ 24.28	\$ 25.74	\$ 29.25	\$ 27.19	\$ 29.38	\$ 110.86
14	\$ 17.81	\$ 16.59	\$ 18.61	\$ 19.41	\$ 18.81	\$ 21.41	\$ 19.93	\$ 22.61	\$ 21.78	\$ 23.27	\$ 24.75	\$ 26.23	\$ 29.81	\$ 27.72	\$ 29.95	\$ 113.06
15	\$ 18.31	\$ 17.05	\$ 19.13	\$ 19.96	\$ 19.35	\$ 22.02	\$ 20.49	\$ 23.26	\$ 22.40	\$ 23.93	\$ 25.46	\$ 26.99	\$ 30.68	\$ 28.52	\$ 30.81	\$ 116.41
16	\$ 18.66	\$ 17.37	\$ 19.50	\$ 20.34	\$ 19.71	\$ 22.44	\$ 20.88	\$ 23.70	\$ 22.83	\$ 24.39	\$ 25.95	\$ 27.51	\$ 31.27	\$ 29.07	\$ 31.41	\$ 118.72
17	\$ 18.93	\$ 17.62	\$ 19.77	\$ 20.63	\$ 19.99	\$ 22.76	\$ 21.18	\$ 24.04	\$ 23.16	\$ 24.74	\$ 26.33	\$ 27.91	\$ 31.73	\$ 29.49	\$ 31.87	\$ 120.49
18	\$ 19.19	\$ 17.87	\$ 20.06	\$ 20.93	\$ 20.28	\$ 23.09	\$ 21.48	\$ 24.39	\$ 23.49	\$ 25.10	\$ 26.71	\$ 28.31	\$ 32.19	\$ 29.92	\$ 32.33	\$ 122.29
19	\$ 19.46	\$ 18.12	\$ 20.35	\$ 21.22	\$ 20.57	\$ 23.42	\$ 21.79	\$ 24.74	\$ 23.83	\$ 25.46	\$ 27.09	\$ 28.72	\$ 32.66	\$ 30.35	\$ 32.80	\$ 124.10
20	\$ 19.74	\$ 18.38	\$ 20.63	\$ 21.53	\$ 20.86	\$ 23.76	\$ 22.10	\$ 25.10	\$ 24.17	\$ 25.83	\$ 27.48	\$ 29.14	\$ 33.13	\$ 30.79	\$ 33.28	\$ 125.95
21	\$ 20.02	\$ 18.64	\$ 20.93	\$ 21.84	\$ 21.16	\$ 24.10	\$ 22.42	\$ 25.46	\$ 24.52	\$ 26.20	\$ 27.88	\$ 29.56	\$ 33.61	\$ 31.24	\$ 33.76	\$ 127.82
22	\$ 20.31	\$ 18.91	\$ 21.23	\$ 22.15	\$ 21.46	\$ 24.45	\$ 22.74	\$ 25.83	\$ 24.87	\$ 26.58	\$ 28.28	\$ 29.99	\$ 34.10	\$ 31.69	\$ 34.25	\$ 129.72
23	\$ 20.60	\$ 19.17	\$ 21.53	\$ 22.47	\$ 21.77	\$ 24.80	\$ 23.07	\$ 26.20	\$ 25.23	\$ 26.96	\$ 28.69	\$ 30.42	\$ 34.60	\$ 32.15	\$ 34.75	\$ 131.66
24	\$ 20.89	\$ 19.45	\$ 21.84	\$ 22.79	\$ 22.08	\$ 25.16	\$ 23.40	\$ 26.58	\$ 25.59	\$ 27.35	\$ 29.11	\$ 30.86	\$ 35.10	\$ 32.62	\$ 35.26	\$ 133.62
25	\$ 21.19	\$ 19.72	\$ 22.15	\$ 23.11	\$ 22.40	\$ 25.52	\$ 23.73	\$ 26.96	\$ 25.96	\$ 27.75	\$ 29.53	\$ 31.31	\$ 35.61	\$ 33.10	\$ 35.77	\$ 135.61
26	\$ 21.59	\$ 20.09	\$ 22.58	\$ 23.56	\$ 22.83	\$ 26.01	\$ 24.19	\$ 27.48	\$ 26.46	\$ 28.28	\$ 30.10	\$ 31.92	\$ 36.31	\$ 33.74	\$ 36.47	\$ 138.30

\$1.00 Step Increase

Longevity:

- 16-20 4% of total projected salary
- 21-25 4.5% of total projected salary
- 26 & Up 5% of total projected salary

**Longevity December 2025**

<b>16-20</b>	<b>3% of total projected salary</b>
<b>21-25</b>	<b>3.5% of total projected salary</b>
<b>26 &amp; Up</b>	<b>4% of total projected salary</b>

**Total \$ 105,443**

**Projected Longevity December  
2025**

<b>16-20</b>	<b>4% of total projected salary</b>
<b>21-25</b>	<b>4.5% of total projected salary</b>
<b>26 &amp; Up</b>	<b>5% of total projected salary</b>

**Total \$ 143,933**

**Total Increase \$ 38,490**

Cumberland County Board of Education  
 Non-Certified Supervisor and Safe School Counselor Salary Schedules

Years	Safe School Counselor (System-wide)	Non-Certified Supervisor
	200 Days	260 Days
0	46,551	55,040
1	46,997	56,101
2	47,447	57,183
3	47,901	58,286
4	48,360	59,412
5	48,824	60,560
6	49,292	61,732
7	49,765	62,926
8	50,243	64,145
9	50,725	65,388
10	51,212	66,655
11	51,704	67,949
12	52,201	69,268
13	52,703	70,613
14	53,210	71,985
15	53,723	73,385
16	54,240	74,099
17	54,762	74,820
18	55,290	75,548
19	55,823	76,283
20	56,361	77,026
21	56,905	77,776
22	57,454	78,534
23	58,008	79,300
24	58,568	80,073
25	59,134	80,853

Supervisor Longevity	
16-20 years	4%
21-25 years	4.50%
26 + years	5%

\$2,000 step increase

Cumberland County Board of Education  
 Non-Certified Supervisor and Safe School Counselor Salary Schedules

Years	Safe School Counselor (System-wide)	Non-Certified Supervisor		
	200 Days	260 Days		
0	45,442	54,101		
1	45,897	55,183		
2	46,356	56,286		
3	46,819	57,412		
4	47,287	58,560		
5	47,760	59,732		
6	48,238	60,926		
7	48,720	62,145		
8	49,207	63,388		
9	49,699	64,655		
10	50,196	65,949		
11	50,698	67,268		
12	51,205	68,613		
13	51,717	69,985		
14	52,235	71,385		
15	52,757	72,813		
16	53,285	73,541	Supervisor Longevity	
17	53,817	74,276		16-20 years 4%
18	54,356	75,019		21-25 years 4.50%
19	54,899	75,769		26 + years 5%
20	55,448	76,527		
21	56,003	77,292		
22	56,563	78,065		
23	57,128	78,846		
24	57,700	79,634		
25	58,277	80,430		

2%

**SCHEDULE OF SUPPLEMENTS FOR CERTIFIED SUPERVISORS AND PRINCIPALS**

(Based on number of years as supervisor or principal)

<b>Role</b>	<b>Begin</b>	<b>4 Yrs</b>	<b>7 Yrs</b>	<b>10 Yrs</b>	<b>13 Yrs</b>	<b>16 Yrs</b>	<b>20 Yrs</b>
<b>Certified Supervisor</b>	19%	23%	24%	25%	26%	27%	28%
<b>Secondary Principal</b>	18%	22%	23%	24%	25%	26%	27%
<b>Elementary Principal PreK-8</b>	17%	21%	22%	23%	24%	25%	26%
<b>Secondary Assistant Principal</b>	16%	20%	21%	22%	23%	24%	25%
<b>Elementary Assistant Principal</b>	14%	17%	18%	19%	20%	21%	22%

Supplements are based on percentages of individual principal's and supervisor's salaries

No change

**Option A \$4,000 between degrees; \$600 between steps**

**Bachelor**

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
0	2	48,288	51,380		3,092	-	102,760
1	23	48,888	51,980	3,692	3,092	84,916	1,195,540
2	14	49,488	52,580	3,692	3,092	51,688	736,120
3	23	50,088	53,180	3,692	3,092	84,916	1,223,140
4	15	50,688	53,780	3,692	3,092	55,380	806,700
5	11	51,288	54,380	3,692	3,092	40,612	598,180
6	10	51,888	54,980	3,692	3,092	36,920	549,800
7	7	52,488	55,580	3,692	3,092	25,844	389,060
8	9	53,088	56,180	3,692	3,092	33,228	505,620
9	9	53,688	56,780	3,692	3,092	33,228	511,020
10	10	54,288	57,380	3,692	3,092	36,920	573,800
11	10	54,888	57,980	3,692	3,092	36,920	579,800
12	12	55,488	58,580	3,692	3,092	44,304	702,960
13	7	56,088	59,180	3,692	3,092	25,844	414,260
14	9	56,688	59,780	3,692	3,092	33,228	538,020
15	8	57,288	60,380	3,692	3,092	29,536	483,040
16	10	57,888	60,980	3,692	3,092	36,920	609,800
17	6	58,488	61,580	3,692	3,092	22,152	369,480
18	7	59,088	62,180	3,692	3,092	25,844	435,260
19	12	59,688	62,780	3,692	3,092	44,304	753,360
20	9	60,288	63,380	3,692	3,092	33,228	570,420
21	7	60,888	63,980	3,692	3,092	25,844	447,860
22	1	61,488	64,580	3,692	3,092	3,692	64,580
23	6	62,088	65,180	3,692	3,092	22,152	391,080
24	4	62,688	65,780	3,692	3,092	14,768	263,120
25	2	63,288	66,380	3,692	3,092	7,384	132,760
26	1	63,888	66,980	3,692	3,092	3,692	66,980
27	4	64,488	67,580	3,692	3,092	14,768	270,320
28	3	65,088	68,180	3,692	3,092	11,076	204,540
29	23	65,688	68,780	3,692	3,092	84,916	1,581,940

<b>Master</b>
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	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	51,288	55,380		4,092	-	-
4,000	1	4	51,888	55,980	4,692	4,092	18,768	223,920
4,000	2	7	52,488	56,580	4,692	4,092	32,844	396,060
4,000	3	7	53,088	57,180	4,692	4,092	32,844	400,260
4,000	4	10	53,688	57,780	4,692	4,092	46,920	577,800
4,000	5	10	54,288	58,380	4,692	4,092	46,920	583,800
4,000	6	4	54,888	58,980	4,692	4,092	18,768	235,920
4,000	7	6	55,488	59,580	4,692	4,092	28,152	357,480
4,000	8	3	56,088	60,180	4,692	4,092	14,076	180,540
4,000	9	8	56,688	60,780	4,692	4,092	37,536	486,240
4,000	10	6	57,288	61,380	4,692	4,092	28,152	368,280
4,000	11	6	57,888	61,980	4,692	4,092	28,152	371,880
4,000	12	11	58,488	62,580	4,692	4,092	51,612	688,380
4,000	13	6	59,088	63,180	4,692	4,092	28,152	379,080
4,000	14	12	59,688	63,780	4,692	4,092	56,304	765,360
4,000	15	8	60,288	64,380	4,692	4,092	37,536	515,040
4,000	16	8	60,888	64,980	4,692	4,092	37,536	519,840
4,000	17	8	61,488	65,580	4,692	4,092	37,536	524,640
4,000	18	3	62,088	66,180	4,692	4,092	14,076	198,540
4,000	19	15	62,688	66,780	4,692	4,092	70,380	1,001,700
4,000	20	10	63,288	67,380	4,692	4,092	46,920	673,800
4,000	21	6	63,888	67,980	4,692	4,092	28,152	407,880
4,000	22	13	64,488	68,580	4,692	4,092	60,996	891,540
4,000	23	2	65,088	69,180	4,692	4,092	9,384	138,360
4,000	24	10	65,688	69,780	4,692	4,092	46,920	697,800
4,000	25	9	66,288	70,380	4,692	4,092	42,228	633,420
4,000	26	5	66,888	70,980	4,692	4,092	23,460	354,900
4,000	27	8	67,488	71,580	4,692	4,092	37,536	572,640
4,000	28	3	68,088	72,180	4,692	4,092	14,076	216,540
4,000	29	31	68,688	72,780	4,692	4,092	145,452	2,256,180

<b>EDS</b>
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	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	54,288	59,380		5,092	-	-
4,000	1	0	54,888	59,980	5,692	5,092	-	-
4,000	2	0	55,488	60,580	5,692	5,092	-	-
4,000	3	0	56,088	61,180	5,692	5,092	-	-
4,000	4	1	56,688	61,780	5,692	5,092	5,692	61,780
4,000	5	0	57,288	62,380	5,692	5,092	-	-
4,000	6	1	57,888	62,980	5,692	5,092	5,692	62,980
4,000	7	0	58,488	63,580	5,692	5,092	-	-
4,000	8	0	59,678	64,180	5,692	4,502	-	-
4,000	9	1	61,399	64,780	5,102	3,381	5,102	64,780
4,000	10	1	62,663	65,380	3,981	2,717	3,981	65,380
4,000	11	1	62,917	65,980	3,317	3,063	3,317	65,980
4,000	12	0	64,201	66,580	3,663	2,379	-	-
4,000	13	1	64,474	67,180	2,979	2,706	2,979	67,180
4,000	14	2	65,786	67,780	3,306	1,994	6,612	135,560
4,000	15	0	66,042	68,380	2,594	2,338	-	-
4,000	16	2	67,401	68,980	2,938	1,579	5,876	137,960
4,000	17	2	67,414	69,580	2,179	2,166	4,358	139,160
4,000	18	2	68,550	70,180	2,766	1,630	5,532	140,360
4,000	19	4	68,564	70,780	2,230	2,216	8,920	283,120
4,000	20	3	69,734	71,380	2,816	1,646	8,448	214,140
4,000	21	3	70,067	71,980	2,246	1,913	6,738	215,940
4,000	22	0	70,403	72,580	2,513	2,177	-	-
4,000	23	0	70,740	73,180	2,777	2,440	-	-
4,000	24	1	71,078	73,780	3,040	2,702	3,040	73,780
4,000	25	1	71,419	74,380	3,302	2,961	3,302	74,380
4,000	26	0	71,761	74,980	3,561	3,219	-	-
4,000	27	3	71,838	75,580	3,819	3,742	11,457	226,740
4,000	28	2	72,488	76,180	4,342	3,692	8,684	152,360
4,000	29	20	73,138	76,780	4,292	3,642	85,840	1,535,600

<b>Doctorate</b>
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	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	57,288	63,380		6,092	-	-
4,000	1	0	57,888	63,980	6,692	6,092	-	-
4,000	2	0	58,488	64,580	6,692	6,092	-	-
4,000	3	0	59,088	65,180	6,692	6,092	-	-
4,000	4	2	59,688	65,780	6,692	6,092	13,384	131,560
4,000	5	0	60,497	66,380	6,692	5,883	-	-
4,000	6	0	61,687	66,980	6,483	5,293	-	-
4,000	7	0	63,293	67,580	5,893	4,287	-	-
4,000	8	1	64,571	68,180	4,887	3,609	4,887	68,180
4,000	9	1	66,471	68,780	4,209	2,309	4,209	68,780
4,000	10	0	67,841	69,380	2,909	1,539	-	-
4,000	11	0	68,096	69,980	2,139	1,884	-	-
4,000	12	0	69,483	70,580	2,484	1,097	-	-
4,000	13	0	69,776	71,180	1,697	1,404	-	-
4,000	14	0	71,208	71,780	2,004	572	-	-
4,000	15	2	71,454	72,380	1,172	926	2,344	144,760
4,000	16	1	72,928	72,980	1,526	52	1,526	72,980
4,000	17	1	72,941	73,580	652	639	652	73,580
4,000	18	0	74,198	74,180	1,239	(18)	-	-
4,000	19	0	74,211	74,780	582	569	-	-
4,000	20	0	75,529	75,380	1,169	(149)	-	-
4,000	21	0	75,892	75,980	451	88	-	-
4,000	22	2	76,256	76,580	688	324	1,376	153,160
4,000	23	1	76,622	77,180	924	558	924	77,180
4,000	24	1	76,991	77,780	1,158	789	1,158	77,780
4,000	25	0	77,361	78,380	1,389	1,019	-	-
4,000	26	0	77,961	78,980	1,619	1,019	-	-
4,000	27	1	78,561	79,580	1,619	1,019	1,619	79,580
4,000	28	2	79,161	80,180	1,619	1,019	3,238	160,360
4,000	29	5	79,761	80,780	1,619	1,019	8,095	403,900

**Option B \$4,000 between degrees; \$600 between steps**

**Bachelor**

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
0	2	48,288	50,780		2,492	-	101,560
1	23	48,888	51,380	3,092	2,492	71,116	1,181,740
2	14	49,488	51,980	3,092	2,492	43,288	727,720
3	23	50,088	52,580	3,092	2,492	71,116	1,209,340
4	15	50,688	53,180	3,092	2,492	46,380	797,700
5	11	51,288	53,780	3,092	2,492	34,012	591,580
6	10	51,888	54,380	3,092	2,492	30,920	543,800
7	7	52,488	54,980	3,092	2,492	21,644	384,860
8	9	53,088	55,580	3,092	2,492	27,828	500,220
9	9	53,688	56,180	3,092	2,492	27,828	505,620
10	10	54,288	56,780	3,092	2,492	30,920	567,800
11	10	54,888	57,380	3,092	2,492	30,920	573,800
12	12	55,488	57,980	3,092	2,492	37,104	695,760
13	7	56,088	58,580	3,092	2,492	21,644	410,060
14	9	56,688	59,180	3,092	2,492	27,828	532,620
15	8	57,288	59,780	3,092	2,492	24,736	478,240
16	10	57,888	60,380	3,092	2,492	30,920	603,800
17	6	58,488	60,980	3,092	2,492	18,552	365,880
18	7	59,088	61,580	3,092	2,492	21,644	431,060
19	12	59,688	62,180	3,092	2,492	37,104	746,160
20	9	60,288	62,780	3,092	2,492	27,828	565,020
21	7	60,888	63,380	3,092	2,492	21,644	443,660
22	1	61,488	63,980	3,092	2,492	3,092	63,980
23	6	62,088	64,580	3,092	2,492	18,552	387,480
24	4	62,688	65,180	3,092	2,492	12,368	260,720
25	2	63,288	65,780	3,092	2,492	6,184	131,560
26	1	63,888	66,380	3,092	2,492	3,092	66,380
27	4	64,488	66,980	3,092	2,492	12,368	267,920
28	3	65,088	67,580	3,092	2,492	9,276	202,740
29	23	65,688	68,180	3,092	2,492	71,116	1,568,140

<b>Master</b>
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	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	51,288	54,780		3,492	-	-
4,000	1	4	51,888	55,380	4,092	3,492	16,368	221,520
4,000	2	7	52,488	55,980	4,092	3,492	28,644	391,860
4,000	3	7	53,088	56,580	4,092	3,492	28,644	396,060
4,000	4	10	53,688	57,180	4,092	3,492	40,920	571,800
4,000	5	10	54,288	57,780	4,092	3,492	40,920	577,800
4,000	6	4	54,888	58,380	4,092	3,492	16,368	233,520
4,000	7	6	55,488	58,980	4,092	3,492	24,552	353,880
4,000	8	3	56,088	59,580	4,092	3,492	12,276	178,740
4,000	9	8	56,688	60,180	4,092	3,492	32,736	481,440
4,000	10	6	57,288	60,780	4,092	3,492	24,552	364,680
4,000	11	6	57,888	61,380	4,092	3,492	24,552	368,280
4,000	12	11	58,488	61,980	4,092	3,492	45,012	681,780
4,000	13	6	59,088	62,580	4,092	3,492	24,552	375,480
4,000	14	12	59,688	63,180	4,092	3,492	49,104	758,160
4,000	15	8	60,288	63,780	4,092	3,492	32,736	510,240
4,000	16	8	60,888	64,380	4,092	3,492	32,736	515,040
4,000	17	8	61,488	64,980	4,092	3,492	32,736	519,840
4,000	18	3	62,088	65,580	4,092	3,492	12,276	196,740
4,000	19	15	62,688	66,180	4,092	3,492	61,380	992,700
4,000	20	10	63,288	66,780	4,092	3,492	40,920	667,800
4,000	21	6	63,888	67,380	4,092	3,492	24,552	404,280
4,000	22	13	64,488	67,980	4,092	3,492	53,196	883,740
4,000	23	2	65,088	68,580	4,092	3,492	8,184	137,160
4,000	24	10	65,688	69,180	4,092	3,492	40,920	691,800
4,000	25	9	66,288	69,780	4,092	3,492	36,828	628,020
4,000	26	5	66,888	70,380	4,092	3,492	20,460	351,900
4,000	27	8	67,488	70,980	4,092	3,492	32,736	567,840
4,000	28	3	68,088	71,580	4,092	3,492	12,276	214,740
4,000	29	31	68,688	72,180	4,092	3,492	126,852	2,237,580

<b>Doctorate</b>
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	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	57,288	62,780		5,492	-	-
4,000	1	0	57,888	63,380	6,092	5,492	-	-
4,000	2	0	58,488	63,980	6,092	5,492	-	-
4,000	3	0	59,088	64,580	6,092	5,492	-	-
4,000	4	2	59,688	65,180	6,092	5,492	12,184	130,360
4,000	5	0	60,497	65,780	6,092	5,283	-	-
4,000	6	0	61,687	66,380	5,883	4,693	-	-
4,000	7	0	63,293	66,980	5,293	3,687	-	-
4,000	8	1	64,571	67,580	4,287	3,009	4,287	67,580
4,000	9	1	66,471	68,180	3,609	1,709	3,609	68,180
4,000	10	0	67,841	68,780	2,309	939	-	-
4,000	11	0	68,096	69,380	1,539	1,284	-	-
4,000	12	0	69,483	69,980	1,884	497	-	-
4,000	13	0	69,776	70,580	1,097	804	-	-
4,000	14	0	71,208	71,180	1,404	(28)	-	-
4,000	15	2	71,454	71,780	572	326	1,144	143,560
4,000	16	1	72,928	72,380	926	(548)	926	72,380
4,000	17	1	72,941	72,980	52	39	52	72,980
4,000	18	0	74,198	73,580	639	(618)	-	-
4,000	19	0	74,211	74,180	(18)	(31)	-	-
4,000	20	0	75,529	74,780	569	(749)	-	-
4,000	21	0	75,892	75,380	(149)	(512)	-	-
4,000	22	2	76,256	75,980	88	(276)	176	151,960
4,000	23	1	76,622	76,580	324	(42)	324	76,580
4,000	24	1	76,991	77,180	558	189	558	77,180
4,000	25	0	77,361	77,780	789	419	-	-
4,000	26	0	77,961	78,380	1,019	419	-	-
4,000	27	1	78,561	78,980	1,019	419	1,019	78,980
4,000	28	2	79,161	79,580	1,019	419	2,038	159,160
4,000	29	5	79,761	80,180	1,019	419	5,095	400,900

<b>EDS</b>
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	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	54,288	58,780		4,492	-	-
4,000	1	0	54,888	59,380	5,092	4,492	-	-
4,000	2	0	55,488	59,980	5,092	4,492	-	-
4,000	3	0	56,088	60,580	5,092	4,492	-	-
4,000	4	1	56,688	61,180	5,092	4,492	5,092	61,180
4,000	5	0	57,288	61,780	5,092	4,492	-	-
4,000	6	1	57,888	62,380	5,092	4,492	5,092	62,380
4,000	7	0	58,488	62,980	5,092	4,492	-	-
4,000	8	0	59,678	63,580	5,092	3,902	-	-
4,000	9	1	61,399	64,180	4,502	2,781	4,502	64,180
4,000	10	1	62,663	64,780	3,381	2,117	3,381	64,780
4,000	11	1	62,917	65,380	2,717	2,463	2,717	65,380
4,000	12	0	64,201	65,980	3,063	1,779	-	-
4,000	13	1	64,474	66,580	2,379	2,106	2,379	66,580
4,000	14	2	65,786	67,180	2,706	1,394	5,412	134,360
4,000	15	0	66,042	67,780	1,994	1,738	-	-
4,000	16	2	67,401	68,380	2,338	979	4,676	136,760
4,000	17	2	67,414	68,980	1,579	1,566	3,158	137,960
4,000	18	2	68,550	69,580	2,166	1,030	4,332	139,160
4,000	19	4	68,564	70,180	1,630	1,616	6,520	280,720
4,000	20	3	69,734	70,780	2,216	1,046	6,648	212,340
4,000	21	3	70,067	71,380	1,646	1,313	4,938	214,140
4,000	22	0	70,403	71,980	1,913	1,577	-	-
4,000	23	0	70,740	72,580	2,177	1,840	-	-
4,000	24	1	71,078	73,180	2,440	2,102	2,440	73,180
4,000	25	1	71,419	73,780	2,702	2,361	2,702	73,780
4,000	26	0	71,761	74,380	2,961	2,619	-	-
4,000	27	3	71,838	74,980	3,219	3,142	9,657	224,940
4,000	28	2	72,488	75,580	3,742	3,092	7,484	151,160
4,000	29	20	73,138	76,180	3,692	3,042	73,840	1,523,600

Bachelor

YEARS OF EXPERIENCE	#ERROR!	25-26	26-27	\$raise	Raise Cap 26-27	Difference M/N	Actual with CAP 26-27	27-28	\$raise 27-28	Raise Cap 26-27	Difference M/N	Actual with CAP 27-28		Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	Cap Total	TOTAL BUDGET AMOUNT
0	2	48,288	50,400	0	0	0	50,400	50,400				50,400	50,400	2,112	0	\$100,800.00	100,800
1	23	48,888	51,125	2,837	2,837	0	51,125	51,125	725	725	0	51,125	51,125	2,237	65,251	\$1,175,875.00	1,175,875
2	14	49,488	51,850	2,962	2,962	0	51,850	51,850	725	725	0	51,850	51,850	2,362	41,468	\$725,900.00	725,900
3	23	50,088	52,575	3,087	3,087	0	52,575	52,575	725	725	0	52,575	52,575	2,487	71,001	\$1,209,225.00	1,209,225
4	15	50,688	53,300	3,212	3,212	0	53,300	53,300	725	725	0	53,300	53,300	2,612	48,180	\$799,500.00	799,500
5	11	51,288	54,025	3,337	3,337	0	54,025	54,025	725	725	0	54,025	54,025	2,737	36,707	\$594,275.00	594,275
6	10	51,888	54,750	3,462	3,462	0	54,750	54,750	725	725	0	54,750	54,750	2,862	34,620	\$547,500.00	547,500
7	7	52,488	55,550	3,662	3,662	0	55,550	55,550	800	800	0	55,550	55,550	3,062	25,634	\$388,850.00	388,850
8	9	53,088	56,450	3,962	3,962	0	56,450	56,450	900	900	0	56,450	56,450	3,362	35,658	\$508,050.00	508,050
9	9	53,688	57,175	4,087	4,000	87	57,088	57,175	812	812	0	57,175	57,175	3,487	36,783	\$513,792.00	514,575
10	10	54,288	57,900	4,212	4,000	212	57,688	57,900	1,024	1,024	0	57,900	57,900	3,612	42,120	\$576,880.00	579,000
11	10	54,888	58,625	4,337	4,000	337	58,288	58,625	1,274	1,274	0	58,625	58,625	3,737	43,370	\$582,880.00	586,250
12	12	55,488	59,350	4,462	4,000	462	58,888	59,350	1,524	1,524	0	59,350	59,350	3,862	53,544	\$706,656.00	712,200
13	7	56,088	60,075	4,587	4,000	587	59,488	60,075	1,774	1,774	0	60,075	60,075	3,987	32,109	\$416,416.00	420,525
14	9	56,688	60,800	4,712	4,000	712	60,088	60,800	2,024	2,024	0	60,800	60,800	4,112	42,408	\$540,792.00	547,200
15	8	57,288	61,525	4,837	4,000	837	60,688	61,525	2,274	2,274	0	61,525	61,525	4,237	38,696	\$485,504.00	492,200
16	10	57,888	62,250	4,962	4,000	962	61,288	62,250	2,524	2,524	0	62,250	62,250	4,362	49,620	\$612,880.00	622,500
17	6	58,488	62,975	5,087	4,000	1,087	61,888	62,975	2,774	2,774	0	62,975	62,975	4,487	30,522	\$371,328.00	377,850
18	7	59,088	63,700	5,212	4,000	1,212	62,488	63,700	3,024	3,024	0	63,700	63,700	4,612	36,484	\$437,416.00	445,900
19	12	59,688	64,425	5,337	4,000	1,337	63,088	64,425	3,274	3,274	0	64,425	64,425	4,737	64,044	\$757,056.00	773,100
20	9	60,288	65,150	5,462	4,000	1,462	63,688	65,150	3,524	3,524	0	65,150	65,150	4,862	49,158	\$573,192.00	586,350
21	7	60,888	65,875	5,587	4,000	1,587	64,288	65,875	3,774	3,774	0	65,875	65,875	4,987	39,109	\$450,016.00	461,125
22	1	61,488	66,600	5,712	4,000	1,712	64,888	66,600	4,024	4,000	24	66,576	66,600	5,112	5,712	\$64,888.00	66,600
23	6	62,088	67,325	5,837	4,000	1,837	65,488	67,325	4,274	4,000	274	67,051	67,325	5,237	35,022	\$392,928.00	403,950
24	4	62,688	68,050	5,962	4,000	1,962	66,088	68,050	4,524	4,000	524	67,526	68,050	5,362	23,848	\$264,352.00	272,200
25	2	63,288	68,775	6,087	4,000	2,087	66,688	68,775	4,774	4,000	774	68,001	68,775	5,487	12,174	\$133,376.00	137,550
26	1	63,888	69,500	6,212	4,000	2,212	67,288	69,500	5,024	4,000	1,024	68,476	69,500	5,612	6,212	\$67,288.00	69,500
27	4	64,488	70,225	6,337	4,000	2,337	67,888	70,225	5,274	4,000	1,274	68,951	70,225	5,737	25,348	\$271,552.00	280,900
28	3	65,088	70,950	6,462	4,000	2,462	68,488	70,950	5,524	4,000	1,524	69,426	70,950	5,862	19,386	\$205,464.00	212,850
29	23	65,688	71,675	6,587	4,000	2,587	69,088	71,675	5,774	4,000	1,774	69,901	71,675	5,987	151,501	\$1,589,024.00	1,648,525

Masters

EDS

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$raise	Cap		Actual 26-27	27-28	raise 27-28	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	Cap Total	TOTAL BUDGET AMOUNT	
3,500	0	0	51,288	53,900				53,900	53,900	0	2,612	-	0	-	3,500
3,500	1	4	51,888	54,625	3,337	3,337	0	54,625	54,625	725	2,737	13,348	218500	218,500	3,500
3,500	2	7	52,488	55,350	3,462	3,462	0	55,350	55,350	725	2,862	24,234	387450	387,450	3,500
3,500	3	7	53,088	56,075	3,587	3,587	0	56,075	56,075	725	2,987	25,109	392525	392,525	3,500
3,500	4	10	53,688	56,800	3,712	3,712	0	56,800	56,800	725	3,112	37,120	568000	568,000	3,500
3,500	5	10	54,288	57,525	3,837	3,837	0	57,525	57,525	725	3,237	38,370	575250	575,250	3,500
3,500	6	4	54,888	58,250	3,962	3,962	0	58,250	58,250	725	3,362	15,848	233000	233,000	3,500
3,500	7	6	55,488	59,050	4,162	4,000	162	58,888	59,050	800	3,562	24,972	353328	354,300	3,500
3,500	8	3	56,088	59,950	4,462	4,000	462	59,488	59,950	1,062	3,862	13,386	178464	179,850	3,500
3,500	9	8	56,688	60,675	4,587	4,000	587	60,088	60,675	1,187	3,987	36,696	480704	485,400	3,500
3,500	10	6	57,288	61,400	4,712	4,700	12	61,388	61,400	1,312	4,112	28,272	368328	368,400	3,500
3,500	11	6	57,888	62,125	4,837	4,000	837	61,288	62,125	737	4,237	29,022	367728	372,750	3,500
3,500	12	11	58,488	62,850	4,962	4,000	962	61,888	62,850	962	4,362	54,582	680768	691,350	3,500
3,500	13	6	59,088	63,575	5,087	4,000	1,087	62,488	63,575	1,087	4,487	30,522	374928	381,450	3,500
3,500	14	12	59,688	64,300	5,212	4,000	1,212	63,088	64,300	1,212	4,612	62,544	757056	771,600	3,500
3,500	15	8	60,288	65,025	5,337	4,000	1,337	63,688	65,025	1,337	4,737	42,696	509504	520,200	3,500
3,500	16	8	60,888	65,750	5,462	4,000	1,462	64,288	65,750	1,462	4,862	43,696	514304	526,000	3,500
3,500	17	8	61,488	66,475	5,587	4,000	1,587	64,888	66,475	1,587	4,987	44,696	519104	531,800	3,500
3,500	18	3	62,088	67,200	5,712	4,000	1,712	65,488	67,200	1,712	5,112	17,136	196464	201,600	3,500
3,500	19	15	62,688	67,925	5,837	4,000	1,837	66,088	67,925	1,837	5,237	87,555	991320	1,018,875	3,500
3,500	20	10	63,288	68,650	5,962	4,000	1,962	66,688	68,650	1,962	5,362	59,620	666880	686,500	3,500
3,500	21	6	63,888	69,375	6,087	4,000	2,087	67,288	69,375	2,087	5,487	36,522	403728	416,250	3,500
3,500	22	13	64,488	70,100	6,212	4,000	2,212	67,888	70,100	2,212	5,612	80,756	882544	911,300	3,500
3,500	23	2	65,088	70,825	6,337	4,000	2,337	68,488	70,825	2,337	5,737	12,674	136976	141,650	3,500
3,500	24	10	65,688	71,550	6,462	4,000	2,462	69,088	71,550	2,462	5,862	64,620	690880	715,500	3,500
3,500	25	9	66,288	72,275	6,587	4,000	2,587	69,688	72,275	2,587	5,987	59,283	627192	650,475	3,500
3,500	26	5	66,888	73,000	6,712	4,000	2,712	70,288	73,000	2,712	6,112	33,560	351440	365,000	3,500
3,500	27	8	67,488	73,725	6,837	4,000	2,837	70,888	73,725	2,837	6,237	54,696	567104	589,800	3,500
3,500	28	3	68,088	74,450	6,962	4,000	2,962	71,488	74,450	2,962	6,362	20,886	214464	223,350	3,500
3,500	29	31	68,688	75,175	7,087	4,000	3,087	72,088	75,175	3,087	6,487	219,697	2234728	2,330,425	3,500

EDS

Doctorate

TOTAL BUDGET AMOUNT		YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$raise	Raise Cap		Cap Salary	Scale step change	TOTAL COST INCREASE BY # EMPLOYEES	Cap total	TOTAL BUDGET AMOUNT
-	3,500	0	0	54,288	57,400	0			57,400	3,112	0	0	-
218,500	3,500	1	0	54,888	58,125	3,837	3,837	0	58,125	3,237	0	0	-
387,450	3,500	2	0	55,488	58,850	3,962	3,962	0	58,850	3,362	0	0	-
392,525	3,500	3	0	56,088	59,575	4,087	4,000	87	59,488	3,487	0	0	-
568,000	3,500	4	1	56,688	60,300	4,212	4,000	212	60,088	3,612	4212	60088	60,300
575,250	3,500	5	0	57,288	61,025	4,337	4,000	337	60,688	3,737	0	0	-
233,000	3,500	6	1	57,888	61,750	4,462	4,000	462	61,288	3,862	4462	61288	61,750
354,300	3,500	7	0	58,488	62,550	4,662	4,000	662	61,888	4,062	0	0	-
179,850	3,500	8	0	59,678	63,450	4,962	4,000	962	62,488	3,772	0	0	-
485,400	3,500	9	1	61,399	64,175	4,497	4,000	497	63,678	2,776	4497	63678	64,175
368,400	3,500	10	1	62,663	64,900	3,501	3,501	0	64,900	2,237	3501	64900	64,900
372,750	3,500	11	1	62,917	65,625	2,962	2,962	0	65,625	2,708	2962	65625	65,625
691,350	3,500	12	0	64,201	66,350	3,433	3,433	0	66,350	2,149	0	0	-
381,450	3,500	13	1	64,474	67,075	2,874	2,874	0	67,075	2,601	2874	67075	67,075
771,600	3,500	14	2	65,786	67,800	3,326	3,326	0	67,800	2,014	6652	135600	135,600
520,200	3,500	15	0	66,042	68,525	2,739	2,739	0	68,525	2,483	0	0	-
526,000	3,500	16	2	67,401	69,250	3,208	3,208	0	69,250	1,849	6416	138500	138,500
531,800	3,500	17	2	67,414	69,975	2,574	2,574	0	69,975	2,561	5148	139950	139,950
201,600	3,500	18	2	68,550	70,700	3,286	3,286	0	70,700	2,150	6572	141400	141,400
1,018,875	3,500	19	4	68,564	71,425	2,875	2,875	0	71,425	2,861	11500	285700	285,700
686,500	3,500	20	3	69,734	72,150	3,586	3,586	0	72,150	2,416	10758	216450	216,450
416,250	3,500	21	3	70,067	72,875	3,141	3,141	0	72,875	2,808	9423	218625	218,625
911,300	3,500	22	0	70,403	73,600	3,533	3,533	0	73,600	3,197	0	0	-
141,650	3,500	23	0	70,740	74,325	3,922	3,922	0	74,325	3,585	0	0	-
715,500	3,500	24	1	71,078	75,050	4,310	4,000	310	74,740	3,972	4310	74740	75,050
650,475	3,500	25	1	71,419	75,775	4,697	4,000	697	75,078	4,356	4697	75078	75,775
365,000	3,500	26	0	71,761	76,500	5,081	4,000	1,081	75,419	4,739	0	0	-
589,800	3,500	27	3	71,838	77,225	5,464	4,000	1,464	75,761	5,387	16392	227283	231,675
223,350	3,500	28	2	72,488	77,950	6,112	4,000	2,112	75,838	5,462	12224	151676	155,900
2,330,425	3,500	29	20	73,138	78,675	6,187	4,000	2,187	76,488	5,537	123740	1529760	1,573,500

\$15,808,550 \$ 365,889

51

\$ 115,829

\$240,340 \$ 3,717,416 \$3,771,950 \$ 54,534

**Doctorate**

Cap total	TOTAL BUDGET AMOUNT
0	-
0	-
0	-
0	-
60088	60,300
0	-
61288	61,750
0	-
0	-
63678	64,175
64900	64,900
65625	65,625
0	-
67075	67,075
135600	135,600
0	-
138500	138,500
139950	139,950
141400	141,400
285700	285,700
216450	216,450
218625	218,625
0	-
0	-
74740	75,050
75078	75,775
0	-
227283	231,675
151676	155,900
1529760	1,573,500

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$raise	Raise Cap		Scale step change	TOTAL COST INCREASE BY # EMPLOYEES	total cap	TOTAL BUDGET AMOUNT
3,500	0	0	57,288	60,900				3,612	0	0	
3,500	1	0	57,888	61,625	4,337	4,000	337	61,288	3,737	0	-
3,500	2	0	58,488	62,350	4,462	4,000	462	61,888	3,862	0	-
3,500	3	0	59,088	63,075	4,587	4,000	587	62,488	3,987	0	-
3,500	4	2	59,688	63,800	4,712	4,000	712	63,088	4,112	9424	127,600
3,500	5	0	60,497	64,525	4,837	4,000	837	63,688	4,028	0	-
3,500	6	0	61,687	65,250	4,753	4,000	753	64,497	3,563	0	-
3,500	7	0	63,293	66,050	4,363	4,000	363	65,687	2,757	0	-
3,500	8	1	64,571	66,950	3,657	3,657	0	66,950	2,379	3657	66,950
3,500	9	1	66,471	67,675	3,104	3,104	0	67,675	1,204	3104	67,675
3,500	10	0	67,841	68,400	1,929	1,929	0	68,400	559	0	-
3,500	11	0	68,096	69,125	1,284	1,284	0	69,125	1,029	0	-
3,500	12	0	69,483	69,850	1,754	1,754	0	69,850	367	0	-
3,500	13	0	69,776	70,575	1,092	1,092	0	70,575	799	0	-
3,500	14	0	71,208	71,300	1,524	1,524	0	71,300	92	0	-
3,500	15	2	71,454	72,025	817	817	0	72,025	571	1634	144,050
3,500	16	1	72,928	72,750	1,296	1,296	0	72,750	-178	1296	72,750
3,500	17	1	72,941	73,475	547	547	0	73,475	534	547	73,475
3,500	18	0	74,198	74,200	1,259	1,259	0	74,200	2	0	-
3,500	19	0	74,211	74,925	727	727	0	74,925	714	0	-
3,500	20	0	75,529	75,650	1,439	1,439	0	75,650	121	0	-
3,500	21	0	75,892	76,375	846	846	0	76,375	483	0	-
3,500	22	2	76,256	77,100	1,208	1,208	0	77,100	844	2416	154,200
3,500	23	1	76,622	77,825	1,569	1,569	0	77,825	1,203	1569	77,825
3,500	24	1	76,991	78,550	1,928	1,928	0	78,550	1,559	1928	78,550
3,500	25	0	77,361	79,275	2,284	2,284	0	79,275	1,914	0	-
3,500	26	0	77,961	80,000	2,639	2,639	0	80,000	2,039	0	-
3,500	27	1	78,561	80,725	2,764	2,764	0	80,725	2,164	2764	80,725
3,500	28	2	79,161	81,450	2,889	2,889	0	81,450	2,289	5778	162,900
3,500	29	5	79,761	82,175	3,014	3,014	0	82,175	2,414	15070	410,875

\$ 3,717,416 \$3,771,950 \$ 54,534

20

\$ 71,621

\$1,516,15 \$ 1,517,575 \$ 1,424  
\$ 619,017

# Substitute Cost Projection

Full School Year (180 days) Scenarios

*Based on August-October 2025*

*Usage*

# Retired Teacher Sub Costs Based on 180 Days

Pay Rate	Total Cost
Current: \$100	\$77,400
Option 1: \$125	\$96,750 (Yearly Increase = \$19,350)
Option 2: \$150	\$116,100 (Yearly Increase = \$38,700)

# Certified Sub Costs Based on 180 Days

Pay Rate	Total Cost
Current: \$85	\$21,726
Option 1: \$100	\$25,560 (Yearly Increase = \$3,834)
Option 2: \$125	\$31,950 (Yearly Increase = \$10,224)

# Classified Sub Based on 180 Days

Pay Rate	Total Cost
Current: \$75	\$358,560
Option 1: \$90	\$430,272 (Yearly Increase = \$71,712)
Option 2: \$100	\$478,080 (Yearly Increase = \$119,520)

# Combined Cost Summary

Scenario	Retired	Certified	Classified	Total Cost
Current Rates	\$77,400	\$21,726	\$358,560	\$457,686
Option 1 Rates	\$96,750	\$25,560	\$430,272	\$552,582 <i>(Yearly Increase = \$94,896)</i>
Option 2 Rates	\$116,100	\$31,950	\$478,080	\$626,130 <i>(Yearly Increase = \$168,444)</i>



**Dr. Rebecca Farley**  
**Director of Schools**

**Scott VanWinkle**  
**Board Chair**

**Additional Supplement Disbursement**

**# of Students**

1 - 20	\$100.00
21 - 50	\$200.00
51 - 74	\$300.00
75 & above	\$400.00

**Months of Practice/Involvement**

0 - 3	\$200.00
4 - 6	\$300.00
7 - 9	\$400.00
10 - 12	\$500.00

**# Performance/Games/Matches (Regular Season)**

0 - 10	\$200.00
11 - 20	\$300.00
21 - 30	\$400.00
31+	\$500.00

**Success if Applicable**

60 - 74%	\$300.00
75 - 89%	\$400.00
90% & above	\$500.00
State Playoff/Tournament	\$500.00
Undefeated Season/State Champion	\$1000.00

All:

- Supplements will be twice a year
- Obviously success will be on the 2nd check
- Supporting documentation will be required - rosters, practice & game schedule
- New coaches will complete experience verification form
- Number performance is 1:1 each game regardless of tournament or not
- For some supplements - only base, months & year of experience will be used i.e. elementary yearbook

**Cumberland County Schools**  
**368 Fourth Street**  
**Crossville, TN 38555**  
**931-484-6135**

<b>Additional Supplement Procedures</b>						
<b>Instructions:</b> Individuals will receive compensation based on the "X" in the box. Please see the "Additional Supplement Disbursement" sheet for amounts. N=Not received. Highlighted yellow, individuals receive an additional month of teacher pay.						
<b>Activity</b>	<b>Years of Experience</b>	<b># of Students</b>	<b>Months of Practice/ Involvement</b>	<b># of Performance/ Games/Matches (Regular Season)</b>	<b>Success if Applicable</b>	<b>Pay Schedule</b>
<b>High School</b>						
Archery	X	X	X	X	X	
Band Director	X	X	X	X	N	
Band Assistant						
Baseball Head Coach	X	X	X	X	X	
Baseball Assistant						
Basketball Head Coach Boys	X	X	X	X	X	
Basketball Assistant Boys						
Basketball Head Coach Girls	X	X	X	X	X	
Basketball Assistant Girls						
Basketball JV Head Coach Boys	X	X	X	X	X	
Basketball JV Assistant Coach Boys						
Basketball JV Head Coach Girls	X	X	X	X	X	
Basketball JV Assistant Coach Girls						
Beta	X	X	X	N	X	
Bowling	X	X	X	X	X	
Cheer Varsity	X	X	X	X	X NATIONALS	
Cheer Asst Coach						
Chess	X	X	X	X	N	
Choir	X	X	X	X	N	
Color Guard	X	X	X	X	N	

Cross Country	X	X	X	X	X	
Dance	X	X	X	X	N	
Drama	X	X	X	X	N	
FB Head Coach	X	X	X	X	X	
FB Off Coord						
FB Def Coord						
FB Asst						
Fishing Coach	X	X	X	X	X	
Girls Flag Football Head Coach	X	X	X	X	X	
Girls Flag Football Assistant						
Golf Head Coach	X	X	X	X	X	
Soccer Head Coach Boys	X	X	X	X	X	
Soccer Asst Coach Boys						
Soccer Head Coach Girls	X	X	X	X	X	
Soccer Asst Coach Girls						
Softball Head Coach	X	X	X	X	X	
Softball Asst Coach						
Student Council	X	X	X	N	N	
Tennis	X	X	X	X	X	X
Track Head Coach	X	X	X	X	X	X
Track Asst Coach						
Volleyball Head Coach	X	X	X	X	X	
Volleyball Asst Coach						
Wrestling Head Coach	X	X	X	X	X	
Wrestling Asst Coach						
Yearbook	X	X	X	N	N	
Phoenix Yearbook						

<b>Middle School/County Wide</b>						
Baseball Head Coach MS	X	X	X	X	X	
Baseball Assistant Coach						
Basketball Head Coach Boys	X	X	X	X	X	
Basketball Asst Coach Boys						
Basketball Head Coach Girls	X	X	X	X	X	
Basketball Asst Coach Girls						
Cross Country	X	X	X	X	X	
Cheer Head Coach MS	X	X	X	X	N	
Cheer Assistant MS						
FB Head Coach MS	X	X	X	X	X	
FB Asst Coach MS						
Golf Girls Head Coach	X	X	X	X	X	
Golf Boys Head Coach	X	X	X	X	X	
Soccer Girls Head Coach	X	X	X	X	X	
Soccer Girls Asst Coach						
Soccer Boys Head Coach	X	X	X	X	X	
Soccer Boys Asst Coach						
Softball Head Coach MS	X	X	X	X	X	
Softball Assistant Coach						
Tennis	X	X	X	X	X	
Track and Field	X	X	X	X	X	
Volleyball MS	X	X	X	X	X	
Wrestling Girls Head Coach	X	X	X	X	X	
Wrestling Boys Head Coach	X	X	X	X	X	
<b>Elementary</b>						
Archery	X	X	X	X	X	

Band	X	X	X	X	N	
Basketball Middle (6-8) Head Coach Boys	X	X	X	X	N	
Basketball Middle (6-8) Head Coach Girls	X	X	X	X	N	
Basketball Elementary (3-5) Coach Boys	X	X	X	X	N	
Basketball Elementary (3-5) Coach Girls	X	X	X	X	N	
Beta	X	X	X	N	X	
Cheer Varsity	X	X	X	X	N	
Cheer JV						
Chess	X	X	X	N	N	
Cross Country	X	X	X	X	N	
Cross Country Coordinator	X	N	N	N	N	
Drama	X	X	X	X	N	
Student Council	X	X	X	N	N	
Yearbook	X	N	X	N	N	

Athletic/Activities Supplement Base Payscale			Base Supplement Amount						
Revised 3/2/26	Per School	District Total	Year 1-4	Year 5-9	Year 10-14	Year 15-19	Year 20-24	Year 25-29	Year 30+
<b>High School</b>									
Archery	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Band Director	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Band Assistant	1	2	\$1,700	\$1,870	\$2,057	\$2,263	\$2,489	\$2,738	\$3,012
Baseball Head Coach	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Baseball Assistant	2	4	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Basketball Head Coach Boys	2	4	\$5,100	\$5,610	\$6,171	\$6,788	\$7,467	\$8,214	\$9,035
Basketball Assistant Boys	2	4	\$2,900	\$3,190	\$3,509	\$3,860	\$4,246	\$4,670	\$5,138
Basketball Head Coach Girls	2	4	\$5,100	\$5,610	\$6,171	\$6,788	\$7,467	\$8,214	\$9,035
Basketball Assistant Girls	2	4	\$2,900	\$3,190	\$3,509	\$3,860	\$4,246	\$4,670	\$5,138
Basketball JV Head Coach Boys	2	4	\$3,100	\$3,410	\$3,751	\$4,126	\$4,539	\$4,993	\$5,492
Basketball JV Assistant Coach Boys	2	4	\$1,800	\$1,980	\$2,178	\$2,396	\$2,635	\$2,899	\$3,189
Basketball JV Head Coach Girls	2	4	\$3,100	\$3,410	\$3,751	\$4,126	\$4,539	\$4,993	\$5,492
Basketball JV Assistant Coach Girls	2	4	\$1,800	\$1,980	\$2,178	\$2,396	\$2,635	\$2,899	\$3,189
Beta	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Bowling	1	2	\$1,400	\$1,540	\$1,694	\$1,863	\$2,050	\$2,255	\$2,480
Cheer Varsity	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Cheer Asst Coach	1	2	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Chess	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Choir	1	2	\$800	\$880	\$968	\$1,065	\$1,171	\$1,288	\$1,417
Color Guard	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country	1	2	\$1,200	\$1,320	\$1,452	\$1,597	\$1,757	\$1,933	\$2,126
Dance	1	2	\$800	\$880	\$968	\$1,065	\$1,171	\$1,288	\$1,417
Drama	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
FB Head Coach	1	2	\$5,100	\$5,610	\$6,171	\$6,788	\$7,467	\$8,214	\$9,035
FB Off Coord	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
FB Def Coord	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
FB Asst	5	10	\$3,000	\$3,300	\$3,630	\$3,993	\$4,392	\$4,832	\$5,315
Fishing Coach	1	2	\$1,500	\$1,650	\$1,815	\$1,997	\$2,196	\$2,416	\$2,657
Girls Flag Football Head Coach	1	2	\$3,000	\$3,300	\$3,630	\$3,993	\$4,392	\$4,832	\$5,315
Girls Flag Football Assistant	1	2	\$1,500	\$1,650	\$1,815	\$1,997	\$2,196	\$2,416	\$2,657



Athletic/Activities Supplement Base Payscale			Base Supplement Amount						
Revised 3/2/26	Per School	District Total	Year 1-4	Year 5-9	Year 10-14	Year 15-19	Year 20-24	Year 25-29	Year 30+
Golf Head Coach Girls		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Soccer Head Coach Boys		2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Soccer Asst Coach Boys		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Soccer Head Coach Girls		2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Soccer Asst Coach Girls		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Softball Head Coach MS		2	\$1,250	\$1,375	\$1,513	\$1,664	\$1,830	\$2,013	\$2,214
Softball Assistant Coach		2	\$600	\$660	\$726	\$799	\$878	\$966	\$1,063
Tennis		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Track and Field		4	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Volleyball MS		2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Wrestling Head Coach Boys		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Wrestling Head Coach Girls		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
<b>Elementary</b>									
Archery	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Band	1	9	\$600	\$660	\$726	\$799	\$878	\$966	\$1,063
Basketball Middle (6-8) Head Coach Boys	2	18	\$1,000	\$1,100	\$1,210	\$1,331	\$1,464	\$1,611	\$1,772
Basketball Middle (6-8) Head Coach Girls	2	18	\$1,000	\$1,100	\$1,210	\$1,331	\$1,464	\$1,611	\$1,772
Basketball Elementary (3-5) Coach Boys	2	18	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Basketball Elementary (3-5) Coach Girls	2	18	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Beta	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cheer Varsity	1	9	\$600	\$660	\$726	\$799	\$878	\$966	\$1,063
Cheer JV	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Chess	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country	2	18	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country Coordinator		1	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Drama	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Student Council	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Yearbook	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886



## Supplements-Paid and Projections

### Fall Sports\*-Paid

Years of Experience-as we pay now

School	Amount
CCHS	\$42,382.00
SMHS	\$41,044.00
<b>TOTAL</b>	<b>\$83,426.00</b>

### Fall Sports-Projections

With-"Additional Supplement Disbursement"

School	Amount
CCHS	\$56,682.00
SMHS	\$54,544.00
<b>TOTAL</b>	<b>\$111,226.00</b>

\* Head coaches only; fall sports include: Boys basketball, Girls basketball, Bowling, Cheer, Cross Country, Dance, Football, Golf, Girls Soccer, Football, Golf, Volleyball, Wrestling; we pay out 114 head coach/advisors for athletics and activities; we pay out 70 assistant coaches/advisors for athletics and activities.

## **MIDDLE SCHOOL PLANNING**

### **ROUTE CHANGES**

- If Brown was the Middle School 4 routes would need to be moved to South Cumberland, 2 routes would need to be moved to Martin and 1 route would need to be moved to Homestead
- If Crab Orchard was the Middle School 4 routes would need to be moved to Stone Elementary and 3 routes would need to be moved to Homestead
- If Homestead was the Middle School 3 routes would need to be changed to Crab Orchard, 2 routes would need to be changed to Stone Elementary and 3 routes would need to be moved to Martin
- If Martin was the Middle School 2 routes would need to be moved to Pleasant and 2 would need to be moved to South.
- If North Cumberland was the Middle School 2 routes would need to be moved to Pleasant Hill and 4 routes would need to be moved to Stone.
- If Pine View was the Middle School 2 routes would need to be moved to Crab Orchard.
- If Pleasant Hill was the Middle School 4 routes would need to be moved to North, 5 routes would need to be moved to Martin.
- If South was the Middle School 2 routes would need to be moved to Martin, 1 route would need to be moved to Pleasant Hill and 2 routes would need to be moved to Brown
- If Stone was the Middle School 3 routes would need to be moved to Crab Orchard and 3 routes would need to be moved to North.

\*\*It would be great if all the CDC classes could be moved to one school. This would allow each driver to go to the designated school without having to transfer students.

Brown

<b>Route</b>	<b>School of Origin</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
101 A1	Brown	Brown	93	49
101 A1	Brown	Crab Orchard	128	68
101 A1	Brown	Homestead	115	53
101 A1	Brown	Martin	105	50
101 A1	Brown	North	131	68
101 A1	Brown	Pine View	107	51
101 A1	Brown	Pleasant Hill	135	71
101 A1	Brown	South	106	50
101 A1	Brown	Stone	115	54
102 A1	Brown	Brown	40	18
102 A1	Brown	Crab Orchard	62	29
102 A1	Brown	Homestead	20	54
102 A1	Brown	Martin	51	19
102 A1	Brown	North	63	29
102 A1	Brown	Pine View	73	38
102 A1	Brown	Pleasant Hill	96	30
102 A1	Brown	South	47	18
102 A1	Brown	Stone	55	22
102 A2	Brown	Brown	31	9
102 A2	Brown	Crab Orchard	53	25
102 A2	Brown	Homestead	45	16
102 A2	Brown	Martin	42	16
102 A2	Brown	North	55	25
102 A2	Brown	Pine View	65	35
102 A2	Brown	Pleasant Hill	58	27
102 A2	Brown	South	38	13
102 A2	Brown	Stone	47	18
103 A1	Brown	Brown	98	43
103 A1	Brown	Crab Orchard	123	62
103 A1	Brown	Homestead	110	47
103 A1	Brown	Martin	100	43
103 A1	Brown	North	126	62
103 A1	Brown	Pine View	145	80
103 A1	Brown	Pleasant Hill	130	65
103 A1	Brown	South	101	44
103 A1	Brown	Stone	210	48
104 A1	Brown	Brown	66	25
104 A1	Brown	Crab Orchard	90	42
104 A1	Brown	Homestead	82	32
104 A1	Brown	Martin	79	33
104 A1	Brown	North	82	32
104 A1	Brown	Pine View	91	42
104 A1	Brown	Pleasant Hill	116	54
104 A1	Brown	South	104	53
104 A1	Brown	Stone	113	51

105 A1	Brown	Brown	75	30
105 A1	Brown	Crab Orchard	97	46
105 A1	Brown	Homestead	88	37
105 A1	Brown	Martin	86	37
105 A1	Brown	North	88	46
105 A1	Brown	Pine View	108	55
105 A1	Brown	Pleasant Hill	101	47
105 A1	Brown	South	88	34
105 A1	Brown	Stone	90	39
106 A1	Brown	Brown	58	24
106 A1	Brown	Crab Orchard	94	43
106 A1	Brown	Homestead	81	29
106 A1	Brown	Martin	70	25
106 A1	Brown	North	96	43
106 A1	Brown	Pine View	72	26
106 A1	Brown	Pleasant Hill	101	46
106 A1	Brown	South	71	25
106 A1	Brown	Stone	81	29

Crab Orchard

<b>Route</b>	<b>School of Origin</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
201	Crab Orchard	Brown	84	39
201	Crab Orchard	Crab Orchard	61	23
201	Crab Orchard	Homestead	76	31
201	Crab Orchard	Martin	75	32
201	Crab Orchard	North	81	38
201	Crab Orchard	Pine View	96	33
201	Crab Orchard	Pleasant Hill	89	43
201	Crab Orchard	South	79	36
201	Crab Orchard	Stone	76	32
202	Crab Orchard	Brown	94	52
202	Crab Orchard	Crab Orchard	72	36
202	Crab Orchard	Homestead	86	44
202	Crab Orchard	Martin	86	44
202	Crab Orchard	North	92	51
202	Crab Orchard	Pine View	86	46
202	Crab Orchard	Pleasant Hill	100	56
202	Crab Orchard	South	89	49
202	Crab Orchard	Stone	86	45
203	Crab Orchard	Brown	117	57
203	Crab Orchard	Crab Orchard	91	40
203	Crab Orchard	Homestead	105	46
203	Crab Orchard	Martin	99	44
203	Crab Orchard	North	108	52
203	Crab Orchard	Pine View	99	43
203	Crab Orchard	Pleasant Hill	125	63
203	Crab Orchard	South	107	50
203	Crab Orchard	Stone	97	41
204	Crab Orchard	Brown	97	54
204	Crab Orchard	Crab Orchard	72	36
204	Crab Orchard	Homestead	86	43
204	Crab Orchard	Martin	80	41
204	Crab Orchard	North	89	49

204	Crab Orchard	Pine View	80	40
204	Crab Orchard	Pleasant Hill	206	60
204	Crab Orchard	South	88	47
204	Crab Orchard	Stone	78	37
205	Crab Orchard	Brown	51	72
205	Crab Orchard	Crab Orchard	125	55
205	Crab Orchard	Homestead	139	61
205	Crab Orchard	Martin	133	59
205	Crab Orchard	North	142	67
205	Crab Orchard	Pine View	133	58
205	Crab Orchard	Pleasant Hill	159	78
205	Crab Orchard	South	141	65
205	Crab Orchard	Stone	131	56
206	Crab Orchard	Brown	61	31
206	Crab Orchard	Crab Orchard	39	14
206	Crab Orchard	Homestead	53	22
206	Crab Orchard	Martin	52	24
206	Crab Orchard	North	59	30
206	Crab Orchard	Pine View	53	24
206	Crab Orchard	Pleasant Hill	66	34
206	Crab Orchard	South	56	27
206	Crab Orchard	Stone	53	24
207	Crab Orchard	Brown	81	42
207	Crab Orchard	Crab Orchard	58	24
207	Crab Orchard	Homestead	74	33
207	Crab Orchard	Martin	73	35
207	Crab Orchard	North	77	40
207	Crab Orchard	Pine View	70	32
207	Crab Orchard	Pleasant Hill	87	45
207	Crab Orchard	South	76	38
207	Crab Orchard	Stone	73	34

Homestead

<b>Route</b>	<b>School of Origin</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
301	Homestead	Brown	110	56
301	Homestead	Crab Orchard	101	56
301	Homestead	Homestead	96	49
301	Homestead	Martin	105	53
301	Homestead	North	115	63
301	Homestead	Pine View	122	66
301	Homestead	Pleasant Hill	120	64
301	Homestead	South	108	56
301	Homestead	Stone	109	55
302	Homestead	Brown	91	38
302	Homestead	Crab Orchard	89	38
302	Homestead	Homestead	72	29
302	Homestead	Martin	77	29
302	Homestead	North	90	41
302	Homestead	Pine View	109	56
302	Homestead	Pleasant Hill	104	48
302	Homestead	South	82	35
302	Homestead	Stone	78	28
303	Homestead	Brown	73	33
303	Homestead	Crab Orchard	71	32
303	Homestead	Homestead	42	23
303	Homestead	Martin	59	24
303	Homestead	North	72	36
303	Homestead	Pine View	59	23
303	Homestead	Pleasant Hill	86	43
303	Homestead	South	67	29
303	Homestead	Stone	60	23
304	Homestead	Brown	60	23
304	Homestead	Crab Orchard	60	23
304	Homestead	Homestead	35	16
304	Homestead	Martin	67	30
304	Homestead	North	68	30
304	Homestead	Pine View	78	39
304	Homestead	Pleasant Hill	70	31
304	Homestead	South	59	23
304	Homestead	Stone	60	23
305	Homestead	Brown	45	47
305	Homestead	Crab Orchard	46	48
305	Homestead	Homestead	32	41
305	Homestead	Martin	41	45
305	Homestead	North	51	56
305	Homestead	Pine View	58	57
305	Homestead	Pleasant Hill	54	56
305	Homestead	South	44	47
305	Homestead	Stone	45	56

306	Homestead	Brown	89	47
306	Homestead	Crab Orchard	86	47
306	Homestead	Homestead	58	38
306	Homestead	Martin	75	38
306	Homestead	North	87	50
306	Homestead	Pine View	75	38
306	Homestead	Pleasant Hill	101	58
306	Homestead	South	82	44
306	Homestead	Stone	76	37
307	Homestead	Brown	89	50
307	Homestead	Crab Orchard	89	50
307	Homestead	Homestead	75	41
307	Homestead	Martin	83	41
307	Homestead	North	75	54
307	Homestead	Pine View	75	41
307	Homestead	Pleasant Hill	75	61
307	Homestead	South	75	47
307	Homestead	Stone	80	40

Martin

<b>Route</b>	<b>School of C</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
401	Martin	Brown	51	25
401	Martin	Crab Orchard	56	31
401	Martin	Homestead	47	20
401	Martin	Martin	30	11
401	Martin	North	59	31
401	Martin	Pine View	34	13
401	Martin	Pleasant Hill	63	33
401	Martin	South	42	18
401	Martin	Stone	43	17
401-A2	Martin	Brown	39	20
401-A2	Martin	Crab Orchard	44	26
401-A2	Martin	Homestead	34	15
401-A2	Martin	Martin	18	6
401-A2	Martin	North	47	26
401-A2	Martin	Pine View	21	8
401-A2	Martin	Pleasant Hill	50	28
401-A2	Martin	South	29	13
401-A2	Martin	Stone	31	12
402	Martin	Brown	66	28
402	Martin	Crab Orchard	71	33
402	Martin	Homestead	61	23
402	Martin	Martin	45	14
402	Martin	North	74	34
402	Martin	Pine View	48	15
402	Martin	Pleasant Hill	77	36
402	Martin	South	56	21
402	Martin	Stone	58	20
402-A2	Martin	Brown	44	20
402-A2	Martin	Crab Orchard	50	26
402-A2	Martin	Homestead	40	15
402-A2	Martin	Martin	24	6
402-A2	Martin	North	53	26
402-A2	Martin	Pine View	27	8
402-A2	Martin	Pleasant Hill	56	28
402-A2	Martin	South	35	13
402-A2	Martin	Stone	37	12
403	Martin	Brown	50	22
403	Martin	Crab Orchard	55	28
403	Martin	Homestead	45	17
403	Martin	Martin	29	9
403	Martin	North	58	28
403	Martin	Pine View	33	10
403	Martin	Pleasant Hill	61	30
403	Martin	South	40	15
403	Martin	Stone	42	14

403 A2	Martin	Brown	29	13
403 A2	Martin	Crab Orchard	32	15
403 A2	Martin	Homestead	27	9
403 A2	Martin	Martin	18	5
403 A2	Martin	North	33	15
403 A2	Martin	Pine View	43	25
403 A2	Martin	Pleasant Hill	35	16
403 A2	Martin	South	35	10
403 A2	Martin	Stone	26	8
404	Martin	Brown	82	33
404	Martin	Crab Orchard	87	38
404	Martin	Homestead	77	27
404	Martin	Martin	61	19
404	Martin	North	90	38
404	Martin	Pine View	65	20
404	Martin	Pleasant Hill	93	41
404	Martin	South	72	26
404	Martin	Stone	74	24

North Cumberland

<b>Route</b>	<b>School of C</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
501	North	Brown	74	36
501	North	Crab Orchard	70	34
501	North	Homestead	69	33
501	North	Martin	65	29
501	North	North	60	26
501	North	Pine View	80	43
501	North	Pleasant Hill	73	35
501	North	South	69	32
501	North	Stone	65	28
502	North	Brown	88	47
502	North	Crab Orchard	81	45
502	North	Homestead	80	42
502	North	Martin	71	34
502	North	North	47	27
502	North	Pine View	69	33
502	North	Pleasant Hill	91	49
502	North	South	79	40
502	North	Stone	67	30
503	North	Brown	107	53
503	North	Crab Orchard	102	52
503	North	Homestead	102	51
503	North	Martin	98	47
503	North	North	85	44
503	North	Pine View	112	61
503	North	Pleasant Hill	106	52
503	North	South	102	50
503	North	Stone	97	45
504	North	Brown	111	52
504	North	Crab Orchard	110	51
504	North	Homestead	108	48
504	North	Martin	102	45
504	North	North	79	33
504	North	Pine View	120	60
504	North	Pleasant Hill	116	55
504	North	South	106	48
504	North	Stone	102	45
505	North	Brown	101	52
505	North	Crab Orchard	94	50
505	North	Homestead	92	48
505	North	Martin	84	39
505	North	North	60	32
505	North	Pine View	82	38
505	North	Pleasant Hill	104	54
505	North	South	92	45
505	North	Stone	80	36

506	North	Brown	119	52
506	North	Crab Orchard	112	50
506	North	Homestead	110	47
506	North	Martin	101	39
506	North	North	78	31
506	North	Pine View	100	38
506	North	Pleasant Hill	121	53
506	North	South	110	45
506	North	Stone	98	35

Pine View

<b>Route</b>	<b>School of Ori</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
601	Pine View	Brown	144	71
601	Pine View	Crab Orchard	104	44
601	Pine View	Homestead	132	60
601	Pine View	Martin	126	58
601	Pine View	North	135	66
601	Pine View	Pine View	104	44
601	Pine View	Pleasant Hill	152	77
601	Pine View	South	131	62
601	Pine View	Stone	124	55
602	Pine View	Brown	110	61
602	Pine View	Crab Orchard	88	45
602	Pine View	Homestead	99	50
602	Pine View	Martin	93	48
602	Pine View	North	100	56
602	Pine View	Pine View	60	25
602	Pine View	Pleasant Hill	119	67
602	Pine View	South	101	54
602	Pine View	Stone	91	45

Pleasant Hill

<b>Route</b>	<b>School of Origin</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
701	Pleasant Hill	Brown	116	62
701	Pleasant Hill	Crab Orchard	117	64
701	Pleasant Hill	Homestead	113	59
701	Pleasant Hill	Martin	106	55
701	Pleasant Hill	North	103	60
701	Pleasant Hill	Pine View	128	74
701	Pleasant Hill	Pleasant Hill	107	57
701	Pleasant Hill	South	111	59
701	Pleasant Hill	Stone	110	57
702	Pleasant Hill	Brown	71	32
702	Pleasant Hill	Crab Orchard	72	34
702	Pleasant Hill	Homestead	68	29
702	Pleasant Hill	Martin	61	28
702	Pleasant Hill	North	68	30
702	Pleasant Hill	Pine View	83	44
702	Pleasant Hill	Pleasant Hill	44	16
702	Pleasant Hill	South	76	29
702	Pleasant Hill	Stone	64	27
703	Pleasant Hill	Brown	102	47
703	Pleasant Hill	Crab Orchard	106	52
703	Pleasant Hill	Homestead	97	41
703	Pleasant Hill	Martin	82	33
703	Pleasant Hill	North	103	47
703	Pleasant Hill	Pine View	82	33
703	Pleasant Hill	Pleasant Hill	81	33
703	Pleasant Hill	South	93	40
703	Pleasant Hill	Stone	92	38
704	Pleasant Hill	Brown	69	36
704	Pleasant Hill	Crab Orchard	71	38
704	Pleasant Hill	Homestead	66	33
704	Pleasant Hill	Martin	59	29
704	Pleasant Hill	North	66	34
704	Pleasant Hill	Pine View	82	48
704	Pleasant Hill	Pleasant Hill	43	18
704	Pleasant Hill	South	64	32
704	Pleasant Hill	Stone	64	31
705	Pleasant Hill	Brown	68	32
705	Pleasant Hill	Crab Orchard	69	34
705	Pleasant Hill	Homestead	65	29
705	Pleasant Hill	Martin	58	25
705	Pleasant Hill	North	65	30
705	Pleasant Hill	Pine View	80	44
705	Pleasant Hill	Pleasant Hill	41	14
705	Pleasant Hill	South	63	28
705	Pleasant Hill	Stone	62	27

706	Pleasant Hill	Brown	94	56
706	Pleasant Hill	Crab Orchard	108	60
706	Pleasant Hill	Homestead	94	50
706	Pleasant Hill	Martin	95	42
706	Pleasant Hill	North	94	56
706	Pleasant Hill	Pine View	96	42
706	Pleasant Hill	Pleasant Hill	94	42
706	Pleasant Hill	South	94	49
706	Pleasant Hill	Stone	101	46
707	Pleasant Hill	Brown	124	60
707	Pleasant Hill	Crab Orchard	125	62
707	Pleasant Hill	Homestead	121	57
707	Pleasant Hill	Martin	114	53
707	Pleasant Hill	North	121	58
707	Pleasant Hill	Pine View	136	72
707	Pleasant Hill	Pleasant Hill	91	44
707	Pleasant Hill	South	119	57
707	Pleasant Hill	Stone	118	55
708	Pleasant Hill	Brown	83	45
708	Pleasant Hill	Crab Orchard	87	49
708	Pleasant Hill	Homestead	78	39
708	Pleasant Hill	Martin	63	31
708	Pleasant Hill	North	83	45
708	Pleasant Hill	Pine View	63	31
708	Pleasant Hill	Pleasant Hill	45	30
708	Pleasant Hill	South	73	38
708	Pleasant Hill	Stone	73	35
709	Pleasant Hill	Brown	101	43
709	Pleasant Hill	Crab Orchard	102	45
709	Pleasant Hill	Homestead	98	40
709	Pleasant Hill	Martin	91	39
709	Pleasant Hill	North	98	41
709	Pleasant Hill	Pine View	113	55
709	Pleasant Hill	Pleasant Hill	74	25
709	Pleasant Hill	South	96	40
709	Pleasant Hill	Stone	95	38

South Cumber

<b>Route</b>	<b>School of C</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
801	South	Brown	68	28
801	South	Crab Orchard	79	37
801	South	Homestead	74	31
801	South	Martin	68	27
801	South	North	81	37
801	South	Pine View	90	46
801	South	Pleasant Hill	83	38
801	South	South	62	24
801	South	Stone	73	30
802	South	Brown	82	36
802	South	Crab Orchard	95	46
802	South	Homestead	85	35
802	South	Martin	71	28
802	South	North	98	47
802	South	Pine View	73	29
802	South	Pleasant Hill	102	49
802	South	South	64	28
802	South	Stone	82	33
803	South	Brown	62	23
803	South	Crab Orchard	72	32
803	South	Homestead	67	26
803	South	Martin	31	22
803	South	North	74	31
803	South	Pine View	83	41
803	South	Pleasant Hill	77	33
803	South	South	43	18
803	South	Stone	66	24
804	South	Brown	72	37
804	South	Crab Orchard	92	46
804	South	Homestead	87	40
804	South	Martin	81	37
804	South	North	94	46
804	South	Pine View	104	55
804	South	Pleasant Hill	87	47
804	South	South	75	33
804	South	Stone	86	39
805	South	Brown	78	30
805	South	Crab Orchard	91	42
805	South	Homestead	81	31
805	South	Martin	68	23
805	South	North	94	42
805	South	Pine View	70	24
805	South	Pleasant Hill	99	44
805	South	South	67	23
805	South	Stone	78	28

32

Stone

<b>Route</b>	<b>School of C</b>	<b>Middle School</b>	<b>Minutes</b>	<b>Miles</b>
901	Stone	Brown	59	25
901	Stone	Crab Orchard	55	23
901	Stone	Homestead	52	19
901	Stone	Martin	41	12
901	Stone	North	50	20
901	Stone	Pine View	41	11
901	Stone	Pleasant Hill	67	31
901	Stone	South	49	18
901	Stone	Stone	31	7
902	Stone	Brown	83	50
902	Stone	Crab Orchard	79	48
902	Stone	Homestead	76	44
902	Stone	Martin	65	37
902	Stone	North	74	45
902	Stone	Pine View	65	36
902	Stone	Pleasant Hill	91	56
902	Stone	South	73	43
902	Stone	Stone	56	32
903	Stone	Brown	107	54
903	Stone	Crab Orchard	102	52
903	Stone	Homestead	99	48
903	Stone	Martin	90	41
903	Stone	North	97	49
903	Stone	Pine View	89	40
903	Stone	Pleasant Hill	115	60
903	Stone	South	98	47
903	Stone	Stone	79	36
904	Stone	Brown	42	21
904	Stone	Crab Orchard	39	20
904	Stone	Homestead	38	19
904	Stone	Martin	34	14
904	Stone	North	35	16
904	Stone	Pine View	49	29
904	Stone	Pleasant Hill	45	23
904	Stone	South	37	17
904	Stone	Stone	24	10
905	Stone	Brown	72	33
905	Stone	Crab Orchard	67	32
905	Stone	Homestead	65	28
905	Stone	Martin	54	20
905	Stone	North	63	28
905	Stone	Pine View	54	20
905	Stone	Pleasant Hill	80	39
905	Stone	South	62	26
905	Stone	Stone	44	15

905-A2	Stone	Brown	64	32
905-A2	Stone	Crab Orchard	60	30
905-A2	Stone	Homestead	57	26
905-A2	Stone	Martin	47	19
905-A2	Stone	North	56	27
905-A2	Stone	Pine View	46	18
905-A2	Stone	Pleasant Hill	72	37
905-A2	Stone	South	55	25
905-A2	Stone	Stone	31	13
906	Stone	Brown	167	88
906	Stone	Crab Orchard	141	86
906	Stone	Homestead	159	82
906	Stone	Martin	150	75
906	Stone	North	157	83
906	Stone	Pine View	149	74
906	Stone	Pleasant Hill	175	93
906	Stone	South	158	81
906	Stone	Stone	133	69

<b>School</b>	<b>Displaced Students</b>
Brown	341
Crab Orchard	257
Homestead	395
Martin	407
North	299
Pine View	112
Pleasant Hill	345
South	344
Stone	356



Dr. Rebecca Farley  
Director of Schools

Mr. Scott VanWinkle  
Board Chairman

Date: March 10, 2026

To: Cumberland County Board of Education  
Mr. Scott Vanwinkle, Board Chairman  
Dr. Rebecca Farley, Director of Schools

From: Kathy Hamby, School Nutrition District Supervisor

Subject: Approval of the SY 2026 - 2027 Annual Food, Non-Food Supplies and Services Bid Packet

The Cumberland County School Nutrition Program is recommending renewal of bid agreements for the following categories of the School Year 2026-2027 Annual Food, Non-Food Supplies and Services Bid Packet:

- Additional Beverages (Coke and Pepsi)
- Fresh Produce (US Foods)
- Ice Cream (Murfreesboro Pure Milk Company)
- Milk/Milk Products (Mayfield Dairy Farms)
- Pizza Concept Program - Homemade pizza program launched at CCHS and SMHS (SmartMouth Pizza)
- Waste Pickup and Disposal (Cumberland Waste Disposal)

The bid renewal period will run from July 1 until June 30. Per bid conditions in the original bid packet, the bids may be extended to cover a total of (5) five school years provided the vendor and the CCSNP/CCBOE are in mutual agreement to extend the bid contract. All categories are awarded by the Bottom-Line Total with the exception of Additional Beverages which is award based by Line-Item Totals.

The following bid categories have been renewed for the past 4 years and are up to be rebid for the 26-27 SY:

- Additional Beverages
- Chemicals and Janitorial Supplies
- Main Food and Non-Food Supplies



**Dr. Rebecca Farley**  
Director of Schools

**Mr. Scott VanWinkle**  
Board Chairman

Date: March 11, 2026

To: Cumberland County Board of Education  
Mr. Scott Vanwinkle, Board Chairman  
Dr. Rebecca Farley, Director of Schools

From: Kathy Hamby, School Nutrition District Supervisor

A handwritten signature in blue ink, appearing to read "Kathy Hamby", is written over the "From:" line.

Subject: Approval of the Pine View Kitchen Hood Replacement Bid Packet

The Cumberland County School Nutrition Program is requesting approval of the Pine View Kitchen Hood Replacement Bid Packet. Most of the project will be funded by a USDA Equipment Grant. The project will be scheduled to be completed over the summer break. The maintenance department and school admin will be included in all conversations as the project moves forward.

## Pine View Elementary School Kitchen Hood Replacement

### **Bid Specifications:**

- Remove kitchen hood, supply and exhaust fan equipment, and the supply and exhaust duct.
- Provide and install a new kitchen hood, supply and exhaust fan equipment, and the supply and exhaust duct. Make up air system to be provided with electrical heat.
- The new hood should make air through perforated supply grilles on both sides of the hood.
- New hood dimensions are 10' wide by 9' in length.
- The new hood will only include hook-ups for the new fire suppression system and emergency shut off. The owner will be responsible for removing, storing and reinstalling the current fire suppression system.
- Exhaust fan to be placed on existing roof opening.
- Existing supply duct openings to be reused, and supply fan mounted on the roof.
- Existing electrical to be reused for new hood, fans, etc. Include relocating some electrical conduit to accommodate the "standard size" hood. The electrical work for the cooking equipment comes down from the ceiling right next to the hood. If this is not moved back a few feet, then the new hood will hang out where they stand at the serving line and will be low enough to be in the way.
- Circuit breakers to be verified for replacement if required.
- A new circuit to be added for the supply fan heating through the panel in the kitchen.
- Include ceiling modification and replacement for the installation of the new hood.
- The owner will be responsible for moving the cooking equipment below the hood before the tear-out project begins.
- Engineered plans and State plans review cost must be included.
- The fire alarm system interlocking will be the responsibility of the owner.

## **GENERAL**

Attached are instructions and conditions for submitting a Replacement Kitchen Exhaust Hood **Bid** for the Cumberland County School Nutrition Program (CCSNP). The objective of this bid is to select a supplier(s) in such a manner as to provide for open and free competition and comparability. This is a firm-fixed-price bid to be awarded by the total bottom line and will be awarded in writing to the responsive and responsible bidder whose bid is the lowest cost for the system. **Only the County Commission may award a bid. Once awarded, a purchase order will be issued within 30 days of the bid opening.**

## **BID PERIOD**

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

## **VENDOR QUALIFICATION**

Potential bidders must meet the following criteria:

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

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

- Inadequate or unacceptable product lines

## **BID AWARD**

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

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

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

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

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

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

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

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

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

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

Request for preapproval of an equal product should be made in writing with all supporting documentation at least 1 week before the time of the bid opening to the School Nutrition District Director. Faxed or email documents are permitted for preapproval requests.

#### TIE BID

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

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

## ORDERS/PAYMENTS/DISCOUNTS

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

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

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

## SHIPMENT AND DELIVERY

A lift gate may be required for this location, and such costs must be included. The successful bidder is to deliver, uncrate, sit the equipment in its proper location, and make sure that the district can easily finish all final connections for the installation.

The owner is to provide all properly sized utility requirements. The successful bidder will be responsible for removing the existing hood and installing the new kitchen exhaust hood making sure that the owner can easily make all final connections to the current fire suppression system which will be removed and stored by the owner before the current hood is removed.

All bidders **MUST** visit the job site to fully understand the scope of the installation. The successful bidder will be responsible for all items not inclusive of the spec to ensure complete professional installation.

***The CCSNP requires at least 48-hour prior notice before delivery. This project should be scheduled for the Summer of 2026 starting no later than the mid of June.***

## RECORDS

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

## VENDOR PERFORMANCE

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

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

- Quality
- Price
- Serviceability of item (damage)
- The product does not meet bid specifications.

### BREACH

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

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

### SCHOOL SYSTEM ACTIONS IN EVENT OF A BREACH

Upon the occurrence of any event of a breach, the school system may take anyone, or more, or all, of the following actions:

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

### CONTRACT TERMINATION FOR CAUSE

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

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

### CONTRACT TERMINATION FOR CONVENIENCE

The school district may, by written notice to the vendor, terminate this contract without cause for any reason. Said termination shall not be deemed a breach of contract by the school system. The school system must give notice of termination to the vendor at least 30 days before the effective date of termination. The contractor shall be entitled to receive compensation for satisfactory, authorized service completed as of the termination date, but in no event shall the school district be liable to the contractor for compensation for any service

which has not been rendered. Upon such termination, the contractor shall have no right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

## **REGULATION COMPLIANCE**

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

## **Code of Conduct:**

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

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



Dr. Rebecca Farley  
Director of Schools

Mr. Scott VanWinkle  
Board Chairman

## CUMBERLAND COUNTY SCHOOL NUTRITION PROGRAM

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

### Bidders Checklist

- Signed Acceptance/Contract Agreement w/ Non-Collusion Statement
- Signed Debarment/Suspension Certification Statement
- Signed Certificate Regarding Lobbying
- Completed and Signed Bid Document (Generated by the Vendor)
- Envelope Clearly Labeled "**Kitchen Exhaust Hood Replacement BID**" with Bid Opening Date.

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

**Cumberland County School Nutrition Program  
Kitchen Exhaust Hood Replacement Bid  
Pine View Elementary  
349 Daysville Road, Rockwood, TN 37854  
Contract Agreement**

We have carefully examined the General Bid conditions, and we have visited the site to fully understand the scope of the project in order to provide the Cumberland County School Nutrition Program prices for items requested.

In compliance with the bid awards and subject to all terms and conditions listed in the General Bid conditions, the undersigned offers and agrees to sell to the Cumberland County School Nutrition Program all items as quoted. It is understood that all prices quoted include any and all tear out, disposal, clean up, delivery and install of the kitchen exhaust hood. The CCSNP is not subject to finance fees.

**Statement of non-collusion**

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

- 1) The prices of this bid have been arrived independently, without collusion, consultation, communication, or agreement with any other Bidder or competitor, for the purpose of restricting competition or as to any matter relating to price.
- 2) Unless otherwise required by law, the prices in this bid have not been knowingly disclosed by Bidder and will not be disclosed by Bidder directly or indirectly to any other bidder or competitor before bids are opened.

\_\_\_\_\_  
COMPANY

\_\_\_\_\_  
ADDRESS

\_\_\_\_\_  
TELEPHONE

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

\_\_\_\_\_  
ADDRESS

\_\_\_\_\_  
REPRESENTATIVE

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

\_\_\_\_\_  
DATE

\_\_\_\_\_  
REPRESENTATIVE

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



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

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

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

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

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

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

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

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

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

### *Instructions for Certification*

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

**ATTACHMENT C  
CERTIFICATION REGARDING LOBBYING**

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

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

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

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

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

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

\_\_\_\_\_

\_\_\_\_\_

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

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

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

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

## **Contact Form**

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

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

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

Contact number: \_\_\_\_\_

## USDA NONDISCRIMINATION STATEMENT

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

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the state or local agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY). Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, [AD-3027](#), found online at How to File a Program Discrimination Complaint and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

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

*USDA is an equal opportunity provider, employer, and lender.*

**Revised April 17, 2025**

The vendor hereby agrees that it will comply with:

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

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



**Dr. Rebecca Farley**  
**Director of Schools**

**Scott VanWinkle**  
**Board Chairman**

A Resolution of the Cumberland County Board of Education  
By 4th district board member, Anita Hale and 6th district board member, Chris King

WHEREAS: TCA 49-1-301 (a) (6) authorizes each school district to nominate one rising Junior or rising Senior of superlative standing to the Governor to become the student member of the State Board of Education for a one-year term; and

WHEREAS: One such extraordinary student is ANDREW CLINGON; and

WHEREAS: He has distinguished himself as an outstanding student at Stone Memorial High School with a 4.39 weighted QPA and 99.5 GPA. He will be taking the ACT in late March and made a 26 on the PreACT.

WHEREAS: ANDREW CLINGON has further been a leader in school through participation in Student Council, Principal Advisory Committee, BETA Club, FCA, VEX Robotics, Skills USA Quiz Bowl, and American Rocketry Challenge Team; now

THEREFORE, BE IT RESOLVED BY THE CUMBERLAND COUNTY BOARD OF EDUCATION that we nominate ANDREW CLINGON for the office of student member of the State Board of Education for the 2026-2027 school year.

BE IT FURTHER RESOLVED that the following members voted Aye in support of recommending ANDREW CLINGON to the State Board of Education on Thursday, March 26, 2026.

District 1: Elizabeth Stull	District 2: Scott VanWinkle	District 3: Sheri Nichols
District 4: Anita Hale	District 5: Nicholas Davis	District 6: Chris King
District 7: Jon Matthews	District 8: Travis Cole	District 9: Shannon Stout
 Scott VanWinkle	 Anita Hale	 Chris King

# Responsibilities Cumberland County School District

## Athletic and Activities Director

### Purpose Statement

The responsibilities of the Athletic and activities Director serve the purpose/s of implementing and maintaining the assigned programs and services of the Elementary/Middle and High School Athletics to comply with county, state, and federal guidelines. In addition, this role serves the purpose of administering activities across the district related to music, band, the arts, parent engagement, and other areas as deemed appropriate.

This job reports to the ~~Chief Academic Officer~~ Director of Schools.

---

### Essential Functions

Provides leadership, oversight, and support for all elementary, middle, and high school athletic programs, activities, and parental engagement within the district. This position ensures compliance with Tennessee Secondary Athletic Association (TSSAA) regulations, district policies, and state and federal laws governing athletics. Works collaboratively with the ~~Coordinates the~~ elementary/middle and high school athletic program, ~~in collaboration with~~ principals and coaches to ascertain programmatic needs on an annual basis, as well as prior to each season to ensure consistency of program. This role administers activities across the district related to music, band, the arts, parental engagement, and other areas as deemed appropriate.

### Athletic Responsibilities:

- Coordinate and approve game schedules, tournaments, and officials scheduling and pay for district athletic teams (Grades 3-5, 6-8 and middle school).
- Monitor eligibility requirements, academic standards, and student conduct for student-athletes.
- Develop and implement policies, procedures, and expectations for district athletics.
- Ensure district compliance with TSSAA regulations, Tennessee Department of Education, Cumberland County Board of Education policies, and other governing bodies.
- Oversee and support all elementary, middle, and high school athletic programs within the district.
- Ensure proper supervision, security, and emergency planning for athletic events.
- Provide professional development for coaches to enhance leadership, sportsmanship, and instructional techniques.
- Promote ethical coaching practices and adherence to district policies.
- Collaborate with principals and coaches to support athletics at the building level, ensuring all know responsibilities and duties.
- Responsible for developing and implementing a district-wide athletic guidance manual to ensure compliance with all applicable federal, state, and local laws. This manual shall include but not be limited to the following sections: Athletic Personnel Management; Communication and Public Relations; Compliance and Risk Management; Facility and Event Oversight; Financial and Resource Management; Operational Scheduling. This athletic guidance manual and subsequent changes will be reviewed and approved annually by the Director of Schools.
- Supervise district-wide athletic initiatives, including coach certification, safety training, Title IX compliance, and supplemental pay.
- Promote academic achievement, character development, and sportsmanship among student-athletes.
- Foster positive relationships between athletics and the school community, including parents, booster clubs, and local organizations.
- Present quarterly athletic progress report to Cumberland County Board of Education.

### Other Functions

- ~~Responsible for elementary athletic events scheduling, publicizing dates, sites and time of contests. Rescheduling elementary athletic events as needed. Review and approve all high school athletic events.~~
- ~~Review and resolve athletic complaints and concerns, unable to be resolved at the school level.~~
- ~~Create an atmosphere of exemplary sportsmanship and respect.~~
- ~~Insist on adequate safety provisions in all sports for both participants and spectators and provide a periodic check of all facilities for safety and suitability.~~
- ~~Responsible for overseeing maintenance of the buildings and grounds in athletic areas.~~
- ~~Work collaboratively with the principal to ensure that the coaches of all athletic teams know their described duties and responsibilities.~~
- ~~Advise and ensure all coaches conform to BOE, league policies and regulations and state and federal laws. Attends league and district meetings.~~
- ~~Develop effective relations with outside groups, such as Booster Associations and others, and be the liaison between those associations and the school.~~
- ~~Provide for the efficient handling of all athletic funds with such safeguards as annual budget audits and proper bookkeeping.~~
- ~~Verifies all athletic eligibility lists.~~
- ~~Organize all athletic supplements.~~
- ~~Ensures officials are scheduled and paid accordingly and maintains an active file of officials.~~
- ~~Present quarterly athletic report to BOE.~~
- ~~Provide opportunities for parents to have a clear understanding of athletic policies and procedures.~~

**Activities Responsibilities:**

- Coordinate art exhibits at Central Office and Art Circle Public Library.
- Plan and execute professional development for fine art teachers yearly.
- Plan and execute county-wide band and choir performances for middle school and high school.
- Track art activities by individual schools.
- Develop and implement policies, procedures, and expectations for district activities.
- Oversee and support all elementary, middle, and high school activities/programs within the district.
- Ensure proper supervision, security, and emergency planning for activities/programs.
- Supervise district-wide arts/activities initiatives, including certification, training, and supplemental pay.
- Foster positive relationships between arts/activities and the school community, including parents, and local organizations.
- Assist in transportation and arrangement of 4<sup>th</sup> grade orchestra trip.
- Coordinate grant and gift monies for activities.
- Present quarterly activity report to Cumberland County Board of Education.

**Parental Engagement Responsibilities:**

- Coordinate and assist schools with parental engagement activities.
- Track parental involvement activities by individual schools.
- Present quarterly parental engagement report to Cumberland County Board of Education.

**Additional Duties:**

- Responsible for assisting high school administrators regarding community facility usage including auditoriums and gymnasiums, at the respective high schools.
- Other duties as assigned by the Director of Schools and his/her designee.

**Job Requirements: Minimum**

**Qualifications Skills, Knowledge and Abilities**

KNOWLEDGE/SKILLS/ABILITIES

- Knowledge of overall operations of an athletic program.
- Minimum of five (5) years of experience in athletic administration, coaching, or school leadership.
- Strong knowledge of TSSAA rules, athletic budgeting, and sports management best practices.
- Excellent leadership, communication, and organizational skills.
- Ability to work collaboratively with school leaders, coaches, and community stakeholders.
- Knowledge and ability to implement county, state, and federal policies/ procedures governing athletics.
- Ability to compile, maintain, file, and present all physical and computerized reports, records, and other documents.
- Clear direct communication individually and within the organization.

**Experience**

Job related experience within specialized field with increasing levels of responsibility is required. Coaching Experience preferred.

**Education**

Bachelor's degree in [Education, Sports management/administration](#) and [Master's degree in Administration](#) [~~degree(s) in sports administration and/or education preferred~~].  
Valid Tennessee administrative license.

**Equivalency**

Specified

None

**Required Testing**

None Specified

**Certificates & Licenses**

**Continuing Educ. / Training**

~~None Specified~~ Concussion Training; Annual, mandatory training for athletic directors and coaches per TCA 68-55-502.  
De-Escalation Training; Required annually for school administrators, athletic directors, per TCA 49-6-819.

**Clearances**

Background Clearance

**FLSA Status**

Exempt

**Approval Date**

**Salary Grade**

**Contract Days**

220-Day Position

# Benchmark/TCAP Comparison

District-Wide	Fall 24 MC Benchmark	Spring 25 MC Benchmark	Spring 25 TCAP	Fall 25 MC Benchmark	Spring 26 MC Benchmark	Spring TVAAS Projections		
	Projected % Proficient	Projected % Proficient	% Met and Exceeded	Projected % Proficient	Projected % Proficient			
<b>3rd Grade ELA</b>	32.9	34.9	33	35.9	38.6	25		
<b>3rd Grade Math</b>	31.3	33.5	40	44.4	45.1	26		
<b>3rd Grade Science</b>	34.4	33.8	34	36.6	31.9	N/A		
<b>4th Grade ELA</b>	33.7	37.3	45	41.4	44.3	34		
<b>4th Grade Math</b>	33.2	38.3	39	40.2	51.2	34		
<b>4th Grade Science</b>	38.6	46.4	44	51.3	52.1	N/A		
<b>5th Grade ELA</b>	32.1	37	35	47.1	42.7	36		
<b>5th Grade Math</b>	28.3	42.5	44	51.5	43.4	41		
<b>5th Grade Science</b>	39.8	45.2	45	49.8	52	N/A		
<b>6th Grade ELA</b>	31.1	31	38	50.8	46.3	29		
<b>6th Grade Math</b>	34.6	36.6	44	45.1	44	31		
<b>6th Grade Science</b>	38.6	41.2	48	43.8	48.9	N/A		
<b>6th Grade SS</b>	31.3	35.9	43	46	44.8	37		
<b>7th Grade ELA</b>	35.3	36.2	36	39.7	43.7	30		
<b>7th Grade Math</b>	29.3	39	45	43.9	35.6	34		
<b>7th Grade Science</b>	39.5	42.8	52	44.7	47.7	N/A		
<b>7th Grade SS</b>	38.7	42.6	53	46	51	46		
<b>8th Grade ELA</b>	29.6	31.4	30	31.5	32.8	26		
<b>8th Grade Math</b>	36.9	40.1	43	44	40.1	39		
<b>8th Grade Science</b>	43	46.2	48	50.5	49.3	N/A		
<b>8th Grade SS</b>	31.4	32.7	45	42	40.5	40		
	34	38	42	44	44			
High School	Fall 24 MC Benchmark	Spring 25 MC Benchmark	2024-25 EOC	Fall 25 MC Benchmark	Fall EOC 2025	Spring 26 MC Benchmark	Spring EOC 2026	2025-26 EOC
	Projected % Proficient	Projected % Proficient	% Met and Exceeded	Projected % Proficient	% Met and Exceeded	Projected % Proficient	% Met and Exceeded	
<b>Algebra I</b>	37	29.8	30.6	24.2	---			
<b>Geometry</b>	30.9	16.1	35.3	30.3	35.1			
<b>Algebra II</b>	20.1	30	34.1	31	---			
<b>English I</b>	36.9	28.1	37	36.5	47.3			
<b>English II</b>	41.7	43.9	51.3	48.7	51.2			
<b>Biology</b>	42	31.4	39.3	38.5	Not available until Aug. 2026 due to new standards		Not available until Aug. 2026 due to new standards	

Fall to Winter Universal Screening Data 25-26 School Year

## Reading

AimsWeb K-3 Reading							EasyCBM 4-8 Reading					
	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall
	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Brown	123	170	46	28	48	26	260	259	28	36	8	8
Crab Orchard	118	126	27	15	15	13	223	201	13	21	5	4
Homestead	194	214	37	36	36	18	297	306	32	28	10	17
Martin	188	215	40	34	52	32	305	304	38	53	36	32
North	124	153	43	33	34	14	237	218	20	38	15	15
Pineview	18	44	15	18	11	13	35	45	20	26	10	17
Pleasant Hill	167	173	38	34	26	27	226	226	28	31	16	14
South	184	177	29	34	15	18	286	285	19	25	8	9
Stone Elem	184	183	31	24	26	25	268	270	29	40	27	22

\*\*note 7th and 8th grade students who screened Tier 2 or Tier 3 are the only students rescreened on the Winter Universal Screener

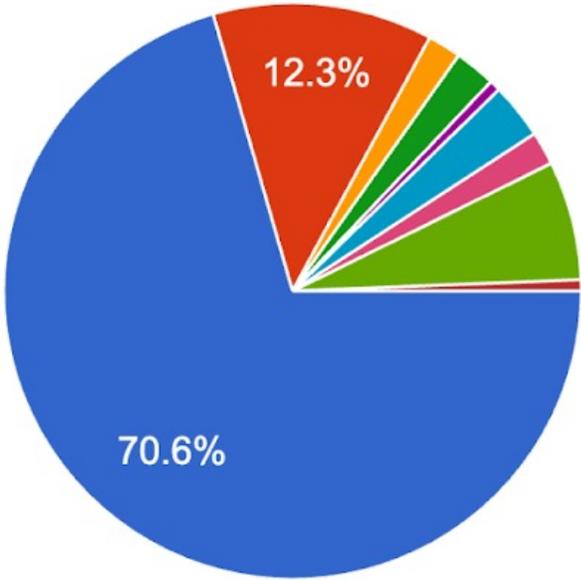
## Math

AimsWeb K-3 Math							EasyCBM 4-8 Math					
	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall
	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3	Tier 1	Tier 1	Tier 2	Tier 2	Tier 3	Tier 3
Brown	123	138	46	40	48	39	250	268	27	30	13	9
Crab Orchard	118	97	27	14	15	17	227	197	4	16	5	14
Homestead	194	157	37	47	36	56	305	306	22	33	12	11
Martin	188	154	40	55	52	66	309	309	42	42	28	28
North	124	123	43	41	34	32	228	231	26	24	16	16
Pineview	18	32	15	14	11	11	32	28	18	26	14	30
Pleasant Hill	167	153	38	27	26	37	232	224	20	30	18	17
South	184	135	29	44	15	36	286	294	20	20	10	6
Stone Elem	184	142	31	34	26	37	271	278	29	33	23	21

Cumberland  
County  
Schools  
Job  
Satisfaction  
Survey Results  
2025-2026 SY

# Choose which best describes your position.

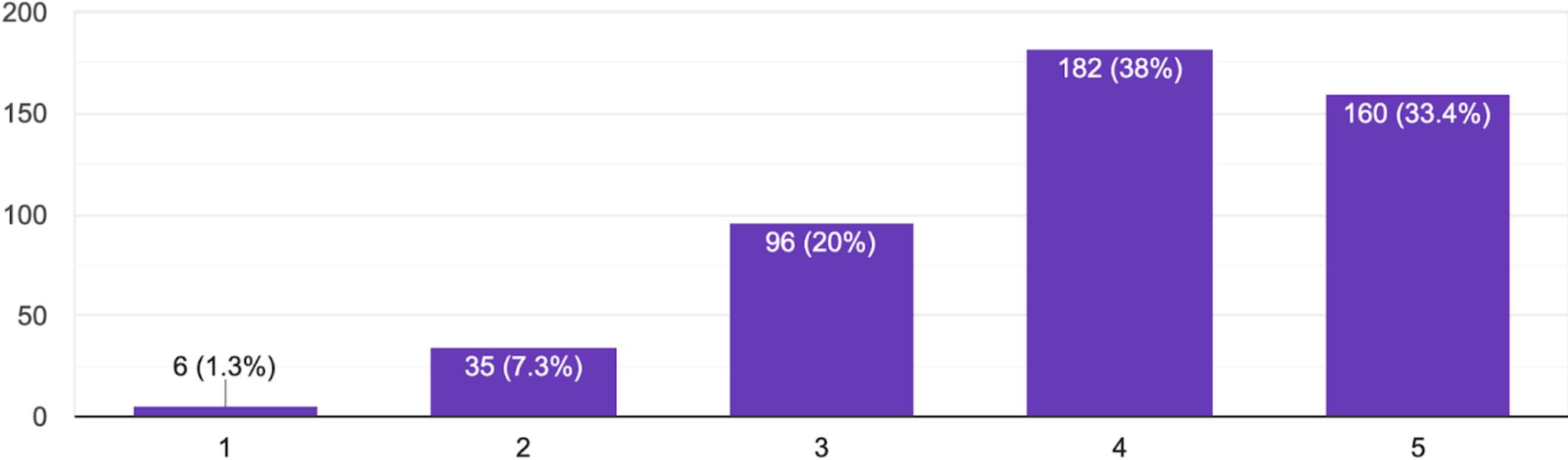
479 responses



- Teacher (anyone with license) 338 Responses
- Paraprofessional (teacher assistant-regular and special education) 59 Responses
- Bus Driver 9 Responses
- Custodian 11 Responses
- Maintenance 3 Responses
- Nutrition 15 Responses
- Nursing 9 Responses
- Administrative assistant, attendance,... 32 Responses
- Technology 3 Responses

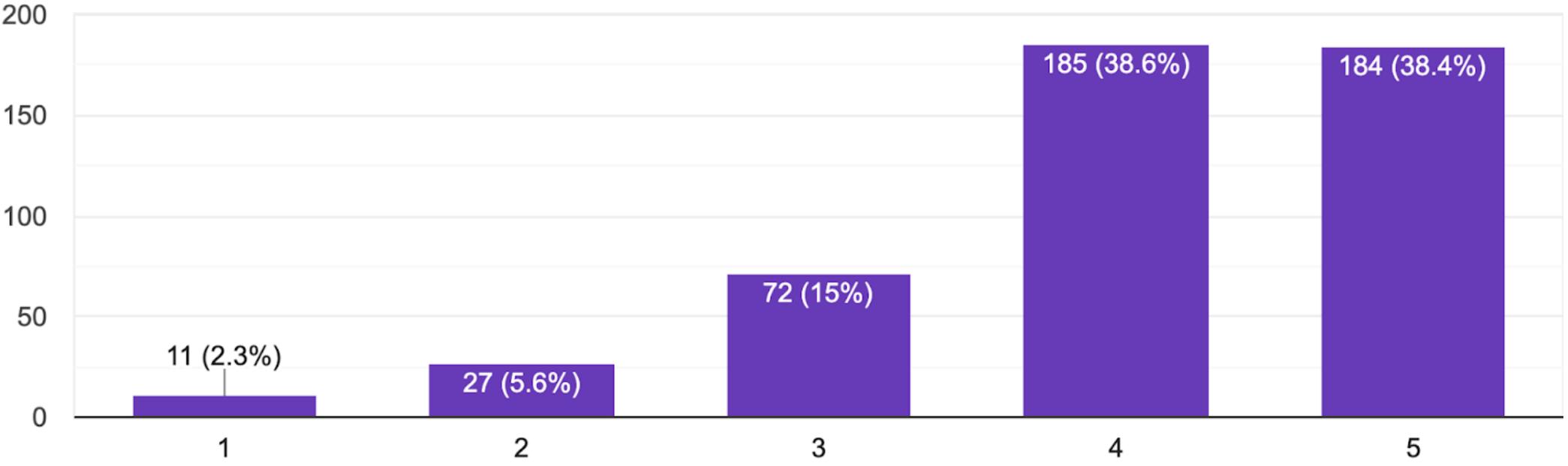
Using the following scale from 1-5, 1 (extremely dissatisfied), 2 (dissatisfied), 3 (neutral), 4 (satisfied), 5 (extremely satisfied) Rank your work...er's physical, mental, and social well-being at work.

479 responses



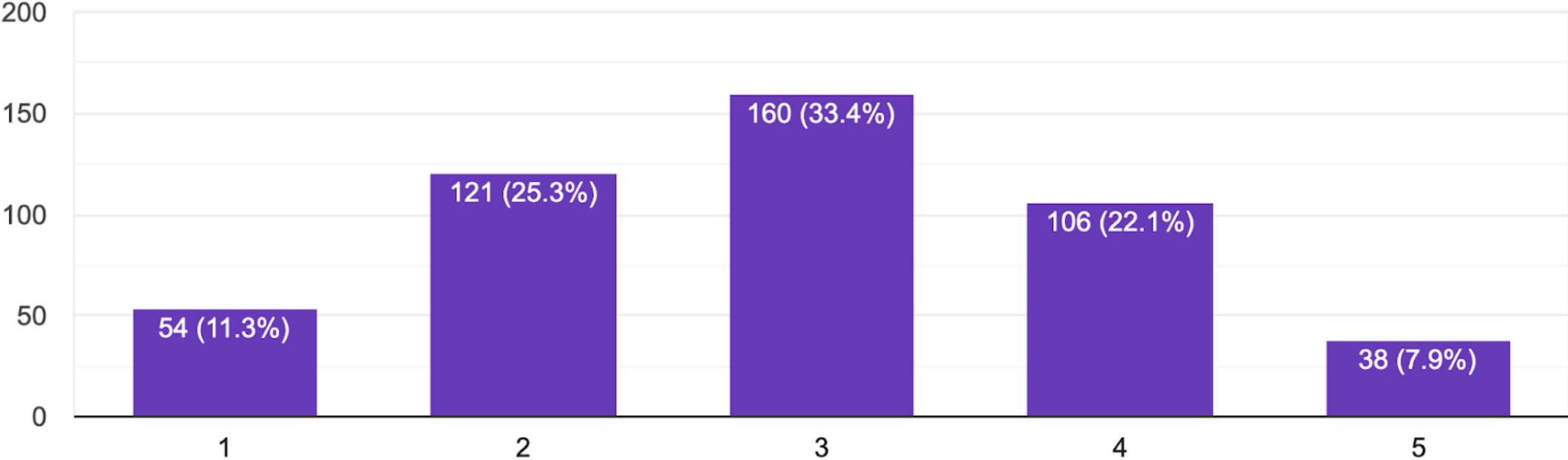
Using the following scale from 1-5, 1 (extremely dissatisfied), 2 (dissatisfied), 3 (neutral), 4 (satisfied), 5 (extremely satisfied) Rank your benefits (insurance and holidays)

479 responses



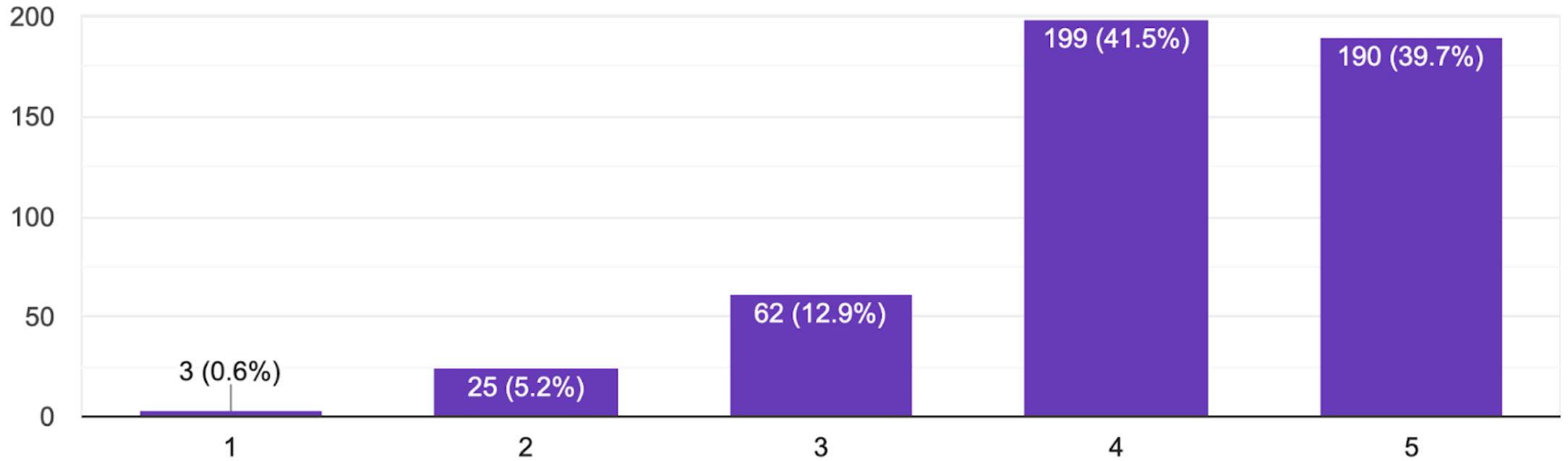
Using the following scale from 1-5, 1 (extremely dissatisfied), 2 (dissatisfied), 3 (neutral), 4 (satisfied), 5 (extremely satisfied) Rank your pay

479 responses



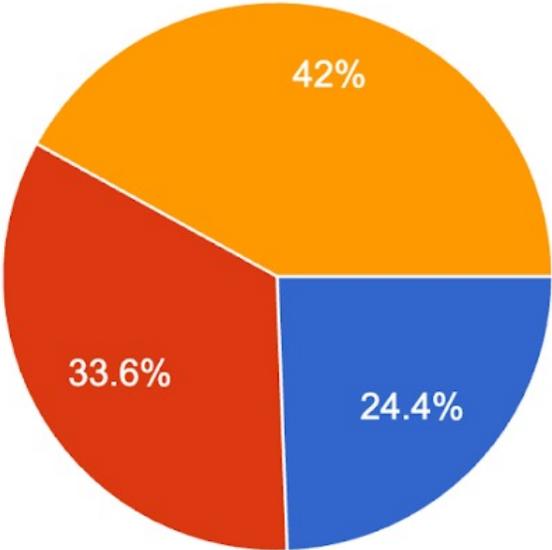
Using the following scale from 1-5, 1 (extremely dissatisfied), 2 (dissatisfied), 3 (neutral), 4 (satisfied), 5 (extremely satisfied) Rank your overall job satisfaction

479 responses



Please select your most important factor leading to the highest job satisfaction.

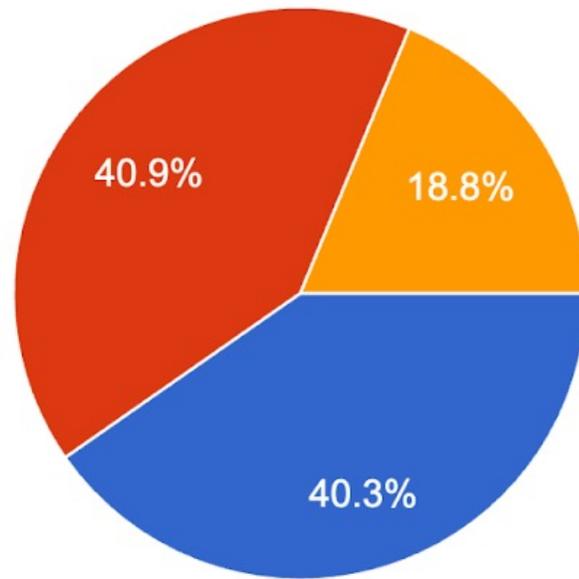
479 responses



- Benefits 117 Responses
- Pay 161 Responses
- Working Conditions 201 Responses

Please select your 2nd most important factor leading to the highest job satisfaction.

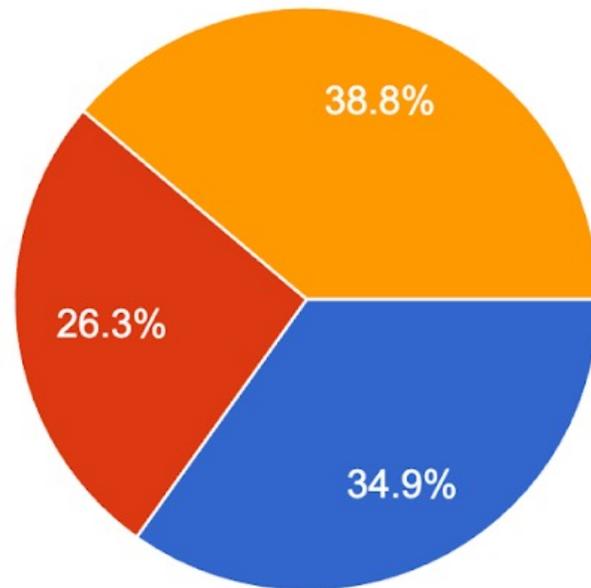
479 responses



- Benefits 193 Responses
- Pay 196 Responses
- Working Conditions 90 Responses

Please select your 3rd most important factor leading to the highest job satisfaction.

479 responses



- Benefits 167 Responses
- Pay 126 Responses
- Working Conditions 186 Responses

Montly Recap-Visuals		Strategic Plan Update	Crossroads Academy Update
School Visits-Monthly	July/Aug=8	-K-12 Framework	Lease Signed on 8/1/25
	Aug/Sept=9		First Month's Payment Received
	Sept/Oct		18 Students Currently Enrolled
	Oct/Nov		
	Nov/Dec=11		Received Updated Insurance Policy
Extra Curricular	July/Aug=5	-Emergency Mngmt/Security/Wellness	
	Aug/Sept=7		
	Sept/Oct=6		
	Oct/Nov=4		
	Nov/Dec=7		
County Commission	July/Aug=3	-Talent Aquisition and Retention	
	Aug/Sept=1		
	Sept/Oct=2		
	Oct/Nov=3		
	Nov/Dec=4		
Community	July/Aug=5	-Athletics	
	Aug/Sept=3		
	Sept/Oct=3		
	Oct/Nov=1		
	Nov/Dec=5		-Academics
	2026 10 Weather Affected Days for		2026
School Visits-Monthly Jan/Feb=17	Jan/Feb	Develop One Pager of Strategic Plan-Feb	
Extra Curricular Jan/Feb=11			
County Commission Jan/Feb=8			
Community Jan/Feb=9			
Principal Allotment Mtgs-Feb			
Advisory Council Mtgs(Teachers, Students, Parents, Classified Employees)-Feb			

## Transition Plan

1st 30 Days		
-Meet and Greet		7/7/25
-Outlook Meetings		Completed
Supervisors		7/24/25
Principals		7/23 & 7/25/25
Central Office		8/1/25
1st 60 Days		
-Lead Convocation		8/1/25
-Meet with School Admin to Develop Years Goals	Completed	
-Visit Every School/Faculty Mtg	12 out of 12 complete	
-Participate in Back to School, Meet your Teacher, Open House, P/T Conf	July/Aug=1 Aug/Sept=2	
Day with the Director/Complete	July/Aug=0 Aug/Sept=2 Sept/Oct=9 Oct/Nov=4	
-Publish Org Chart	9/25/25 Board Mtg	

1st 90 Days

### Temperature Checks

Sent Out-10/8/25 Closed-10/29/25

1st 120 Days

### Round 1 Communication

Monthly News Article to Chronicle-Monthly	Ongoing Monthly
Weekly with Board	Ongoing Weekly
Weekly with Principals/Supervisors	Ongoing Weekly
With CCBOE	Sept/Oct=9/Ongoing Weekly
End of Nine Weeks=Parent Newsletter	Completed both
Desert with the Director	10/15/25
Advisory Council Meetings	10/21 & 10/23/25

## **Policy/Procedure Update**

Manual 2 Reviewed-Updated 9/25/25 Board Mtg  
Manual 3 Reviewed-Updated 10/23/25 Board Mtg  
Manual 4 Reviewed-Updated 12/4/25 Board Mtg  
Manual 5 Reviewed-Updated 1/22/26 Board Mtg  
Manual 6a Reviewed-Updated 3/26/26 Board Mtg

**Travel**

Takeaway/Knowledge

TOSS New Superintendent Academy

August 2025

TOSS Study Council

9/14-9/17/25

TSBA Annual Convention

11/13-11/16/25

TOSS Conference March 1-5 2026

# Cumberland County Board of Education

## 2025-2026 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

### SEPTEMBER

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

### OCTOBER

- School Compliance Document
- Approval of Compliance Report
- TISA Accountability 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 (Not due until February)
- 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, 21<sup>st</sup> 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

3/2/26	Cumberland County Schools Enrollment															Teachers								
	Pre-K	SE	K	1	2	3	4	5	6	7	8	9	10	11	12		Total	K-3	4-6	7-8	K	1	2	3
Brown	20	15	48	68	50	56	72	47	60	62	67						<b>565</b>	222	179	129	3	3	3	3
Crab Orchard	19	32	37	41	37	45	36	61	41	46	40						<b>435</b>	160	138	86	2	2	2	* 3
Homestead	40	55	60	73	65	71	61	65	53	76	79						<b>698</b>	269	179	155	3	4	3	4
Martin	38	30	57	78	72	68	64	68	83	68	65						<b>691</b>	275	215	133	* 3	4	4	3
North	19	0	55	45	56	49	37	57	49	57	57						<b>481</b>	205	143	114	3	2	3	3
Pine View	12	0	20	15	23	18	12	24	16	15	18						<b>173</b>	76	52	33	1	1	1	1
Pleasant Hill	20	0	53	65	58	57	61	51	58	51	52						<b>526</b>	233	170	103	3	3	3	3
South	20	14	42	61	60	62	62	57	67	72	55						<b>572</b>	225	186	127	3	3	3	3
Stone	20	41	46	63	60	66	48	73	70	76	57						<b>620</b>	235	191	133	3	3	3	3
CCHS		23										274	214	213	176		<b>900</b>	0	0	0				
SMHS		11										271	240	224	168		<b>914</b>	0	0	0				
Phoenix															79	<b>79</b>	0	0	0					
Alt. School																		0	0	0				
<b>Total</b>	<b>208</b>	<b>221</b>	<b>418</b>	<b>509</b>	<b>481</b>	<b>492</b>	<b>453</b>	<b>503</b>	<b>497</b>	<b>523</b>	<b>490</b>	<b>545</b>	<b>454</b>	<b>437</b>	<b>344</b>	<b>79</b>	<b>6654</b>	<b>1900</b>	<b>1453</b>	<b>1013</b>	<b>21</b>	<b>25</b>	<b>25</b>	<b>23</b>

12

\* Class size reduction



**Dr. Rebecca Farley**  
**Director of Schools**

**Mr. Scott VanWinkle**  
**Board Chairman**

March 11, 2026

Dr. Farley and Cumberland County Board of Education,

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

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>
Janine Huggins	Café Sub	02/18/2026	N/A
Carrie Young	Pine View Elementary	03/02/2026	Ashley Nail
Sara Jenkins	Café Sub	03/02/2026	N/A
Katherine Bedwell	Café Sub	03/03/2026	N/A
Dani Stackhouse	Café Sub	03/04/2026	N/A
Donna Miller	Café Sub	03/09/2026	N/A

**Resignations/Retirements:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
N/A			

**Transfers:**

<b>Name</b>	<b>Location (From/To)</b>	<b>Date</b>	<b>Replacing</b>
N/A			

**Terminations:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	
N/A			

All background check requirements have been completed.

Respectfully,

*Kathy Hamby*

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

**CERTIFIED**

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>
Janet Cox	Stone Elem	2-6-26	Aaron Lewis

**Resignations/Retirements**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Michael DiBiccaro	CCHS	5-31-26	Retire
Cynthia Fox	SCE	5-27-26	Retire

**Transfers**

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

**Terminations**

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

**CLASSIFIED**

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>
Felix Santiago	CCHS	3-6-26	Tim Painter
Grayson Hale	CCHS	3-3-26	Micheala Tilson
Charity Fitzgerald	HES	2-11-26	New Position
Joseph Brannum	HES	2-17-26	Loriann Ferguson
Tracey LeCates	NCE	3-4-26	Rene Schneider
Stephanie Bowman	NCE	3-4-26	New Position
Jace Iles	PHS	2-17-26	Calynn Whittenburg
Rebecca Evans	SCE	2-23-26	Adam Wallace
Dana Roysdon	SES	3-3-26	Ashley Tackett
Rondel Chase	Transportation	2-13-26	New Hire

**Resignations/Retirements:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Vickie Turner	Central/Federal	6-30-26	Retire
Lonna Schank	SMHS	5-27-26	Resign
Teresa Swafford	SES	5-27-26	Retire

**Transfers**

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

**Terminations**

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

**SUBSTITUTES**

<b><u>NAME</u></b>
Buckner, Tracie
Crabtree, Destiny
Dark, Natalie
Howard, Samantha
Letner, Tabithia
Light, Joy
McBroom, Mariah
Perkins, Rebecca
Sherrill, Taylor

# BES March 2026 Newsletter



## FRANK P. BROWN ELEMENTARY SCHOOL



Brown Elementary classes and STEM Club explored the mobile EPIC Bus STEM lab, pictured above left. Sixth graders were excited to launch rockets they designed and constructed in STEM class, pictured above right. Brad Houston is the BES STEM instructor and STEM Club sponsor.



We had a *Wizard of Oz & Wicked* Book Fair in March. Everyone enjoyed Family Night, dress up days, door decorating, and reading activities.



Renee Beaty led 5th graders in a Positive Action teamwork challenge, where students learned how to work together to accomplish a goal.



Brown Elementary Beta Club held their Induction Ceremony for new members on February 12.



The All County Middle School Band performed at CCHS on March 7. We are proud of our BES band members and Mr. Marsee!



Brown Elementary 7th and 8th grade GEAR UP TN students toured Roane State Community College in Harriman. Students learned about dual enrollment and other educational opportunities available to them.



Classes celebrated Read Across America and the birthday of Dr. Seuss with fun activities and special reading events March 2-6. Roane State Community College education students Isabella, Madelyn, Case, Timothy, and Emma (pictured above left) read Dr. Seuss books with classes and brought activity pages. PreK is pictured right on Green Eggs and Ham day.



The Brown Elementary School FFA Club participated in the Livestock Judging Clinic at Tennessee Tech University in February.

# THE HORIZON



LOOKING FORWARD, GROWING STRONG – MONTHLY MOMENTS FROM CCHS.

## JET PACK STUDENT & STAFF PICKS

**Jet Pack Grand Winner**  
(Sponsored by Cumberland SignWorks):

**Ivy Watson**

**Students of the Month:**

- 9th Grade: Justin Norman
- 10th Grade: Alice Mallard
- 11th Grade: Ivy Watson
- 12th Grade: Charles Sumrell

**Staff of the Month**

- Cafeteria: Donna Dillion
- Assistant: Jackson Hughes
- Teacher: Anna Pickard
- Teacher: David Walker

**CCBOE Celebrates Tenured Teachers**

The Cumberland County Board of Education has granted tenure to CCHS teacher Mr. Bradly Eich. This well-deserved recognition highlights his dedication to our students and his impact on the CCHS community.



## AGRICULTURE IN ACTION

Tennessee FFA Association members are gaining experience far beyond the classroom—managing farms, launching ag-based businesses, exploring environmental science, and serving their communities. These Supervised Agricultural Experiences (SAEs) are shaping the next generation of leaders in agriculture, innovation, and service. As part of that growth, CCHS FFA members recently visited University of Tennessee, Knoxville for the Goodwill Tour with State Officers. Students toured the Herbert College of Agriculture and explored hands-on programs and career pathways in agriculture and leadership.



## Momentum Makers

Jet Sponsors:

*Lee's Flowers*

*Thrive Family Fun Center*

*Kona Ice*



## SOARING BEYOND LIMITS

It was an incredible week for CCHS athletics and esports! The Lady Jet Blue Angels Flag Football team picked up a big win. The Lady Jets Softball team opened their season with a victory. Our Jets Men's Basketball team delivered a huge win in the Region Semifinals! That basketball victory not only advances the Jets to the Region Championship but also punches their ticket to Sub-State for the first time in more than 20 years! Also, history was made in esports! The CCHS Jets Rocket League team earned a big win over Gretna High School in Gretna, Nebraska — marking the first Rocket League win in CCHS history!

Team Members:  
Wyatt Gubler, Jacob Rutherford, and Alex Payne.

# CRAB ORCHARD NEWS



December 2024

## SPRINGING FOWARD WITH CELEBRATIONS



Crab Orchard Elementary is springing into the season with excitement and school pride! Our students are showcasing their talents in a variety of competitions, from academics to the arts and beyond. We are so proud of the hard work, dedication, and teamwork they bring to represent our school. As we head into spring, we look forward to celebrating many more accomplishments together!



# HES Is Showcasing Our Amazing Talent





# MARTIN ELEMENTARY newsletter



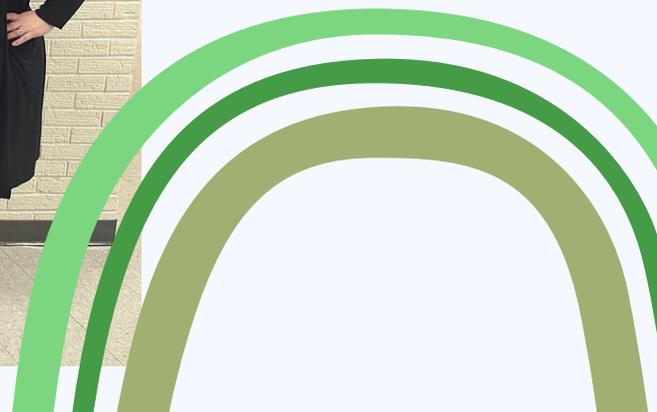
March 2026

## THE HOUSE OF DREAMERS IS PROVING THAT BIG DREAMS CAN MAKE A BIG DIFFERENCE

The House of Rêveur recently sponsored a community service project to raise awareness and funds for the House of Hope in Crossville. The House of Hope is an advocacy center where children experiencing abuse can find safety, support, and compassionate care during difficult times.

Students dressed in different colors each day to bring awareness to specific issues facing children in our community. They also collected donations from students and staff members. On February, Denise Melton from the House of Hope visited Martin where students presented her with a check for \$384.00. The money raised will go directly toward purchasing items for children who are placed at House of Hope, helping provide comfort items, necessities, and resources that make a difficult situation a little easier and a lot more hopeful.

This community service project not only raised money, but also reinforced important lessons about empathy, service, and community involvement. For the House of Dreamers, supporting House of Hope was more than just a fundraiser, it was a way to turn compassion into action.



# CKLA MEETS SCIENCE KITS IN A HANDS-ON SPACE ADVENTURE

Miss Melton combined ELA and Science in a creative project for her third-grade students! After finishing their CKLA unit on the solar system, students used our new science kits to make clay models of the planets. This hands-on activity helped students connect what they read with real-world science, making learning both fun and meaningful.



## NUKUMORI'S KINDNESS PROJECT WARMS HEARTS... YOUNG AND OLD

Nukumori's Kindness Project (chosen by the students): Top point earners in each participating grade level as well as Nukumori students who came during lunch, made cards, and packed little Valentine bags for the residents, were invited to attend a trip to Life Care the afternoon of Feb 13. Students walked room to room, gifting residents and telling them "Happy Valentines' Day" - an experience that was very good for BOTH the students and the residents! One student was asked for a song - and she delivered by singing a solo of "You are My Sunshine". Another student made a point to address each resident he spoke with BY NAME. Several students reported this to be an emotional, but uplifting experience and they are ready to go again. "This was a valuable experience all around!" noted teachers Kim Stephens and Joy Goad, Nukumori sponsors.



### UPCOMING EVENTS:

- 3/16 - 3/20 - Spring Break
- 3/26- Report Cards Go Home
- 3/30 - Well Child Vision Screening
- 3/31 - Spring Pictures



# NCE



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

## STEAM

This month NCE hosted students, families, and community members to our free STEAM Night, featuring a playful "Spot the Fun" 101 Dalmatian theme! The evening was full of hands-on STEAM games and activities, giving students exciting ways to explore science, technology, engineering, agriculture, and math. Families also enjoyed a bright Student Art Show, a helpful Health Fair, and the beloved Book Fair. Community partners were on hand to support both the STEAM activities and Health Fair, offering fun experiences and helpful resources. The free event created a joyful, learning-filled evening, bringing the North community together to celebrate curiosity, creativity, and fun!



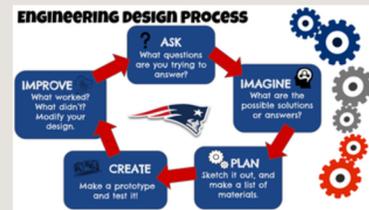
## Upcoming Events

### March

- 16-29 Spring Break
- 26 Report Cards
- 27 EPIC Trips

### April

- 3 No School
- 13-29 TCAP



## Parent & Family Involvement

NCE recently welcomed families for Parent Teacher Night, creating a warm and positive evening focused on family involvement. Families had the opportunity to meet and learn about upcoming school events. Students helped make the night extra special by sharing their voices through songs, bringing smiles to parents and staff. Families could also visit the Book Fair, explore new books, and support reading at home. Teachers shared information about upcoming events and ways parents can stay involved in the school community. The evening was a wonderful time for families and teachers to connect, celebrate students, and continue working together to support learning.



## The Arts

Our 3rd grade students recently had the exciting opportunity to visit the Cumberland County Playhouse to see the live production of The Lion King as part of their theater arts learning. This special field trip gave students the chance to experience storytelling in a whole new way as they watched the story come to life through talented actors, powerful music, colorful costumes, and creative set design.

Seeing a live performance helped students better understand how many different artistic elements work together to create a production. From lighting and stage movement to singing and character expression, students were able to connect what they have been learning in class to a real-world theater experience. The trip also encouraged imagination, creativity, and an appreciation for the performing arts, making it a memorable learning opportunity for everyone involved.



## Patriot Pulse



Students at North Cumberland Elementary are preparing for upcoming testing by learning helpful strategies to manage stress and stay confident. A special guest speaker Ashley Al-Hansan, from the Cumberland County Health Department, visited the school to talk with students about anxiety and ways to handle test-day nerves.

During the visit, students learned simple techniques for staying calm, focusing their thoughts, and doing their best during tests. The presentation helped remind students that feeling nervous is normal and that there are positive ways to manage those feelings.

North Cumberland is proud to support students not only academically, but also by helping them build confidence and healthy habits that will help them succeed.

## Teacher Feature



I am Ashton Hayes. I have been teaching middle school Agriscience for 16 years, and love helping students learn through hands-on experiences. I began my career as a traveling Agriscience teacher, and am now proud to call NCE my permanent home.

I earned my Bachelor's degree in Animal Science and a Master's degree in Curriculum and Instruction from Tennessee Tech University. I also hold additional endorsements in Middle School Science and Special Education K-12, both Interventionist and Comprehensive.

Outside the classroom, my husband Russell and I stay busy raising our three kids—Ryder, Kymber, and Bryer—on our family farm. In our free time, you will usually find us at a rodeo, where I proudly play the role of “rodeo mom” while all three of my kids compete.

One of my favorite parts of teaching is watching students learn, create, and work with their hands. I believe some of the best learning happens when students can explore, build, and connect what they are learning in class to real world.

## Paraprofessional Spotlight



Hi, my name is Teresa Phillips and this makes my 3rd year at North Cumberland as a Teaching Assistant. I have an A.S. in Early Childhood Education and Special Education. Prior to officially joining the North family, I had an In-Home Daycare/Preschool for 13 years. I say officially joining because I have really been a part of the North family since I was in 7th grade when North Cumberland first opened its doors in 1981. I was also a parent volunteer and PTO Treasurer for many years while my son attended North Cumberland.

I lost my husband Perry unexpectedly in November 2022 to whom I was happily married to for 23 years. We have one son, Samuel, who will be 23 years old this year. I enjoy gardening, quilting, going to the beach, refurbishing old furniture and mowing the lawn.

Having a daycare/preschool for so many years, nurturing and loving children seems to come second nature. I enjoyed many years of watching the developmental, physical and emotional changes in my little ones. Now here at North, I get to continue to be a part of the children's learning and love seeing them grow in all aspects of their lives.

*Congratulations....  
Casey Robinson and  
Greg Patton*



*Congrats to two of Phoenix's finest on obtaining tenure!*

*Who doesn't love bubbles? Students recently did a bubble lab to demonstrate flexibility, the cells ability to repair, membranes protecting membranes, and transportation in and out of cells.*



## *Bus Driver Appreciation*

*You are "wheelie" great!*



*School Bus, more like Cool bus!  
Thank you for transporting our most precious cargo safely!*



*Phoenix now has flashing school zone lights!*

*PBS After Party...*

*Students had the opportunity to partake of a pasta buffet. Yummo!*



## *Phoenix Happenings*



**Congratulations Abel Braden for 1st place during the Wildcats Winter Tournament. Pictured with Coaches Scott Miller, Josh Parrigin and Heather Jones.**



**Our Elementary Chess Team will be going to TTU to compete in the State Team Finals. Good Luck Aurora, Brielle, Zachery and Grey**



**Congratulations Madison Miller for receiving 4th place in the 4-H Countywide Speech Competition.**



**Thank You to Mr. and Mrs. Pepe Perron for providing us with the opportunity to attend The Lion King, JR. at The Cumberland County Playhouse.**



**Pine View  
March 2026**

# Pine View Pioneers Career Fair 2026



Michael England  
Exceptional Bean Coffee House



Megan Unthank  
Grafic Design



Jeanni Bonine  
OT/PT Therapy



honey tasting



Courtney Harris - Ophthalmology



Donnie Moody & staff  
Cumberland County Parks



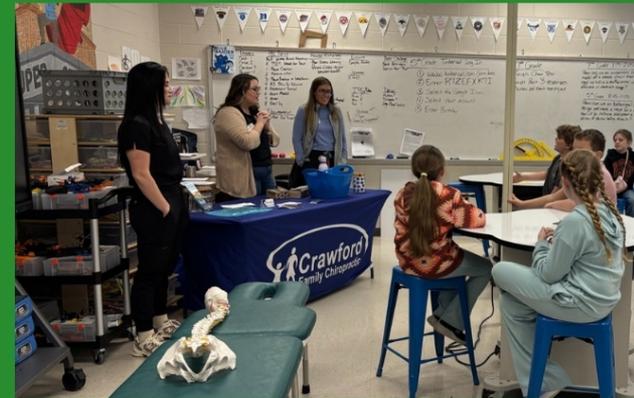
Amber Cook  
Cosmetology



Derick Corbin  
UT AG Research



Monica Hackett  
BeeKeeper



Dr. Rachel Douglas and Staff  
Crowford Chiropractic



Pleasant Hill Elementary

# School News

## MARCH EDITION

### Happy birthday, Dr. Seuss!

PHS students celebrated Read Across America Day on March 2, which is also the birthday of beloved author Dr. Seuss. The day included a visit from a very special character!



Mrs. Barnwell's Teen Living class has been hard at work creating culinary masterpieces. A recent favorite included chocolate covered strawberries, which were a favorite for obvious reasons.



### Teen Living's sweet treats

### Unplugged Lava Lamps

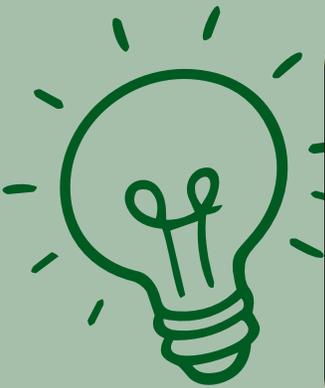
Mrs. Janow's STEAM class took science into their own hands by creating unplugged lava lamps!





At the February School Board meeting, PHS's own Tara Hughes was granted tenure and SROs Henderson and Bryant were recognized. Thank you all for the work you do!

## SRO Appreciation and Tenure Acknowledgement



7<sup>th</sup> and 8<sup>th</sup> graders visited Roane State Community College to explore future study and career paths.

## GEAR UP RSCC Visit

## A Day for the Arts

Pleasant Hill classes from PreK-5 got the opportunity to visit the Cumberland County Playhouse for a showing of The Lion King Jr. A great time was had by all!



# PHS

# SMHS MARCH NEWSLETTER

## Upcoming events:

Spring Break 3/16-3/20

Good Friday 4/3, No School



Congratulations to Emma Gray (Valedictorian) and Samuel Ferrell (Salutatorian)



Congratulations to these amazing teachers for earning Tenure! Justin Qualls, Rachel Martin, John Long, David Seay, Shannon O'Neal and Reem Andrawes-Smith



Congratulations Lady Panthers on being District Champs!

From our players, coaches, board members, and families to our amazing community we want to thank you. Because of YOUR hard work and dedication, we are honored to share that we have been chosen by TBCA as the 2025 Class AAA Facility of the Year. This recognition means so much and was made possible by the unwavering support of our Panther Nation. With grateful hearts, we say

*Thank You*

Congratulations Coach Stokes and Panther Baseball for being named BACA 2025 Class AAA Facility of the Year!

2nd PLACE REGIONALS!!!



SMHS Boys Wrestling team placed 2<sup>nd</sup> in the individual region tournament

# March Newsletter

# South Cumberland **REBELS**

*Every Child. Every Day.*

## Read Across America



**Thank you to all guests who showed up and read to our students! They loved this!**

*Bringing home the hardware*

**Recently, South students have been busy bringing home awards!**



*Congratulations to Mrs. Lauren Cook & Tiffany Brewer on receiving tenure!*



# STONE ELEMENTARY NEWS

HOME OF THE COYOTES

## Pre-K News

February has been a month of exploring many new concepts in our Exploring Museums Unit. We have learned to make patterns, build dinosaurs from recycled objects, gather a collection of items, what toys will roll and which ones will not, how tall a dinosaur was, how to care for our teeth, and about how castles were constructed to protect the king and queen. Our students have met a wide variety of community helpers who shared their knowledge and expertise with us.



## Kindergarten

Ms. Bailey's class making bread and butter to go along with our knowledge domain unit about farms. We talked about how crops can be used to make food that we eat every day and students got to experience making their own bread and butter.

We also celebrated SRO appreciation day.



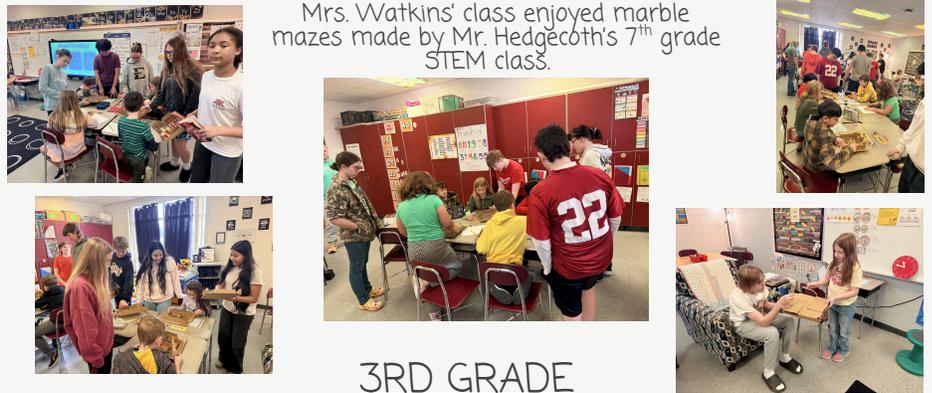
## 1<sup>st</sup> Grade

Mrs. Morgan's class was working hard on double digit addition.



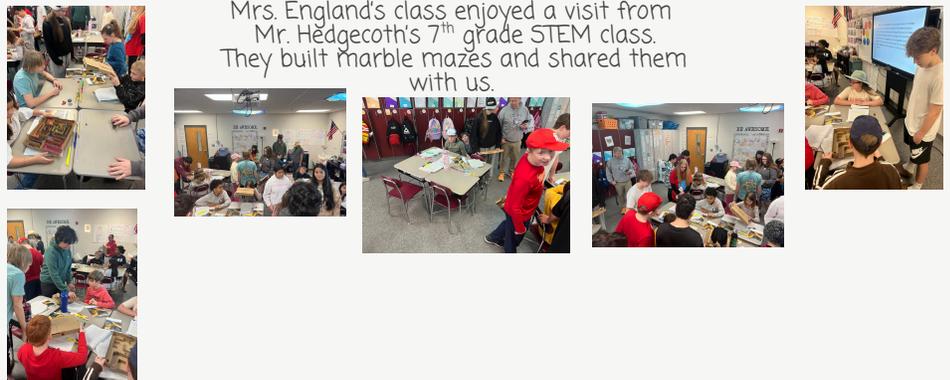
## 2nd Grade

Mrs. Watkins' class enjoyed marble mazes made by Mr. Hedgecoth's 7<sup>th</sup> grade STEM class.

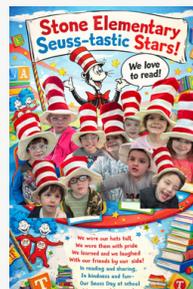


## 3RD GRADE

Mrs. England's class enjoyed a visit from Mr. Hedgecoth's 7<sup>th</sup> grade STEM class. They built marble mazes and shared them with us.



## CDC



### 4th Grade

Rylee Ridley placed 4th in the county speech contest at SMHS. She gave her speech on yorkie dogs!

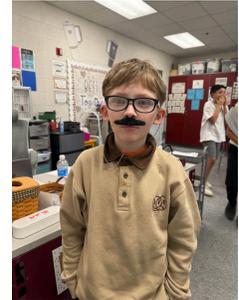
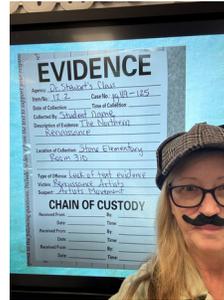


Dr. Seuss dress up week fun and using soccer skills they learned in gym at recess from Coach Dishman.



### 5th Grade

Fifth grade reading detectives searched for text evidence to support their answers.



### Middle School

Middle school loves dress up days.



### School Wide

Family Board Game Night



Cookie Wars in 7th grade math with Mrs. Davis and Mrs. Wilson.



### Bigfoot Buddy of the Month

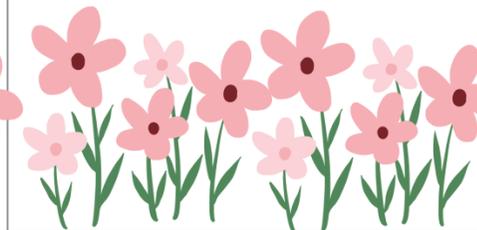
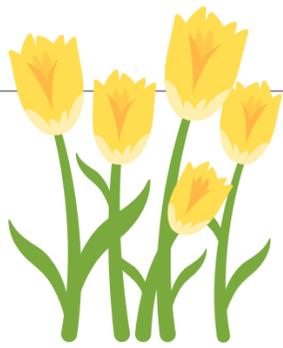
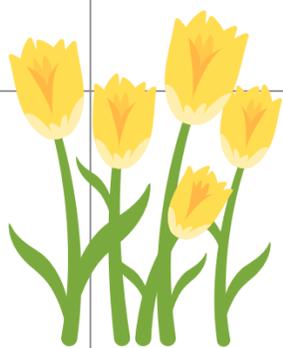
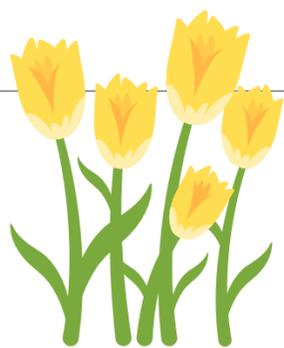


Daniel Griffith is this month's Bigfoot Buddy. He has been working so hard towards his reading goals and is making progress working independently on the computer. Keep up the great job!

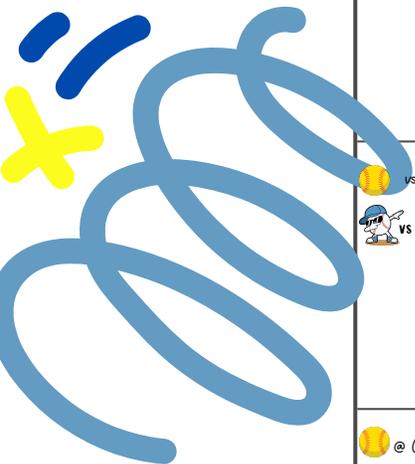


# April

## 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3 Good Friday <b>No School</b>	4	5 <i>Happy Easter</i> 
6	7	8		10 <b>Concessions</b>	11	12
13	 14 Spirit Night 4-7pm TCAP Grades 3-8	15 TCAP Grades 3-8	16 TCAP Grades 3-8	17	18	19
20	21 TCAP Grades 3-8	22 TCAP Grades 3-8	23 TCAP Grades 3-8	24 <b>Concessions</b>	25	26
27	28 TCAP Grades 6-8	29	30			 

# APRIL



2026

MON	TUE	WED	THU	FRI	SAT	SUN
		1	2	3	4	5
			vs. SMHS 4:00 @ Grundy 5:00pm vs. Warren Co 6:00pm vs. Livingston 6:00pm -JV to follow vs. Smith County 6:00pm & Gordonsville 7:30pm	Oak Ridge Legends Invitational 2:00pm @Oak Ridge HS (each day)		happy Easter
6	7	8	9	10	11	12
vs. York 5:30pm- @ Livingston 6:00pm	vs. Clay Co. 3:30 vs. SMHS 5:00pm (Saving Rylan) vs. Livingston 6:00pm-JV to follow @ South Doyle HS 5:00pm -JV to follow @ Livingston 7:30pm -JV at 6:00pm	<b>GOLD CLUBS</b>	@ Livingston 5:30pm Wartburg Tournament TNTP Learning Walks	I-40 Dual Meet w/SMHS @CCHS vs. Upperman 6:00pm -JV to follow vs. Van Buren County @ SMHS 5:00pm	Character Banquet	
13	14	15	16	17	18	19
vs. Rockwood 5:30pm- *Senior Night* vs. Clark Range 5:30pm	vs. Upperman 5:30pm- JV to Follow @ Dekalb Co HS 6:30pm -JV to follow	<b>APRIL FACULTY MEETING</b>	vs. Upperman 4:00 @ White Co 5:30pm-JV to follow vs. Boyd Christian 6:00pm *Senior Night* <b>MOCK DUI/PROM PROMISE 2ND BLOCK</b> <b>TCAT Graduation 4:15pm</b>	Volunteer Track Classic 4:00pm (17 <sup>th</sup> ) & 7:00am (18 <sup>th</sup> ) @ Tom Black Track- UT @ Clark Range 5:30pm @ SMHS 6:00pm -JV to follow <b>CCHS Talent Show</b>	@ Clinton KY 11:00am JV to follow Prom Night	
20	21	22	23	24	25	26
vs. Clay Co 5:30pm-JV to follow vs. SMHS 5:30pm-JV to follow	@ SMHS 5:30pm-JV to follow @ White Co HS 6:00pm -JV to follow @ Warren Co 7:30pm -JV at 6:00pm	<b>BLUE CLUBS</b> Progress Reports Go Home GEAR UP Family Engagment	York Home Meet 3 4:00pm @ York HS vs. Grundy 5:30pm-Pink Out vs. Kingston 5:00pm vs. Loudon HS 6:00pm Jr and Sr Assembly 1:00pm	vs. Eagleton 5:00pm @ Hixon 7:30pm -JV at 6:00pm RFL LUNCH	vs. Monterey 6:00pm	
27	28	29	30			
@ Oneida 5:00pm Senior Honors Program 6:00pm	@ York 5:30pm vs. Warren Co 7:30pm -JV at 6:00pm		York Last Chance 4:00pm @ York HS vs. Smith Co 4:30pm vs. Cookeville HS 7:00pm -JV Before	Jet Preview Night		



Crab Orchard Elementary

**APRIL 2026**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29	30	31	1	2 Horn N Goody's Delivered	3 Good Friday  No School	4
5 Easter Sunday	6 Spring Band/Choir Concert 6pm	7	8 House Meetings  Spring Pictures	9	10	11
12	13	14	15	16	17	18
19	20	21	22 Progress Reports	23	24	25
26	27	28	29	30	31	2

# April 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 5th Grade Trip to Neyland Stadium	2 K-3 Egg Hunt Spring Pictures	3 Good Friday No School	4
5	6	7	8 Spring Band Concert 4:00-5:00 PM	9 TTU Math Competition Bulldog Backers Meeting	10 Kona Ice	11
12	13	14 TCAP Testing SMMS Baseball vs. Warren County @ 3:45	15 TCAP Testing	16 TCAP Testing	17 TCAP Testing Twin Lakes Honor Band 4-8	18
19	20 TCAP Testing	21 TCAP Testing	22 TCAP Testing Progress Reports	23 TCAP Testing BOE Meeting 6:00	24 TCAP Testing	25
26	27	28 8 <sup>th</sup> Grade ACT Explore	29 8 <sup>th</sup> Grade ACT Explore	30		

## Upcoming Events

HES Teacher Appreciation  
Week April 27-May 1

# APRIL 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2 Concessions 5th-8th 	3 Good Friday No School 	4
5 Happy Easter 	6	7	8 CCHS Readers 	9	10 2nd Grade to Playhouse 	11
12	13 TCAP Window Opens	14	15	16	17 Concessions 3rd-8th 	18
19	20	21	22 Progress Reports Go Home 	23	24	25
26	27	28	29	30 Drama Club Performance 3:00-8:00 		

This is the time of year to show what you know! Patriots, do your best on the test!  
Summer break is in sight!

# April 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 April Fool's Day Wellness Wednesday	2	3 No School - Good Friday	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
		TCAP TESTING				
19	20	21	22 Progress Reports go Home	23	24	25
		TCAP TESTING				
26	27 101 Dalmatians Kids 6pm ticket required	28 101 Dalmatians Kids 6pm ticket required	29	30		



*Every Child, Every Day, Excellence in Every Way*  
*North Cumberland Elementary*

March

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

May

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



April  
2026



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Full Pink Moon	2	3 Good Friday/No School	4
5 Easter	6	7	8 Faculty Meeting	9 Data Team Mtg	10	11
12	13 Testing Window Opens	14	15 Pay Day	16	17	18
19	20	21	22 T4 Progress Reports Go Home	23	24 No TCAT	25
26	27 No TCAT	28 No TCAT	29 No TCAT	30 No TCAT Pay Day		



# April 2026

## PINE VIEW ELEMENTARY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
				K - K Oak Ridge Children's Museum	<b>Good Friday No School</b>	
5	6	7	8	9	10	11
<b>Easter Sunday</b>		<b>Chick-fil-A Spirit Night</b>		TTU Math Competition	PreK/K to CCHS & Park	
12	13	14	TAX DAY 15	16	17	18
				PreK-1st Zoo		
<b>ELA TCAP TESTING</b> 3rd - 8th grade					<b>MAKE UP TESTING</b>	
19	20	21	22	23	24	25
			Progress Reports go Home			
<b>MATH TCAP TESTING</b> 3rd - 8th grade				<b>SCIENCE TCAP TESTING</b> 3rd - 8th grade	<b>MAKE UP TESTING</b>	
K-8 Spring Benchmark		K-3 AIMsWeb/4th-8th EasyCBM		(window April 20-May 8)		
26	27	28	29	30	MAY 1	
	<b>SCIENCE TCAP TESTING</b> 3rd - 8th grade	<b>SOCIAL STUDIES CAP TESTING</b> 6th - 8th grade	<b>SOCIAL STUDIES CAP TESTING</b> 6th - 8th grade	<b>MAKE UP TESTING</b>	<b>MAKE UP TESTING</b>	
K-8 Spring Benchmark		K-3 AIMsWeb/4th-8th EasyCBM		(window April 20-May 8)		

# Pleasant Hill Elementary

## April 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Spring Individual Pictures (Buyers Only will have their pictures taken)	3 No School Good Friday	4 Cumberland County Imagination Library 5K Fun Run 8:00am @ Cumberland MTN State Park
5	6	7	8	9 FCCLA Convention	10 FCCLA Convention PBS Hat Day for \$1	11 FCCLA Convention
12	13 CyberHornet meeting 3:00-4:30	14	15	16	17	18
19	20	21	22	23 Monthly Board of Education Meeting @ Central Office 6:00pm	24 Concessions will be sold today	25
26	27	28	29	30		

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

Today

< > April 2026

# SMHS



Month



SUN 29	MON 30	TUE 31	WED Apr 1	THU 2	FRI 3	SAT 4
Boys Soccer - Smokey Mountain C Fishing Team @ Dale Hollow HOSA State Leadership McKie	10am Baseball Tournament @ Sw 3pm Spring Theatre Production S	ACT for 11th & Pre ACT for 9th & 10 1pm Baseball Tournament @ Sw	Paraprofessional Appreciation Day 3pm Spring Theatre Production S	Douglas/A. Berta UTC Band Field T Johnson Alcatraz Crime Museum Regional Livestock Beaty, Burris	Good Friday No School TCAT out 3pm Spring Theatre Production S	School Librarian Appreciation Day MS Track @ Oak Ridge
5	6	7	8	9	10	11
Easter Sunday	National Assistant Principal Week Casteel 4 Students Kubota Certification Phoenix School Easter Monday	3pm Spring Theatre Production S	BOE Agenda deadline	9:10am STARS 12th 10:35am STARS 11th	Clubs MD Activity Schedule 3pm Spring Theatre Production S	Crossville Sports Council Banquet ACT Baseball @ Oakdale Tournament
12	13	14	15	16	17	18
	EOC Window 7am PLC Department meetings 3pm Spring Theatre Production S	3:30pm Tennis Practice	SPRING SDC Exams		State Vet Science Essex, Beaty	Fishing Team @ Chickamauga
19	20	21	22	23	24	25
EOC Window Fishing Team @ Chickamauga	English 9/10 EOC-Part 1 3pm HS Cheer Try Outs (Aux Gym)	FFA State Poultry Judging Biology EOC	Administrative Professional Day English 9/10 EOC-Part 2,3	Algebra 2 EOC-All Parts TN Textbooks Commission/Aux Gyr	TCAT out Track Sub Sectionals @ Watertown	Band @ Union High School
26	27	28	29	30	May 1	2
EOC Window TCAT out	3pm MS Baseball District Tournan Burris, Beaty, Bastian First Green p	3pm MS Baseball District Tournan	Algebra 1/Geometry EOC-All Parts	3pm Track @ York Institute	Cereal Killers AAU Basketball Rental School Lunch Hero Day	SAT 10am A Crown with a Purpose (P

# April 2026

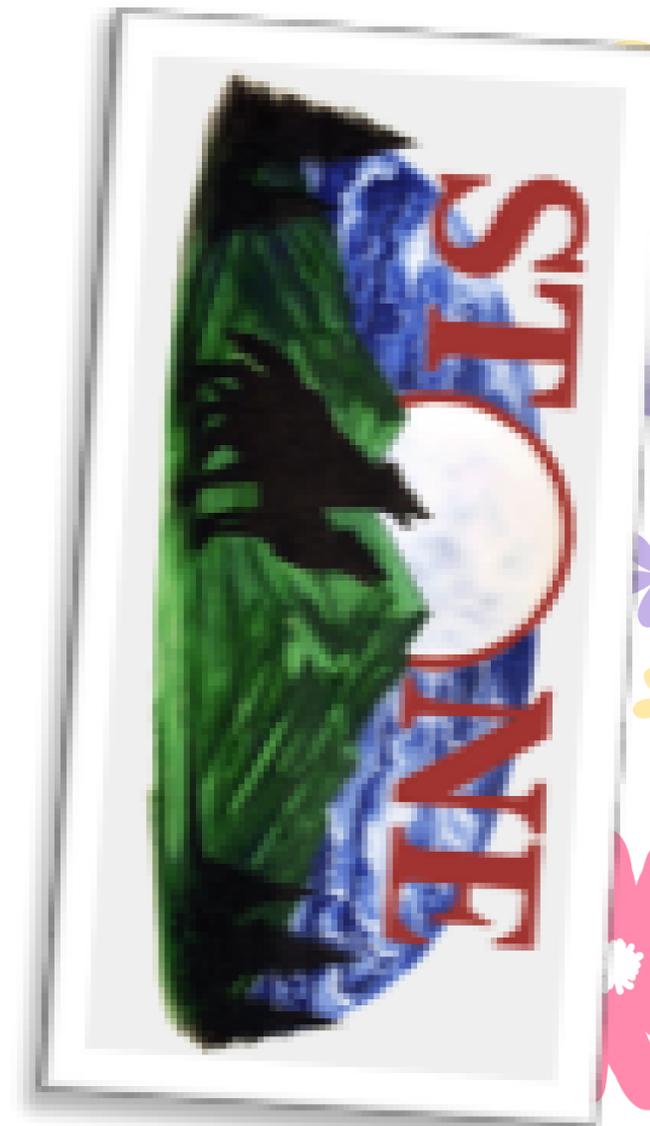


MON 30	TUE 31	WED Apr 1	THU 2	FRI 3
	<p>Pictures: Buyer's Only-Spring Individuals</p> 		<ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> </ul>	<p>NO SCHOOL-GOOD FRIDAY</p> 
6	<ul style="list-style-type: none"> <li>3pm Kindness Club - 1st Tu - Gr2-5</li> <li>3pm Kindness Club - RM104 - Gr2-5</li> </ul> 	8	<ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> <li>8am TT Math Competition 6-8</li> </ul>	<p>CONCESSION</p> 
13	14	15	<ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> <li>6pm BOE Meeting</li> </ul>	17
	21	22	<p>BOE MEETING</p> <ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> </ul>	24
27	28	29	<ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> </ul>	May 1



# APRIL 2026

sunday	Monday	Tuesday	wednesday	THURSDAY	FRIDAY	saturday
	SPRING aims WEB BENCHMARK	SPRING aims WEB BENCHMARK	1  SPRING aims WEB BENCHMARK	2 SMMS BASEBALL VS. WHITE COUNTY 3:45  SPRING aims WEB BENCHMARK	3  NO SCHOOL- GOOD FRIDAY	4
5	6  SPRING aims WEB BENCHMARK	7 DONUTS WITH GROWN-UPS PRE-K-3RD 7-7:45  SPRING aims WEB BENCHMARK	8  SPRING aims WEB BENCHMARK	9 DONUTS WITH GROWN-UPS 4TH-8 <sup>TH</sup> 7-7:45  SPRING aims WEB BENCHMARK	10  SPRING aims WEB BENCHMARK	11
12	13 TCAP TESTING  SPRING aims WEB BENCHMARK	14 TCAP TESTING  SPRING aims WEB BENCHMARK	15 TCAP TESTING  SPRING aims WEB BENCHMARK	16 TCAP TESTING  SPRING aims WEB BENCHMARK	17 TCAP TESTING BAND WORKSHOP  SPRING aims WEB BENCHMARK	18  BAND WORKSHOP
19	20 TCAP TESTING MID-NINE WEEKS SPRING aims WEB BENCHMARK	21 TCAP TESTING  SPRING aims WEB BENCHMARK	22 TCAP TESTING PROGRESS REPORTS SPRING aims WEB BENCHMARK	23 TCAP TESTING  SPRING aims WEB BENCHMARK	24 TCAP TESTING PTO COYOTE GRAND SLAM 4-7 SPRING aims WEB BENCHMARK	25
26	27 TCAP TESTING  SPRING aims WEB BENCHMARK	28 TCAP TESTING  SPRING aims WEB BENCHMARK	29 TCAP TESTING  SPRING aims WEB BENCHMARK	30 TCAP TESTING SMMS SOFTBALL VS. UPPERMAN 3:45  SPRING aims WEB BENCHMARK		



# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in January</b>	Descriptor Term:  <h2 style="text-align: center;">Recruitment of Employees</h2>	Descriptor Code: <h3 style="text-align: center;">5.105</h3>	Issued Date: <h3 style="text-align: center;">04/27/23</h3>
		Rescinds: <h3 style="text-align: center;">5.105</h3>	Issued: <h3 style="text-align: center;">04/27/17</h3>

1 The authorization of all school system positions rests with the board. Personnel employment shall be  
 2 within the discretion of the Director of Schools.<sup>1</sup>

3 The Director of Schools is responsible for the development of a program for the recruitment of licensed  
 4 personnel.<sup>2</sup>

5 Identification of personnel needs shall be the cooperative responsibility of the Director of Schools,  
 6 supervisors, and building principals.

7 All vacancies will be posted on the district’s web site, and through the system email listserv. Vacancy  
 8 notices shall contain the date of posting, a description of the position, the name and location of where  
 9 the vacancy exists, the certification and other requirements for the position, and the name of the person  
 10 to whom the application is to be returned.

11 Such posting shall take place as soon as practical after the director of schools becomes aware of such  
 12 vacancies. No vacancies will be posted until a written resignation, retirement, or job abandonment  
 13 confirmation is received by Human Resources. All new positions as well as vacancies not being posted  
 14 within 30 days of the vacancy confirmation shall require authorization from the Board of Education  
 15 (Policy 5.106).

16 At least seven (7) calendar days shall lapse after the posting of any vacancy before the position is  
 17 permanently filled, during which time applications will be received and interviews will be held. There  
 18 will be no interviews held until after the position is posted.

19 All offers of employment shall be contingent upon the satisfactory results of criminal background  
 20 checks, pre-employment physicals, drug screens, and appropriate licensing as required by the State of  
 21 Tennessee and Board of Education policy.

22 Cumberland County Schools is an equal opportunity employer. Opportunity for employment, as well  
 23 as continuation and advancement in employment, shall be afforded equally to members of all races,  
 24 creeds, colors, sex, religions, ages, national origins, individuals with disabilities, or veteran status with  
 25 regard only for qualifications for the positions involved.

26 Vacancies shall be advertised locally and through the closest placement offices. A deadline for  
 27 receiving applications shall be established and disseminated with the vacancy notice.

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Legal References

1. TCA 49-2-301(b)(1)(EE); TCA 49-2-203(a)(1)
2. TRR/MS 0520-01-02-.14

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Cross References

- Equal Opportunity Employment 5.104  
 Staff Positions 5.116



# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <h2 style="text-align: center;">Compulsory Attendance Ages</h2>	Descriptor Code: <h3 style="text-align: center;">6.201</h3>	Issued Date: <h3 style="text-align: center;">08/24/23</h3>
		Rescinds: <h3 style="text-align: center;">6.201</h3>	Issued: <h3 style="text-align: center;">05/25/23</h3>

- 1 Children between the ages of six (6) and seventeen (17) years, shall attend a public or private school.<sup>1</sup>
- 2 A parent/guardian who believes that their child is not ready to attend school at the designated age of
- 3 mandatory attendance may make application to the principal of the public school where the child would
- 4 attend for a one (1) semester or one year deferral in required **attendance**. Any such deferral shall be
- 5 reported to the Director of Schools by the principal.<sup>2</sup> Under certain circumstances, the Board may
- 6 temporarily excuse students from complying with the provisions of the compulsory attendance law.<sup>3</sup>
  
- 7 Any child residing within the state who is or will be five (5) years of age on or before August 15 and
- 8 applies for enrollment shall be enrolled in the school designated by the Board.<sup>4</sup>
  
- 9 If a child will be five (5) years of age on or before September 30, such child's parent(s)/legal guardian(s)
- 10 may request that the child be admitted into kindergarten<sup>5</sup>. Upon a request, the Director of
- 11 Schools/designee shall administer an evaluation and examination. If the results indicate that the child is
- 12 sufficiently mature emotionally and academically, then the child may be enrolled into kindergarten. The
- 13 Director of Schools shall develop procedures and forms to implement the provisions of this policy.
  
- 14 No child shall be eligible to enter first grade without having attended an approved kindergarten program.<sup>6</sup>
  
- 15 A child entering a special education program shall be no less than three (3) years of age.<sup>7</sup>

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Legal References

1. TCA 49-6-3001(c)(1)
2. TCA 49-6-3001(c)(5)
3. TCA 49-6-3005; TCA 49-6-3001
4. TCA 49-6-201(b)(3); TCA 49-6-3001(b)(1)
5. TCA 49-6-3001(b)(2)(B)
6. TCA 49-6-201(d)
7. 20 USCA § 1401 (a)(1) (B)

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Cross References

- Special Education Program 4.202
- Adult Education Program 4.208
- Home Schools 6.202
- Special Education Students 6.500

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Release During School Hours</b>	Descriptor Code: <b>6.208</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>6.208</b>	Issued: <b>05/26/11</b>

1 The following procedure will be observed with regard to dismissal of students during school hours:

- 2 1. No student will leave school prior to regular dismissal hours, except with the approval of the  
3 principal or his/her designee, and parent. Elementary students will be permitted to leave school  
4 prior to regular dismissal time only in the company of a parent, legal guardian, school employee,  
5 police officer, court officer, or a person designated in writing by the parent(s).  
6
- 7 2. No student will be sent from the school during school hours to perform an errand or act as a  
8 messenger.  
9
- 10 3. When dental and medical appointments cannot be scheduled outside school hours, parent(s) must  
11 ~~send a written request for dismissal~~ or call for the student in person.  
12
- 13 4. Children will be released during school hours only upon the request of a parent whom the court  
14 holds directly responsible for the child, or who is a parent or guardian registered on the school  
15 record.  
16
- 17 5. No principal or teacher shall permit a change in the physical custody of a child at school unless:  
18
  - 19 (a) The person seeking custody of the child presents the school official with a certified copy of  
20 a valid court order from a Tennessee court designating the person who has custody of the  
21 child; and
  - 22 (b) The person seeking custody gives the school official reasonable advance notice of his/her  
23 intent to take custody of the child at school.<sup>2</sup>  
24
- 25 6. High school students may be released for jobs and approved training at centers outside their home  
26 schools under regulations approved by the Board.<sup>1</sup>  
27

28 The principal shall report to the Director of Schools the number of such exempted students by grade  
29 during the first month of each semester.

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Legal References:

1. TRR/MS 0520-01-03-.03(9); State Board of Education Policy 2.103(IV)
2. TCA 36-6-105

## Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Suspension/Remand</b>	Descriptor Code: <b>6.316</b>	Issued Date: <b>07/25/24</b>
		Rescinds: <b>6.316</b>	Issued: <b>05/25/23</b>

1 Any principal may suspend any student from attendance in a specific class or school related activity  
 2 without suspending the student from attendance at school. Based on the severity of the offense, a  
 3 principal may suspend a student from attendance at school and any school activities

4 Students may be suspended for good and sufficient reasons including, but not limited to:<sup>1</sup>

- 5 1. Willful and persistent violation of the rules of the school;
- 6
- 7 2. Immoral or disreputable conduct, including vulgar or profane language;
- 8
- 9 3. Violence or threatened violence against the person of any personnel attending or assigned to
- 10 any school;
- 11
- 12 4. Willful or malicious damage to real or personal property of the school, or the property of any
- 13 person attending or assigned to the school;
- 14
- 15 5. Inciting, advising or counseling of others to engage in any of the actions that would justify
- 16 suspension;
- 17 6. Marking, defacing or destroying property;
- 18
- 19 7. Possession of a pistol, gun or firearm on school property;<sup>2</sup>
- 20
- 21 8. Possession of a knife, or other weapons, as defined in state law, on school property;<sup>3</sup>
- 22
- 23 9. Assaulting a principal, teacher, school bus driver or other school personnel with vulgar obscene
- 24 or threatening language;
- 25
- 26 10. Unlawful use or possession of barbitol or legend drugs, as defined in state law.<sup>4</sup>
- 27
- 28 11. Engaging in behavior, which disrupts a class or school-sponsored activity;
- 29
- 30 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly
- 31 explosive or destructive device including chemical weapons on school property or at a school
- 32 sponsored event; or an invalid threat of mass violence;<sup>5</sup>
- 33
- 34 13. One (1) or more students initiating a physical attack on an individual student on school
- 35 property or at a school activity, including travel to and from school;
- 36
- 37 14. Assault against a school employee as defined in state law;<sup>6</sup>

1 15. Off-campus criminal behavior resulting in felony charges;

2  
3 16. When behavior poses a danger to persons or property and disrupts the educational process; or

4  
5 17. Any other conduct prejudicial to good order or discipline in any school.

6 Except in emergency, a principal shall not suspend any student until that student has been advised of  
7 the nature of his/her misconduct, questioned about it and allowed to give an explanation.

8 If, as a result of an investigation, a principal/designee finds that a student acted in self-defense under a  
9 reasonable belief that the student, or another to whom the student was coming to the defense of, may  
10 have been facing the threat of imminent danger of death or serious bodily injury, then the student may  
11 not face any disciplinary action.<sup>7</sup>

12 When a student is suspended, the principal shall notify the parents/guardians and the Director of  
13 Schools/designee of the following:

14 1. Student's suspension

15 2. Cause for the suspension; and

16 3. Any conditions for readmission which may include a meeting of the parents/guardians, student  
17 and the principal.

18 If a student is suspended during the last ten (10) days of any term or semester, he/she shall be  
19 permitted to take such final examination or submit such required work as necessary to complete the  
20 course of instruction for that semester, subject to conditions prescribed by the principal.<sup>8</sup>

#### 21 **IN-SCHOOL SUSPENSION:**<sup>9</sup>

22 In-school suspension shall be offered to students as an alternative program (if applicable) to complete  
23 academic assignments and receive credit for work completed.

24 Students given an in-school suspension in excess of one (1) day from classes shall attend either special  
25 classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for  
26 study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all  
27 times and has textbooks and classwork assignments from his/her regular teachers.

#### 28 **SUSPENSIONS LONGER THAN FIVE DAYS**<sup>10</sup>

29 If a suspension is longer than five (5) days, the principal shall develop and implement a plan for  
30 improving the student's behavior.

#### 31 **SUSPENSIONS LONGER THAN TEN DAYS**<sup>11</sup>

32 If the principal suspends a student for longer than ten (10) days, he/she shall immediately give written  
33 notice to the parents/guardians and the student of the right to appeal the decision. All appeals shall be  
34 filed within ~~five (5)~~ 10 (ten) days of receipt of notice. These appeals may be filed by the  
35 parents/guardians, the student, or any person holding a teaching license who is employed by the school  
36 district if requested by the student.

1 The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If  
2 a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

### 3 **SCHOOL-SPONSORED EVENTS**<sup>6</sup>

4 If a student assaults an employee, he/she shall be suspended from school-sponsored events for one (1)  
5 calendar year unless modified by the Director of Schools. A school-sponsored event is an activity that  
6 is not directly related to a student's grade in a course of instruction.

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#### Legal References

1. [TCA 49-2-203\(a\)\(7\)](#); [TCA 49-6-3401\(a\)](#)
2. [TCA 39-17-1309\(b\)](#)
3. [TCA 39-17-1309](#)
4. [TCA 53-10-101](#); [TCA 39-17-454](#)
5. [Public Acts of 2024, Chapter No. 882](#)
6. [Public Acts of 2024, Chapter No. 915](#); [TCA 39-13-101](#)
7. [TCA 49-6-3401\(i\)](#)
8. [TCA 49-6-3401\(d\)](#)
9. [TCA 49-6-3401\(b\)](#)
10. [TCA 49-6-3401\(c\)\(3\)](#)
11. [TCA 49-6-3401\(a\)-\(c\)](#); [Goss v. Lopez, 419 U.S. 565 \(1975\)](#); [20 USCA § 1415](#)

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#### Cross References

Traffic and Parking Controls 3.403  
Code of Conduct 6.300  
Procedural Due Process 6.302  
Interference/Disruption of School Activities 6.306  
Drug-Free Schools 6.307  
Bus Safety and Conduct 6.308  
Zero Tolerance Offenses 6.309  
Dress Code 6.310  
Student Disciplinary Hearing Authority 6.317  
Alternative Education 6.319

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in July</b>	Descriptor Term: <b>Student Disciplinary Hearing Authority</b>	Descriptor Code: <b>6.317</b>	Issued Date: <b>08/24/23</b>
		Rescinds: <b>6.317</b>	Issued: <b>12/03/20</b>

1 A Disciplinary Hearing Authority (DHA)<sup>1</sup> shall conduct hearings of appeals for students who have  
2 been suspended for more than ten (10) school days. The Board shall appoint a DHA which shall  
3 consist of ~~9~~ members comprised of Central Service personnel, one of which must be a licensed  
4 employee of the Board. The Director of Schools shall recommend members of the DHA to the Board  
5 for approval annually. All appointments are for one (1) year terms and subject to reappointment. Board  
6 members shall not serve on the DHA<sup>1</sup>. Each hearing shall be conducted by a maximum of three (3)  
7 members of the DHA.  
8

9 The Director of Schools shall appoint a chairman of the DHA from the members appointed by the  
10 Board. The chairman shall perform the following duties:

- 11 1. Set the time, place and date for each hearing;
- 12 2. Maintain order and structure during each hearing; and
- 13 3. Prepare, sign, and disseminate the minutes of each meeting.

14  
15 Upon receiving notification of the request to appeal the suspension decision, the DHA shall provide  
16 written notification to the parent(s)/guardian(s) of the student, and any other appropriate persons of the  
17 time, place, and date of the hearing. The hearing shall be held no later than ten (10) days after the  
18 beginning of the suspension.<sup>2</sup>

19 The DHA may take the following disciplinary actions:<sup>3</sup>

- 20 1. Affirm the decision of the school principal;
- 21 2. Order removal of the suspension/expulsion unconditionally;
- 22 3. Order removal of the suspension/expulsion upon such terms and conditions as it deems  
23 reasonable;
- 24 4. Assign the student to alternative placement; or
- 25 5. Suspend the student for a specified period of time.\*

26 Within ~~five (5)~~ 10 (ten) days of the DHA rendering a decision, the student, principal, principal/teacher,  
27 or assistant principal may appeal the decision of the DHA to the Director of Schools. The Director of  
28 Schools shall review the record and notify the individuals of his/her decision. Absent a timely appeal,  
29 the decision of the DHA shall be final.

30 The student, principal, principal/teacher, or assistant principal may then request a review by the Board  
31 and the Board shall review the record.

32 Following the review, the Board may take the following actions:

1 *Grant Request for Hearing*<sup>4</sup>

2 If the Board grants a hearing, it shall provide notice to the student and/or his/her parent(s)/guardian(s).  
3 The notice of the hearing shall include a statement that, unless the student or the student's  
4 parent(s)/guardian(s) requests an open hearing in writing within five (5) days of receipt of the notice,  
5 the hearing shall be closed to the public.<sup>3</sup>

6 The Board may affirm, overturn, or modify the decision of the DHA, including the imposition of a  
7 more severe penalty.

8 *Deny Request for Hearing*<sup>4</sup>

9 If the Board does not grant a hearing, it may affirm, overturn, or modify the decision of the DHA. The  
10 Board shall not impose a more severe penalty than that imposed by the DHA without first providing an  
11 opportunity for a hearing before the Board.

12 \* Note: Zero-tolerance offenses set forth in statute (~~firearms, drug possession and battery upon a~~  
13 ~~school employee~~) require mandatory calendar year expulsion unless modified by the Director of  
14 Schools.  
15

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Legal References

1. TCA 49-6-3401(c)(4)(C)
2. TCA 49-6-3401(c) (4)(D)
3. TCA 49-6-3401(c)(5)
4. TCA 49-6-3401(c)(6)

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Cross References

Procedural Due Process 6.302  
Suspension/Expulsion 6.316  
Zero Tolerance Offenses 6.309  
Alternative Education 6.319  
Student Records 6.600

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Voluntary Pre-K Attendance</b>	Descriptor Code: <b>6.2011</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>6.2011</b>	Issued: <b>01/25/18</b>

1 The Board may establish an early childhood education program to address the educational needs of  
2 eligible four-year old children. The program will provide educational services in accordance with state  
3 law and the policies, rules, and regulations of the State Board of Education and the Department of  
4 Education.<sup>1</sup>

5 While enrollment in an approved pre-kindergarten program is voluntary<sup>2</sup>, attendance is a key factor in  
6 student achievement; therefore, students are expected to be present each day school is in session.

## 7 **EXCUSED ABSENCES**

8 Absences shall be classified as either excused or unexcused as determined by the site-level  
9 administrator. Excused absences shall include, but not be limited to:

- 10 1. The child has a personal illness or injury;
- 11
- 12 2. The child has other ongoing health related ailments which temporarily prevent attendance;
- 13
- 14 3. The child contracts a communicable disease (virus or flu);
- 15
- 16 4. Religious observances;
- 17
- 18 5. Death in the family; and
- 19
- 20 6. Limited medical/dental/therapy appointments.

## 21 **UNEXCUSED ABSENCES**

22 Students who have four (4) or more unexcused absences within one (1) month shall be reported to the  
23 site-level administrator who will, in turn, contact the parent(s)/guardian(s) of the student and determine  
24 the child's participation status in the program. The site-level administrator shall document all  
25 communication attempts to contact the parent(s)/guardian(s) and the outcomes of those attempts.

26 Students who have five (5) or more unexcused absences in a three (3) month period shall be reported to  
27 the site-level administrator who will, in turn, contact the parent(s)/guardian(s) of the student and  
28 develop an attendance plan with the help of the parent(s)/guardian(s) and other appropriate school  
29 personnel. The attendance plan shall:

- 30 1. Identify the reasons for the absences;

- 1           2. Include a specific plan and date for establishing regular attendance or alternative services that  
2           meet the student’s educational goals; and  
3  
4           3. Include the documentation of services and student outcomes to determine the effectiveness of  
5           the attendance plan.

## 6   **DISMISSAL**

7   Students who are absent five (5) days or more within one (1) month or ten (10) days in one (1) year  
8   without adequate excuse may be terminated from the program. The site-level administrator shall  
9   submit dismissal documentation to the Department of Education’s Voluntary Pre-K Director for  
10   approval.

11   The district shall not dismiss a student without first implementing an attendance plan, unless there are  
12   special circumstances approved by the state VPK director.

13   Once dismissal is approved, a waiting list applicant who meets eligibility determinations may fill the  
14   vacant position.

15   The student may re-enter the program after a 30-day waiting period and a parent conference if there are  
16   any available vacancies.

## 17   **DISTRICT VOLUNTARY PRE-K CONTACT**

18           Name: [Dr. Stephanie Speich](#)  
19           Title: Pre-K – 8 Supervisor  
20           Phone: 931-484-6135, [email sspeich@ccschools.k12tn.net](mailto:sspeich@ccschools.k12tn.net)

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### Legal References

1. TCA 49-6-101 et seq.; TRR/MS 0520-12-01
2. TCA 49-6-103(a)

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### Cross References

Attendance 6.200

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Title IX &amp; Sexual Harassment</b>	Descriptor Code: <b>6.3041</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>6.3041</b>	Issued: <b>07/23/20</b>

## 1 **General**

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment  
3 and discrimination on the basis of sex are prohibited.<sup>1</sup> This policy shall cover employees, employees'  
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,  
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with  
6 federal law. This policy shall be disseminated annually to all school staff, students, and  
7 parent(s)/guardian(s).<sup>2</sup> The Title IX Coordinator as well as any personnel chosen to facilitate the  
8 grievance process shall not have a conflict of interest against any party of the complaint.<sup>3</sup> These  
9 individuals shall receive training as to how to promptly and equitably resolve student and employee  
10 complaints.<sup>3</sup>

11 All employees shall receive training on complying with this policy and federal law.<sup>4</sup>

## 12 **TITLE IX COORDINATOR<sup>5</sup>**

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of  
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and  
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

## 17 **Federal Programs Supervisor and 9-12 Supervisor**

18 **368 Fourth Street, Crossville, TN 38555**

19 **931-484-6135**

20 [whittenbarj@ccschools.k12tn.net](mailto:whittenbarj@ccschools.k12tn.net) and [ksmith3@ccschools.k12tn.net](mailto:ksmith3@ccschools.k12tn.net)

## 21 **DEFINITIONS<sup>4</sup>**

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual  
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute  
25 sexual harassment.

26 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:<sup>3</sup>

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or  
2 activity on an individual's participation in unwelcome sexual conduct;  
3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and  
5 objectively offensive that it effectively denies a person equal access to the education program  
6 or activity; or
- 7 3. Sexual assault,<sup>6</sup> dating violence,<sup>7</sup> domestic violence,<sup>8</sup> or stalking<sup>9</sup> as defined in state and federal  
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;  
11
- 12 2. Verbal harassment or abuse;  
13
- 14 3. Sexually suggestive pictures;  
15
- 16 4. Sexually suggestive gesturing;  
17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;  
19
- 20 6. Subtle or direct propositions for sexual favors; and  
21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the  
24 opposite sex or the same sex.

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered  
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited  
27 to, the following:

- 28 1. Counseling;  
29
- 30 2. Course modifications;  
31
- 32 3. Schedule changes; and  
33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that  
36 maintaining such confidentiality would not impair the ability of the school district to provide the  
37 supportive measures.

## 38 GRIEVANCE PROCESS

1 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the  
2 Title IX Coordinator shall:

- 3 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 4
- 5 2. Consider the complainant's wishes with respect to supportive measures;
- 6
- 7 3. Inform the complainant of the availability of supportive measures; and
- 8
- 9 4. Explain the process for filing a formal complaint.<sup>10</sup>

10 While the school district will respect the confidentiality of the complainant and the respondent as much  
11 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall  
12 be consistent with the school district's legal obligations and the necessity to investigate allegations of  
13 harassment and take disciplinary action.

14 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance  
15 process has been completed. Unless there is an immediate threat to the physical health or safety of any  
16 student arising from the allegation of sexual harassment that justifies removal, the respondent's  
17 placement shall not be changed.<sup>11</sup> If the respondent is an employee, he/she may be placed on  
18 administrative leave during the pendency of the grievance process.<sup>12</sup> The Title IX Coordinator shall  
19 keep the Director of Schools informed of any employee respondents so that he/she can make any  
20 necessary reports to the State Board of Education in compliance with state law.<sup>13</sup>

## 21 **Complaints**

22 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall  
23 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires  
24 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint  
25 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

26 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate  
27 notification shall be made per the board policy on reporting child abuse.

28 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:<sup>14</sup>

- 29 1. Provide written notice of the allegations, and the grievance process to all known parties to give  
30 the respondent time to prepare a response before an initial interview;
- 31
- 32 2. Inform the parties of the prohibition against making false statement or knowingly submitting  
33 false information;
- 34
- 35 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 36
- 37 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,  
2 shall be provided to both parties simultaneously.<sup>15</sup>

### 3 **Investigations**<sup>16</sup>

4 The Federal Programs Supervisor and 9-12 Supervisor shall serve as the  
5 investigator and be responsible for investigating complaints in an equitable manner that involves an  
6 objective evaluation of all relevant evidence. The burden for obtaining evidence sufficient to reach a  
7 determination regarding responsibility rests on the school district and not the complainant or respondent.

8 Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours  
9 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the  
10 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons  
11 why the investigation was not initiated within the required timeframe.

12 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial  
13 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall  
14 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the  
15 investigation has not been completed.

16 All investigations shall:

- 17 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 18
- 19 2. Not restrict the ability of either party to discuss the allegations under investigation or gather  
20 and present relevant evidence;
- 21
- 22 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that  
23 seek disclosure of information protected under a legally recognized privilege unless such  
24 privilege has been waived;<sup>17</sup>
- 25
- 26 4. Provide the parties with the same opportunities to have others present during any grievance  
27 proceeding;
- 28
- 29 5. Provide to parties whose participation is requested written notice of the date, time, location,  
30 participants, and purpose of all investigative interviews, or other meetings, with sufficient time  
31 for the party to prepare to participate;
- 32
- 33 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to  
34 the allegations in the formal complaint; and
- 35
- 36 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.  
37
- 38 a. Prior to the completion of the investigative report, the investigator shall send to each  
39 party the evidence subject to inspection and review. All parties shall have at least ten  
40 (10) calendar days to submit a written response which shall be taken into consideration  
41 in creating the final report.

1 Within the parameters of the federal Family Educational Rights and Privacy Act,<sup>18</sup> the Title IX  
2 Coordinator shall keep the complainant and the respondent informed of the status of the investigation  
3 process. At the close of the investigation, a written final report on the investigation will be delivered to  
4 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the  
5 Director of Schools.

#### 6 **Determination of Responsibility**<sup>19</sup>

7 The respondent is presumed not responsible for the alleged conduct until a determination regarding  
8 responsibility is made at the conclusion of the grievance process.<sup>20</sup> The preponderance of the evidence  
9 standard shall be used in making this determination.<sup>21</sup>

10 Director of Schools shall act as the decision-maker. He/she shall receive the final report of the  
11 investigation and allow each party the opportunity to submit written questions that he/she wants asked  
12 of any party or witness prior to the determining responsibility.

13 The decision-maker shall make a determination regarding responsibility and provide the written  
14 determination to the parties simultaneously along with information about how to file an appeal.

15 A substantiated charge against a student may result in corrective or disciplinary action up to and  
16 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to  
17 and including termination.

18 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant  
19 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine  
20 whether any other actions are necessary to prevent reoccurrence of the harassment.

#### 21 **APPEALS**<sup>22</sup>

22 Either party may appeal from a determination of responsibility based on a procedural irregularity that  
23 affected the outcome, new evidence that was not reasonably available at the time of the determination  
24 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or  
25 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX  
26 Coordinator within ten (10) calendar days of a determination of responsibility.

27 Upon receipt of an appeal, the Title IX Coordinator shall:

- 28 1. Assign an impartial hearing officer within five (5) calendar days of receipt of the appeal; and
  - 29 2. Notify the parties in writing.
- 30

31 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written  
32 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing  
33 the result of the appeal and the rationale for the result. The written decision shall be provided  
34 simultaneously to both parties.

## 1 RETALIATION<sup>23</sup>

- 2 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to  
3 participate in any investigation of an act alleged in this policy is prohibited.

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### Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

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### Cross References

Section 504 and ADA Grievance Procedures 1.802  
 Discrimination/Harassment of Employees (Sexual, Racial,  
 Ethnic, Religious) 5.500  
 Staff-Student Relations 5.610  
 Code of Conduct 6.300  
 Student Discrimination, Harassment, Bullying, Cyber-  
 bullying, and Intimidation 6.304  
 Child Abuse and Neglect 6.409

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in July</b>	Descriptor Term:  <b>Agendas</b>	Descriptor Code: <b>1.403</b>	Issued Date: <b>08/24/23</b>
		Rescinds: <b>1.403</b>	Issued: <b>09/28/17</b>

1 The executive committee of the Board shall be responsible for developing an agenda for each Board  
2 meeting. Any board member may place items on the agenda for discussion. The particular order may  
3 vary from meeting to meeting in keeping with the business at hand.

4 For a regular board meeting, the agenda (which shall include the consent agenda), together with  
5 supporting materials, shall be distributed to board members at least five (5) days prior to the scheduled  
6 date of the meeting. The agenda shall be available for public inspection and/or distribution [with](#)  
7 [supporting materials at least 48 hours prior to the meeting](#)<sup>1</sup>. ~~when it is distributed to the board members.~~  
8 At the beginning of each meeting, the Board shall, by a majority vote, approve the agenda for the  
9 meeting which may involve the addition to, or deletion of items previously included on the agenda. The  
10 Board, however, shall not revise board policies or adopt new ones unless such action has been  
11 scheduled.

12 Staff members or citizens of the district may suggest items for the agenda.

13 For items to be considered on the agenda, they must be received in the Director of Schools' office eight  
14 (8) days prior to the scheduled date of the meeting. The person(s) requesting an item on the agenda  
15 shall forward any background information to the Director of Schools' office so that the material will be  
16 included in the delivery to the board members prior to the meeting.

## 17 **CONSENT AGENDA**

18 While developing the agenda, executive committee shall identify routine or non-controversial items to  
19 be placed on the consent agenda, which shall become a part of the regular agenda. If any member  
20 objects to including an item on the consent agenda, that item shall be moved to the regular agenda as an  
21 action item requiring discussion. The remaining consent items shall be adopted in a single vote without  
22 discussion.

## 23 **TIMED AGENDA**

24 The executive committee may assign to each item a certain amount of time determined to be sufficient  
25 for disposing of each item on the agenda.

## 26 **ANNUAL AGENDA**

27 In September of each year, the Board shall adopt an annual planning calendar, stating month-by-month  
28 actions required by law and those required to carry out the Board's annual goals and objectives and the  
29 State Board of Education's performance standards. In addition, the annual agenda shall designate dates  
30 to monitor/review-designated sections of the board policy manual and to evaluate progress of programs  
31 for student achievement.

- 1 Legal References
- 2 1. TCA 8-44-103

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Expenses and Reimbursements</b>	Descriptor Code: <b>2.804</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>2.804</b>	Issued: <b>03/30/17</b>

## 1 **Central Office<sup>1</sup>**

2 Annually the Board shall review expense allowances and reimbursement guidelines.

## 3 **SCHOOL PERSONNEL**

4 School personnel who incur expenses in carrying out their authorized duties will be reimbursed upon  
5 submission of an approved voucher and supporting receipts. Requests for reimbursement must be sub-  
6 mitted to the Director of Schools' office within thirty (30) days of accrual of such expenses.

7 Expenses for travel will be reimbursed when the travel has the advance authorization of the Director  
8 of Schools. The Director of Schools may grant this authorization without prior Board action when the  
9 travel expense has been anticipated and incorporated into the operational budget of the particular  
10 program involved. Expenses must be submitted to the Director of Schools' office within thirty (30)  
11 days of the date of completion of such travel for reimbursement.

12 The Board shall be responsible for all expenses pertaining to staff development. Student activity funds  
13 shall not be used for this purpose.<sup>1</sup>

## 14 **DIRECTOR OF SCHOOLS**

15 The Director of Schools shall be paid for transportation, lodging, meals and other pertinent expenses  
16 when traveling on official school business upon submission of an approved voucher and supporting  
17 receipts. Attendance at conventions, educational meetings and/or travel for out of county school  
18 purposes shall be authorized in advance in writing by the Chairman of the Board. Expenses must be  
19 submitted within thirty (30) days in writing to the Cumberland County School Chief Financial Officer.

## 20 **BOARD MEMBERS**

21 The members of the Board shall be paid for transportation, lodging, meals, and other pertinent expenses  
22 when traveling on business for the Board. Salary and other benefits shall be determined by the local  
23 funding body.<sup>2</sup> Attendance at conventions, educational meetings and/or travel for other school purposes  
24 shall be authorized in advance by the Board.<sup>3,2</sup> Expenses shall be submitted to the Director of Schools'  
25 office within thirty (30) days of the date of completion of such travel. The rate of payment shall be the  
26 same as the rate for members of the professional staff.

27 The rate of reimbursement for these expenses will be established by the Cumberland County Board  
28 of Education. These rates will be reviewed as needed.

**29 REIMBURSEMENT FOR SALES TAX <sup>3</sup>**

- 30** Reimbursement for sales tax is permissible in limited circumstances when sales tax is charged on small  
**31** purchases and proper documentation is submitted.
- 32** The Director of Schools/designee shall ensure compliance with state law and guidance from the  
**33** Comptroller of the Treasury.

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**Legal References**

- ~~1. Tennessee Internal School Uniform Accounting Policy Manual, Section 5-18 Internal Schools Funds Manual, Section 5-17~~
2. TCA 49-2-202 (d) 201(c)
3. TCA 49-2-2001(e) Internal School Funds Manual, Frequently Asked Questions, no. 10

## Cumberland County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>Sabbatical Leave</b>	Descriptor Code: <b>5.308</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>5.308</b>	Issued: <b>10/27/16</b>

1 ~~Regular~~ Employees or teachers shall be entitled to a leave of absence without pay not exceeding one (1)  
 2 year to further education on a full-time basis, provided such academic work entails a minimum of at least  
 3 eight (8) hours per semester or twelve (12) quarter hours per quarter. No regular employee or teacher  
 4 shall be eligible for more than one (1) such leave every seven (7) years of consecutive service with the  
 5 school system.

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Cross References

Long Term Leaves of Absence 5.304

# Cumberland County Board of Education

Monitoring: <b>Date Last Reviewed: 04/08/04</b>	Descriptor Term: <b>Drug &amp; Alcohol Testing for Employees</b>	Descriptor Code: <b>5.403</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>5.403</b>	Issued: <b>04/08/04</b>

## 1 REASONABLE SUSPICION DRUG TESTING

2 ~~Trained supervisors~~ **Administrators** have the responsibility to observe and document the cause for  
3 reasonable suspicion and when appropriate, refer the matter to the Director of Schools/designee. It is  
4 not the supervisor's responsibility to attempt diagnosis. All information, facts and circumstances  
5 leading to and supporting this suspicion should be included in ~~a written report~~ **documentation** detailing  
6 the basis for the suspicion. After the ~~report is filed~~ **documentation is complete**, the employee should be  
7 notified.

8 Any employee may be required to submit to substance screening if the following conditions exist: (list  
9 is not inclusive)

- 10 1. Observed use, possession or sale of illegal drugs and/or use, possession, sale, or abuse of  
11 alcohol and/or prescription drugs.
- 12 2. Apparent physical state of impairment of motor functions.
- 13 3. Marked changes in personal behavior not attributed to other factors.
- 14 4. Employee involvement in or contribution to an accident where the use of alcohol or drugs is  
15 reasonably suspected or employee involvement in a pattern of repetitive accidents whether or  
16 not they involve actual or potential injury.
- 17 5. Violation of criminal statutes involving the use of illegal drugs, alcohol or prescription drugs  
18 and/or violations of drug statutes.
- 19
- 20
- 21
- 22

## 23 TESTING FOR CDL EMPLOYEES

24 All drivers and applicants for driver positions who are required to hold a Commercial Driver's License  
25 (CDL) to perform their job function must adhere to the requirements of this policy and all procedures  
26 relating to this policy.<sup>1</sup>

27 The use, possession, sale, purchase or transfer of any controlled substances except medically prescribed  
28 drugs on school property, while on school business or while operating school vehicles and equipment is  
29 prohibited. Drinking alcoholic beverages during working hours, four (4) hours before reporting to work  
30 or having any measurable amount of alcohol in his/her system during working hours is prohibited,  
31 whether on or off school property. Working hours include all breaks. Off-duty use of drugs and alcohol  
32 is prohibited to the extent that it affects driver's attendance or performance and his/her ability to pass

1 required DOT alcohol and controlled substance tests. Any violation of this policy is grounds for  
2 termination as employee of the Board and possible legal prosecution.

3 The use of any prescription drug that could affect the central nervous system or one that would impair  
4 reaction time shall be reported to the Director of Schools/Transportation Supervisor. Notice shall be  
5 given of non-prescription (over-the-counter) drugs being taken on a regular basis. The notice shall  
6 include the duration of ingestion and the possible side effects.

### 7 **Procedures**

8 The execution and enforcement of this policy will follow set procedures to screen bodily fluids, conduct  
9 breath testing, and/or search all employee/applicants for alcohol and drug use, and those employees  
10 suspected of violating this policy who are involved in a reportable accident or who are periodically or  
11 randomly selected. The procedures are designed not only to detect violations of this policy, but also to  
12 ensure fairness to each employee. Disciplinary action will be taken as necessary.

### 13 **Implementation**

14 The Director of Schools/Transportation Supervisor is authorized to implement this policy and procedures  
15 for the drug testing program, including a periodic review of the program to address any problems,  
16 changes and/or revisions of it, maintenance of all records required by the federal regulations, and  
17 determination upon Board approval of how the program will be accomplished, whether in-house,  
18 contracted or by consortium.

### 19 **Dissemination**

20 The Director of Schools/Transportation Supervisor shall be responsible for communicating this policy  
21 and the procedures to all employees affected by this policy and shall be accountable for its consistent  
22 enforcement.<sup>2</sup> The Director of Schools/Transportation Supervisor is designated to answer questions  
23 about this policy, procedures and all other matters involved in alcohol and controlled substance testing  
24 of CDL drivers and the reasonable suspicion testing of all other employees.

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#### Legal References

1. Omnibus Transportation Employee Testing Act of 1991, 49 USCA § 5331
2. 49 CFR § 382.601

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#### Cross References

Alcohol & Drugs in the Workplace 1.804

# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in October</b>	Descriptor Term:  <b>Equipment and Supplies Management</b>	Descriptor Code: <b>3.300</b>	Issued Date: <b>01/26/23</b>
		Rescinds: <b>3.300</b>	Issued: <b>06/07/07</b>

1     *General*

2     ~~All~~ Any equipment and materials placed in school buildings and abandoned by any group or organization  
 3     become the property of the Board. The Board reserves the right to transfer property to other schools if  
 4     the school in which it was originally placed is discontinued or if there is no longer any need for the  
 5     equipment or materials where originally placed. Teachers/employees personal items such as desk, chair,  
 6     microwave, etc., does not become property of the Board. These items will be listed on the employee's  
 7     personal inventory.

8     The director of schools shall develop procedures promoting the useful life of equipment and supplies by  
 9     establishing a thorough, effective and economical operations and maintenance program and providing  
 10    adequate insurance coverage. Equipment management shall be in accordance with federal and state  
 11    laws, regulations and guidelines.<sup>1</sup>

12    Each employee of the system shall be responsible for the materials, equipment and supplies assigned to  
 13    him/her. In addition, he/she is responsible for the preservation and protection of materials, equipment  
 14    and supplies not under his/her direct control when such are endangered and when the system employee  
 15    having direct control is not present or is otherwise unable to act.

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Legal References

1. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 4-23 - Section 4-25; 2 CFR § 200.311-315

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Cross References

Inventories 2.702

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	<b>Descriptor Term:  Ethics</b>	Descriptor Code: <b>5.611</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>5.611</b>	Issued: <b>05/24/18</b>

1 An effective educational program requires ~~the services of men and women of~~ **the staff to have**  
 2 integrity, high ideals, and human understanding. To maintain and promote these essentials, all  
 3 employees are expected to maintain high standards in their school relationships.<sup>1</sup> These standards  
 4 include the following:

- 5       1. The maintenance of just and courteous professional relationships with students, parents, staff  
 6           members, and others;
- 7       2. The maintenance of their own efficiency and knowledge of the developments in their fields of  
 8           work;
- 9       3. The transaction of all official business with the properly designated authorities of the school  
 10           system;
- 11       4. The establishment of friendly and intelligent cooperation between the community and the  
 12           school system;
- 13       5. The representation of the school system on all occasions that the contributions of the school  
 14           system to the community are recognized;
- 15       6. The welfare of children as the first concern of the school system when placing professional  
 16           personnel. The use of pressure on school officials for appointments or transfers is unethical;
- 17       7. Restraint from using school contacts and privileges to promote partisan politics, sectarian  
 18           religious views, or selfish propaganda of any kind;
- 19       8. The responsibility to make any criticism of other staff members or of the school system directly  
 20           to the particular school administrator who has the administrative responsibility for improving  
 21           the situation and then to the Director of Schools, if necessary;
- 22       9. The proper use and protection of all school properties, equipment, and materials; and
- 23       10. Employees shall not use email, school email, or other school communication system to  
 24           distribute harassing, defaming, or otherwise damaging material regarding any school Board  
 25           member or its employees.

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Legal References

1. TCA 49-5-501(3)(D); TCA 49-5-1003, 1004

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Cross References

Staff-Student Relations 5.610

1

<b>Cumberland County Board of Education</b>			
Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Child Find and Special Education</b>	Descriptor Code: <b>4.202</b>	Issued Date: <b>01/26/23</b>
		Rescinds: <b>4.202</b>	Issued: <b>02/26/09</b>

2

### CHILD FIND<sup>1</sup>

3

4 Child Find is a component of the Individuals with Disability Education Act (IDEA) that requires  
5 school districts to identify, locate and evaluate all children with disabilities ages 3 to 21 who  
6 need early intervention services or special education services. It is a continuous process of public  
7 awareness activities, screenings, and evaluations to locate, identify, and refer children as early as  
8 possible. Cumberland County Schools performs a countywide Child Find. <sup>1</sup>

8

9 The Board shall provide a free appropriate public education to all ~~disabled children~~ **students with**  
10 **disabilities** ages 3-21, inclusive, residing within the school system's jurisdiction. The plan for  
11 implementation of appropriate instruction and special education services shall be in accordance  
12 with the current *Rules, Regulations, and Minimum Standards of the State Board of Education*,<sup>1,2</sup>  
13 **for the operation of the school system of the Tennessee State Board of Education<sup>2</sup> and state<sup>23</sup> and**  
14 **federal<sup>34</sup> law.**

14

15 The Board shall develop and periodically update a local plan for providing special education  
16 services for ~~disabled students~~ **with disabilities**. Specifically, the Board ~~assures~~ **ensures** that:

17

- 18 1. All ~~disabled children~~ **students with disabilities** living within the school system ~~have~~  
19 ~~available to them~~ **are provided** a free appropriate public education (FAPE) and services to  
20 ~~which emphasizes~~ meet their unique needs; and
- 21 2. The rights of ~~disabled~~ **students with disabilities** and their parents are protected.

22

23 The plan shall ~~aim toward meeting~~ **seek to accomplish** the following objectives:

24

- 25 1. To carry out a comprehensive screening and assessment plan emphasizing the early  
26 identification and evaluation of ~~disabled students~~ **with disabilities**;
- 27 2. To use the ~~Individualized Education Program~~ **Instructionally Appropriate Individual**  
28 **Education Program (IAIEP-Team)** for reviewing assessment, formulating programming,  
29 and determining placement for every ~~disabled student~~ **with a disability**, including review  
30 of proposed suspensions when appropriate, in accordance with the State Board of  
31 Education *Rules, Regulations, and Minimum Standards*;

- 1 3. To ensure that placements are made to educate ~~disabled children~~ students with  
2 disabilities with ~~non-disabled~~ students without disabilities to the maximum extent  
3 appropriate in the schools ~~these children~~ the student would normally attend if not disabled  
4 and with age-appropriate peers;
- 5 4. To provide each ~~disabled child~~ student with a qualifying disability with an individualized  
6 educational program (IEP) instructionally appropriate individual educational program  
7 (IAIEP) specifically designed to meet ~~his~~ their unique needs;
- 8 5. To provide continuing evaluation of ~~each disabled child's~~ the progress, including at least  
9 an annual review of ~~his~~ the IAEP, and complete a reevaluation at least every three (3) years;
- 10 6. To ensure that procedural safeguards required by state and federal laws are adhered to;  
11 and
- 12 7. To involve parents of ~~disabled children~~ students with disabilities in a meaningful  
13 dialogue with school personnel, which will begin with initial referral and continue  
14 throughout the student's educational career; and
- 15 8. Adhere to mandated procedures for isolation or restraints of students.<sup>4</sup>

16  
17 The Board recognizes that in order to serve the needs of students with disabilities, a variety of  
18 instructional strategies and special education and related services must be made available within  
19 the school system.

20  
21 The Board believes that services to students with disabilities must be coordinated with other  
22 programs and that shared responsibility must be taught within the framework of general education  
23 classrooms. Students with disabilities must be taught within the framework of the general  
24 education curriculum. General education, career and technical education, and special education  
25 staff shall strive to coordinate their services as designated in each student's Instructionally  
26 Appropriate Individualized Education Plan (IAIEP) to meet the needs of each student who is  
27 eligible for special education supports and services.

28  
29 The Board supports efforts to integrate students with disabilities into general education classrooms,  
30 believing that integration leads to better educational and social opportunities for all children,  
31 greater respect for and understanding of individual differences, and smoother integration into  
32 society with greater success upon completion of formal public education<sup>5</sup>.

33  
34 The Board shall ensure that the instructional needs of all students are met. This policy establishes  
35 equitable and educationally sound placement for all students, including students with disabilities,  
36 in every classroom to the maximum extent appropriate.

37  
38 CCS will notify a student's parent/guardian at least ten (10) calendar days before the student's  
39 IAIEP meeting to ensure meaningful parent participation, unless the parent or guardian and CCS  
40 mutually agree to meet prior to the ten calendar days. <sup>5</sup>

1  
2 CCS shall provide the following to the parent/guardian of the student who is the subject of the  
3 IAIEP Team meeting, at least forty-eight (48) hours prior to the meeting:

- 4 ● A copy of the student’s evaluation reports that is used in the determination of the student’s  
5 eligibility for special education or in the development of the draft IAIEP; and
- 6 ● If CCS creates a draft IAIEP for the student prior to the IAIEP Team meeting, then a copy  
7 of the draft IAIEP.<sup>5</sup>

8  
9 Free Appropriate Public Education (FAPE)

10  
11 To ensure the provision of FAPE according to state law and the Individuals with Disabilities  
12 Education Act (IDEA) is being met, our district proposes the following:

- 13  
14 ● Educational placement decisions for all students, including those with disabilities, shall be  
15 made based on each student's individual needs.
- 16 ● Joint staff development and training shall be provided for general education and special  
17 education teachers to maintain an inclusive classroom environment.
- 18 ● Collaboration shall be facilitated with the general education teacher, special education  
19 teacher, parent, Local Education Agency (LEA), student, if applicable, and any other staff  
20 determined appropriate regarding a student’s IAIEP.
- 21 ● Training shall be provided for general education teachers on modifications and  
22 accommodations.
- 23 ● All students in general education classrooms shall have access to the standard textbooks,  
24 instructional materials, technology, and equipment used in class, with alternative or  
25 supplemental materials provided as needed.
- 26 ● Resources, supports, supplemental aid, and materials shall be provided to help students  
27 progress in the general education curriculum and be successful in the general education  
28 classroom (e.g., assistive technology devices and services, paraprofessional support,  
29 classroom adaptations, etc.).
- 30 ● Technical assistance shall be provided to general education teachers in order to address the  
31 needs of individual students; and
- 32 ● Training for paraprofessionals is provided to ensure that they acquire the necessary  
33 knowledge and skills to assist students as needed.

34  
35 The Board adopts state and federal regulations to implement the provision of special education  
36 and related services. This is to ensure compliance with state and federal regulations in providing  
37 special education services and supports.

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Legal References:

1. ~~TRR/MS 0520-13-09(3)(b)~~ [Education of Individuals with Disabilities; 20 USCA Sections 1400-1485; 34 CFR § 300.111; TRR/MS 0520-01-09](#)
2. ~~TCA 49-10-101 et. seq.~~ [TRR/MS 0520-01-09](#)
3. ~~Education of Individuals with Disabilities 20 U.S.C. Sections 1400-1485. Section 504 of the Rehabilitation Act of 1973. (Note: 504 of the Rehabilitation Act of 1973 has been interpreted by the courts to include individuals with contagious diseases to be handicapped. TCA 49-10-101 et. seq.~~
4. ~~TCA 49-10-1301-1306~~ [Education of Individuals with Disabilities, 20 USCA Sections 1400-1485; Section 504 of the Rehabilitation Act of 1973](#)
5. [Public Acts of 2025, Chapter No. 199](#)

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Cross Reference:

- [Special Education Students 6.500](#)
- [Alternative Education 6.319](#)
- [Student Communicable Diseases 6.403](#)
- [Acquired Immune Deficiency Syndrome 6.404](#)

# Cumberland County Board of Education

Monitoring: <b>Date Last Reviewed: 04/08/04</b>	Descriptor Term: <b>Interim Employees</b>	Descriptor Code: <b>5.700</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>5.700</b>	Issued: <b>05/23/13</b>

1 Employees shall be hired on an interim contract ~~only~~ when a vacancy is created by an employee taking  
2 a leave of absence as set forth in <sup>1</sup>TCA 49-5-702, [or for a vacancy arising mid-year or later](#). Such interim  
3 employees shall be considered as temporary replacements for the remainder of the school year and the  
4 contract term will not be considered as initial employment.

5 Said positions will be filled at the discretion of the Director of Schools in such a manner as to cause the  
6 least disruption in the educational process for students and as quickly as possible to ensure a continuous  
7 function of the position.

8 Persons filling any temporary positions shall have no expectancy of continued employment under TCA  
9 49-5-409 or any other, but such person shall be considered for employment in filling vacancies as  
10 specified in the section dealing with initial employment.

11  
12  
13 Legal References

- 14 [1. TCA 49-5-702](#)

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Special Programs</b>	Descriptor Code: <b>4.206</b>	Issued Date: <b>02/23/23</b>
	<b>Homebound Instructions</b>	Rescinds: <b>4.206</b>	Issued: <b>10/28/21</b>

1 Cumberland County Schools provides homebound instruction to any child with a health or emotional  
2 condition, which, in the opinion of a licensed medical examiner, prevents the student from attending  
3 classes for more than 10 consecutive instructional days or an aggregate of at least 10 instructional days  
4 in a school year, or a child whose IAIEP Team has determined that homebound instruction is the  
5 student's least restrictive environment. <sup>1</sup>

6 Homebound instruction is defined as a minimum of 3 hours per week of instruction during the  
7 homebound period, as determined on a case-by-case basis by the district. For students receiving special  
8 education and related services, the frequency and duration of homebound instruction shall be  
9 determined by the students' IAIEP Team and shall not be less than 3 hours per week. <sup>1</sup>

10 It is the parents' responsibility to provide the medical provider's contact information to the special  
11 education department. Documentation/forms are sent to the medical provider. Once the documentation  
12 is returned, and states that the student is unable to attend school, a homebound teacher will be assigned  
13 to the student. Recertification shall be obtained after the expiration of each period of homebound  
14 instruction.

15 It is the classroom teacher's responsibility to provide assignments to the homebound teacher while the  
16 student is enrolled in the homebound program. The homebound teacher will serve as the liaison  
17 between the student and the classroom teacher.

18 ~~All special programs shall be under the general supervision of the appropriate supervisor.~~

## 19 ~~REMEDIAL INSTRUCTION~~

20 ~~The remedial program will concentrate mainly on improvement of reading and math skills for the most~~  
21 ~~educationally needy students. Various materials will be used to supplement the work being done in the~~  
22 ~~classroom.~~

23 ~~Instructional assistants will assist students in reading and math, working under the direction of the~~  
24 ~~regular classroom teacher.~~

## 25 ~~HOMEBOUND INSTRUCTION<sup>+</sup>~~

26 ~~The Homebound Instruction Program is for students who, because of a medical condition are unable to~~  
27 ~~attend the regular instructional program<sup>+</sup>. The homebound instruction program shall consist of three (3)~~  
28 ~~hours of instruction per week for a period of time determined, on a case by case basis, by the district.~~

1 ~~To qualify for the Homebound Program, a student shall have a medical condition that will require the~~  
2 ~~student will be absent for a minimum of ten (10) consecutive instructional days or for an aggregate of~~  
3 ~~at least ten (10) instructional days for a student who has a chronic medical condition. The student shall~~  
4 ~~be certified by his/her treating physician as having a medical condition that prevents him/her from~~  
5 ~~attending regular classes. The services provided the homebound student shall reflect the student's~~  
6 ~~capabilities and be determined by the homebound instructor, after consultation with appropriate~~  
7 ~~professional staff of the student's assigned school.~~

8 ~~Recertification shall be obtained after the expiration of each period of homebound instruction if the~~  
9 ~~student's treating physician certifies, in writing, that the student has a medical condition that prevents~~  
10 ~~him/her from returning to the regular classes.~~

#### 11 ~~**HOMEBOUND PROGRAM FOR PREGNANT STUDENTS**~~<sup>+,2</sup>

12 ~~The homebound instruction program for pregnant students shall consist of a minimum of three (3)~~  
13 ~~hours of instruction per week for a period of six (6) weeks.<sup>2</sup> When provided, such homebound~~  
14 ~~instruction shall consist of two (2) visits per week, each visit lasting for one and one half (1-1/2) hours.~~

15 ~~The student's physician shall recommend, in writing, the six-week period for which the student shall be~~  
16 ~~eligible for homebound instruction.~~

17 ~~A homebound instruction program for longer than the six (6) week period shall only be provided to a~~  
18 ~~student who is certified in writing by her physician as having health complications arising from the~~  
19 ~~pregnancy that prevent her from returning to regular classes.~~

#### 20 ~~**ABANDONED AND NEGLECTED STUDENTS**~~

21 ~~The district will provide a free appropriate public education to all abandoned and neglected students~~  
22 ~~within the county.~~

#### 23 ~~**DELINQUENT AND INCARCERATED STUDENTS**~~

24 ~~The district will provide educational services for delinquent and incarcerated students within the~~  
25 ~~county.~~

26

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Legal References

1. TCA 49-10-1101; TRR/MS 0520-01-02-.10
- ~~2. TRR/MS 0520-01-13-.01(d)(1)~~

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Cross References

~~Alternative Credit Options 4.209~~  
~~Virtual Education Program 4.212~~  
Student Communicable Diseases 6.403  
Acquired Immune Deficiency Syndrome 6.404

# Cumberland County Board of Education

Monitoring: <b>Date Last Reviewed: 04/08/04</b>	Descriptor Term: <b>Director of Schools</b>	Descriptor Code: <b>5.800</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>5.119</b>	Issued: <b>10/08/02</b>

1 The Director of Schools shall be the Chief Executive Officer of the school system and shall have, under  
2 the direction of the Board, general supervision of all the public schools, personnel, and departments of  
3 the school system. The Director of Schools is responsible for the management of the schools under the  
4 Board's policies and is accountable to the Board.

5 The Director of Schools, at ~~his/her~~ **their** discretion, may delegate any of ~~his/her~~ **their** duties to other  
6 school personnel.

Legal Reference:

1. TCA 49-2-301(a)

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Physical Assault Leave</b>	Descriptor Code: <b>5.307</b>	Issued Date: <b>07/25/24</b>
		Rescinds: <b>5.307</b>	Issued: <b>04/27/23</b>

## 1 *General*

2 Employees shall be notified of their right to report a physical assault to the appropriate law  
3 enforcement agency.<sup>1</sup>

4 An employee who is absent from assigned duties as a result of personal injury caused by physical  
5 assault or other violent criminal acts committed in the course of the employee's employment duties  
6 shall receive his/her full salary and full benefits until the employee is released by ~~his/her~~ **their**  
7 physician to return to work or his/her physician determines the employee is permanently unable to  
8 return to work. Hourly employees shall receive an amount representing the average number of hours  
9 the employee works for the district per pay period along with their full benefits, if available, until the  
10 employee is permanently unable to return to work. An hourly employee is not eligible to receive the  
11 continued pay and benefits if he/she has been employed by the district for less than one (1) full pay  
12 period.<sup>2</sup>

13 If the employee receives workers' compensation or other similar benefits, the Board shall pay the  
14 difference between that amount and the employee's full salary or average pay, as applicable.<sup>2</sup> The  
15 district shall pay the full salary or average salary, or the difference between the employee's full salary  
16 or average pay, as applicable, and the workers' compensation or similar benefits, if any, for up to one  
17 (1) year.

## 18 **PHYSICIAN STATEMENT**

19 A signed statement listing the cause of the absence shall be provided by the employee on forms  
20 furnished by the Director of Schools and shall promptly be given to the immediate supervisor in  
21 support of all claims. A certificate from the physician on forms furnished by the Director of Schools  
22 may also be required to verify the extent of the injury.<sup>3</sup>

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### Legal References

1. [Public Acts of 2024, Chapter No. 915](#)
2. [TCA 49-5-714\(a\); Public Acts of 2024, Chapter No. 839](#)
3. [TRR/MS 0520-01-02-.04\(4\)\(b\)](#)

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### Cross References

Worker's Compensation 3.602  
Sick Leave 5.302  
Long Term Leaves of Absence 5.304

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Extracurricular Activity Drug Testing</b>	Descriptor Code: <b>6.3071</b>	Issued Date: <b>02/23/12</b>
		Rescinds:	Issued:

1 Participation in extracurricular activities is a privilege and not a right. Students in grades 7- 12 taking  
2 part in these activities ~~will~~ **may** be subject to random drug testing.

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

6 Randomly, throughout the school year, mandatory substance screening ~~will~~ **may** be required for students  
7 in grades 7-12 who desire to participate in extracurricular activities. The drug testing program is not  
8 punitive, but is designed to create a safe, drug-free environment for students involved in extracurricular  
9 activities and assist them in getting help when needed.

## 10 DEFINITION OF TERMS

11 **Extracurricular** is defined as — voluntary; not falling within the scope of regular curriculum and  
12 carrying no academic credit. This includes all Cumberland County Schools' athletes, cheerleaders, band  
13 members, club members, student council members, etc.

14 **Drugs** — Any substance, including alcohol, considered illegal or controlled by the Food and Drug  
15 Administration. Substance abuse may, according to medical research, lead to serious health  
16 complications.

17 **Calendar Year** — 365 days from date of positive test result

## 18 RANDOM DRUG TESTING

19 All students who participate in extracurricular activities ~~shall~~ **may** be subject to random drug testing. All  
20 parents/guardians of students who participate in extracurricular activities and the student who voluntarily  
21 participates in extracurricular activities ~~shall~~ **may** be required to sign a written consent for random drug  
22 testing prior to participation. All signatures must be witnessed by a designated school official and must  
23 comply with consent requirements as stated on the consent form. A student who participates in  
24 extracurricular activities will not be allowed to participate in any extracurricular activity until the  
25 Random Drug Testing Consent Form is signed. The principal may allow a custodial parent/guardian to  
26 give permission for testing, if after reasonable attempts, the other parent/guardian is verified to be  
27 unavailable to sign the permission form. **If a student who participates in extracurricular activities  
28 refuses to be tested at anytime, he/she will be suspended from extracurricular activities for one  
29 calendar year.**

1 Random tests ~~shall~~ **may** be unannounced. The cost of the random screening shall be the responsibility of  
2 the Board.

### 3 **RANDOM TEST PROCEDURE**

4 Random drug testing ~~will~~ **may** be conducted not less than two (2) times at various intervals during the  
5 calendar year in grades 7-12.

6 Selection of students, who participate in extracurricular activities, for random testing ~~shall~~ **may** be  
7 conducted in the following manner:

8 The student number of each student who participates in extracurricular activities ~~shall~~ **may** be placed in  
9 a "pool" from which a blind draw ~~will~~ **may** be held. The notification of those students who participate in  
10 extracurricular activities, whose numbers were drawn for testing, ~~will~~ **may** be made in person by a school  
11 administrator. Those selected for testing will be notified immediately and tested the same day.

### 12 **TESTING PROCEDURES**

13 Tests will be performed by a certified independent laboratory. Tests for any illegal drug or controlled  
14 substance may be included.

15 Specimens will be collected in a manner to ensure student privacy to the greatest extent possible while  
16 maintaining the integrity of the testing.

17 The school system shall follow strict procedures regarding the chain of custody and access to the test  
18 results. The Medical Review Officer (MRO) of the collection facility will contact a person designated  
19 by the director of schools, who will contact parents of a minor student for medication verification. If the  
20 student is eighteen (18) years of age, the designee may contact him/her directly. A positive or negative  
21 test will then be reported directly to the director of schools. Only the director of schools, the school  
22 administration and the collection facility shall have access to test results. The results will be kept until  
23 the student graduates. Should the student leave Cumberland County Schools, the records will be kept  
24 until the student's projected date of graduation. All records shall be maintained in a secure location with  
25 controlled access.

### 26 **PENALTIES**

27 If a student tests positive, the following action will be taken:

#### 28 **First Offense**

- 29 1. Notify the parent/ guardian.
- 30 2. The principal will conduct a due process hearing with the parent/guardian and the student.
- 31 3. The student will be given the option of:  
32  
33  
34  
35

1 a. Accepting a referral for participation in an assistance program and taking a drug test, which  
2 may be weekly for up to six weeks, as determined by the MRO/family physician. This shall  
3 be at the expense of the parent or guardian. If the student continues to test positive beyond  
4 the retention time, or at the end of the six weeks time period, it will be considered his/her  
5 second offense.

6 OR

7 b. Suspension from participating in extracurricular activities for one calendar year from date of  
8 first positive test result.

9 **Second Offense**

- 10 1. Notify parent or guardian; notification of split specimen testing at the parents' expense.  
11  
12 2. The principal will conduct a due process hearing with the parent/guardian and the student.  
13  
14 3. Participate in an assistance program and taking a drug test, which may be weekly for up to six  
15 weeks, as determined by the MRO/family physician. This shall be at the expense of the parent or  
16 guardian. If the student continues to test positive beyond the retention time, or at the end of the  
17 six weeks time period, it will be considered his/her third offense.  
18  
19 4. The student will be referred to the juvenile court system.  
20  
21 5. The student is suspended from participating in extracurricular activities for one calendar year.

22 **Third Offense**

- 23 1. Notify parent or guardian; notification of split specimen testing at the parents' expense.  
24  
25 2. A due process hearing will be conducted by the principal with the parent/guardian and the  
26 student.  
27  
28 3. The student will be referred to the juvenile court system.  
29  
30 4. The student is suspended from participating in extracurricular activities for the remainder of  
31 his/her attendance in Cumberland County Schools.

32 \*All penalties remain applicable while student is in attendance, regardless of withdrawal and re-  
33 admittance into Cumberland County Schools.  
34

35 **REASONABLE SUSPICION DRUG TESTING**

36  
37 Students will be notified in writing at the beginning of each school year or at the time of enrollment that  
38 they may be subject to testing for drugs and alcohol during the school year. <sup>1</sup> Principals are authorized  
39 to order drug tests for individual students when there is a reasonable cause to believe that:

- 40 1. The school board policy on alcohol and drug use has been violated;

2. A search of lockers has produced evidence of the presence of drugs and/or alcohol;
3. A search of persons and containers has produced evidence of a presence of drug and/or alcohol;
4. A search of vehicles has produced evidence of the presence of drugs and/or alcohol; or
5. Through observation or other reasonable information reported by a teacher, staff member, or other student that a student is using and/or under the influence of drugs and/or alcohol on school property.

All of the standards of reasonableness contained in TCA 49-6-4213 shall be met.

Upon receiving reasonable information, the principal shall take the following steps:

1. Call the student into the principal’s office or another private place;
2. Summon an appropriate qualified witness, which will consist of a school employee, either male or female, to the proceeding and to witness and assist in furtherance of the proceeding;
3. Inform the student of the substance of the information available to him/her which is the basis for the determination that a test is necessary;
4. Inform the student of the procedures which shall be followed in administering the test;
5. Give the student an opportunity to decline the test and inform the student that if the test is not taken, the disciplinary action taken shall be suspension from school and a hearing before the disciplinary hearing authority;
6. Notify the parent/guardian of the student of the impending test.

Legal References

TCA 49-6-4213

**Cumberland County Finance  
Summary Financial Statement by Sub-Fund  
February 2026**

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
<b>Revenues</b>							
40110	Current Property Tax	1,890,277.00	(1,753,869.41)	92.78%	157,523.08	(505,967.38)	321.20%
40120	Trustee's Collections - Prior Year	52,999.00	(38,131.48)	71.95%	4,416.58	(6,386.51)	144.60%
40130	Cir Clk/Clk & Master Collections-Pr Yr	18,765.00	8,460.53	-45.09%	1,563.75	(824.08)	52.70%
40140	Interest And Penalty	21,342.00	3,384.35	-15.86%	1,778.50	(1,832.76)	103.05%
40210	Local Option Sales Tax	16,953,333.00	(10,555,577.66)	62.26%	1,412,777.75	(1,662,533.98)	117.68%
40270	Business Tax	3,561.00	(2,718.14)	76.33%	296.75	(152.00)	51.22%
40275	Mixed Drink Sales	57,360.00	(33,668.62)	58.70%	4,780.00	0.00	0.00%
43517	Tuition - Other	150,246.00	(119,598.52)	79.60%	12,520.50	(17,303.00)	138.20%
43570	Receipts From Individual Schools	66,000.00	(47,325.49)	71.71%	5,500.00	(5,724.40)	104.08%
43990	Other Charges For Services	15,000.00	(6,136.80)	40.91%	1,250.00	0.00	0.00%
44120	Lease/Rentals/PPP	4,240.00	(13,762.77)	324.59%	353.33	(1,500.00)	424.53%
44145	Sale Of Recycled Materials	2,500.00	(1,775.70)	71.03%	208.33	(297.00)	142.56%
44170	Miscellaneous Refunds	110,000.00	(63,372.10)	57.61%	9,166.67	(42,904.63)	468.05%
44560	Damages Recovered From Individuals	500.00	(1,153.02)	230.60%	41.67	(105.00)	252.00%
44570	Contributions & Gifts	16,500.00	(13,151.00)	79.70%	1,375.00	0.00	0.00%
44990	Other Local Revenues	14,000.00	(15,867.82)	113.34%	1,166.67	(2,202.75)	188.81%
46510	Tennessee Investment in Student	0.00	(37,195,228.44)	0.00%	0.00	(5,202,198.99)	0.00%
46511	Basic Education Program	51,834,178.00	0.00	0.00%	4,319,514.83	0.00	0.00%
46513	TISA - On-behalf Payments	104,172.89	0.00	0.00%	8,681.07	0.00	0.00%
46515	Early Childhood Education	1,155,840.57	(787,355.77)	68.12%	96,320.05	(251,901.55)	261.53%
46590	Other State Education Funds	1,937,014.81	(1,484,847.80)	76.66%	161,417.90	0.00	0.00%
46591	Coordinated School Health - ARRA	114,200.00	(65,697.16)	57.53%	9,516.67	(24,374.94)	256.13%
46596	Paid Parental Leave	0.00	(10,282.23)	0.00%	0.00	0.00	0.00%
46610	Career Ladder Program	80,000.00	(36,689.16)	45.86%	6,666.67	0.00	0.00%
46790	Other Vocational	3,000,000.00	(749,287.68)	24.98%	250,000.00	0.00	0.00%
46851	State Revenue Sharing -T.V.A.	221,183.74	(221,183.74)	100.00%	18,431.98	0.00	0.00%
46990	Other State Revenues	106,000.00	0.00	0.00%	8,833.33	0.00	0.00%
47590	Other Federal Through State	567,000.00	(151,668.69)	26.75%	47,250.00	(16,947.87)	35.87%
48610	Donations	10,960.00	(10,960.00)	100.00%	913.33	0.00	0.00%
48990	Other	0.00	(5,500.00)	0.00%	0.00	0.00	0.00%
49700	Insurance Recovery	0.00	(5,093.62)	0.00%	0.00	0.00	0.00%
	<b>Total Revenues</b>	<b>78,507,173.01</b>	<b>(53,378,057.94)</b>	<b>67.99%</b>	<b>6,542,264.42</b>	<b>(7,743,156.84)</b>	<b>118.36%</b>
<b>Expenditures</b>							
71100	Regular Instruction Program	(32,609,422.29)	19,589,930.79	60.07%	(2,717,451.86)	2,481,258.04	91.31%
71150	Alternative Instruction Program	(400,742.00)	231,674.27	57.81%	(33,395.17)	30,679.11	91.87%
71200	Special Education Program	(6,259,504.57)	3,740,311.62	59.75%	(521,625.38)	527,206.71	101.07%
71300	Career And Technical Education	(7,175,438.65)	4,099,123.74	57.13%	(597,953.22)	632,892.90	105.84%

**Cumberland County Finance  
Summary Financial Statement by Sub-Fund  
February 2026**

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71400	Student Body Education Program	(638,651.00)	393,847.20	61.67%	(53,220.92)	15,741.44	29.58%
72110	Attendance	(248,618.00)	165,660.90	66.63%	(20,718.17)	16,148.43	77.94%
72120	Health Services	(1,001,488.00)	612,546.27	61.16%	(83,457.33)	103,344.85	123.83%
72130	Other Student Support	(1,881,740.00)	1,171,023.17	62.23%	(156,811.67)	160,026.05	102.05%
72210	Regular Instruction Program	(1,533,428.00)	931,163.85	60.72%	(127,785.67)	94,595.15	74.03%
72220	Special Education Program	(1,240,829.04)	844,964.22	68.10%	(103,402.42)	101,358.53	98.02%
72230	Career And Technical Education	(649,839.00)	382,457.33	58.85%	(54,153.25)	62,208.80	114.88%
72250	Technology	(1,036,671.00)	682,156.64	65.80%	(86,389.25)	64,704.89	74.90%
72310	Board Of Education	(1,135,346.00)	873,367.19	76.93%	(94,612.17)	73,816.78	78.02%
72320	Office Of The Superintendent	(351,726.00)	234,719.13	66.73%	(29,310.50)	27,108.69	92.49%
72410	Office Of The Principal	(5,074,674.00)	3,164,744.83	62.36%	(422,889.50)	433,956.69	102.62%
72510	Fiscal Services	(386,200.00)	208,727.62	54.05%	(32,183.33)	30,206.60	93.86%
72520	Human Services/Personnel	(244,289.00)	159,021.37	65.10%	(20,357.42)	15,635.16	76.80%
72610	Operation Of Plant	(5,846,762.00)	3,928,752.97	67.20%	(487,230.17)	413,721.95	84.91%
72620	Maintenance Of Plant	(2,914,620.41)	1,355,400.07	46.50%	(242,885.03)	205,869.48	84.76%
72710	Transportation	(4,358,107.32)	2,825,934.81	64.84%	(363,175.61)	359,323.62	98.94%
73300	Community Services	(192,861.00)	105,013.88	54.45%	(16,071.75)	15,116.76	94.06%
73400	Early Childhood Education	(1,389,223.00)	787,533.97	56.69%	(115,768.58)	109,676.48	94.74%
76100	Regular Capital Outlay	(786,119.03)	509,283.37	64.78%	(65,509.92)	45,488.29	69.44%
82130	Education	(222,924.00)	55,725.00	25.00%	(18,577.00)	18,575.00	99.99%
82230	Education	(30,132.00)	7,770.00	25.79%	(2,511.00)	2,590.00	103.15%
91300	Education Capital Projects	(3,441,183.74)	1,415,703.47	41.14%	(286,765.31)	0.00	0.00%
	<b>Total Expenditures</b>	<b>(81,050,539.05)</b>	<b>48,476,557.68</b>	<b>59.81%</b>	<b>(6,754,211.59)</b>	<b>6,041,250.40</b>	<b>89.44%</b>
<b>Total</b>	<b>141</b> General Purpose School	<b>(2,543,366.04)</b>	<b>(4,901,500.26)</b>	<b>-192.72%</b>	<b>(211,947.17)</b>	<b>(1,701,906.44)</b>	<b>-802.99%</b>

**Cumberland County, Tennessee  
 Local Option Sales Tax Collections  
 General Purpose School Fund  
 FY 2025-2026**

Month	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Actual	FY 24-25 Actual	FY 25-26 Budget	FY25-26 Actual	Difference
August	\$ 870,571	\$ 1,020,777	\$ 1,166,927	\$ 1,351,767	\$ 1,434,099	\$ 1,459,059	\$ 1,488,240	\$ 1,504,002	\$ 15,762
September	\$ 865,871	\$ 952,467	\$ 1,107,995	\$ 1,364,864	\$ 1,362,368	\$ 1,393,264	\$ 1,421,129	\$ 1,508,525	\$ 87,396
October	\$ 846,819	\$ 919,285	\$ 1,083,881	\$ 1,264,424	\$ 1,298,385	\$ 1,421,924	\$ 1,450,362	\$ 1,480,348	\$ 29,985
November	\$ 859,937	\$ 973,849	\$ 1,106,688	\$ 1,299,471	\$ 1,294,789	\$ 1,364,585	\$ 1,391,877	\$ 1,463,004	\$ 71,127
December	\$ 871,317	\$ 983,974	\$ 1,132,259	\$ 1,289,256	\$ 1,366,010	\$ 1,417,209	\$ 1,445,553	\$ 1,490,147	\$ 44,594
January	\$ 827,204	\$ 977,133	\$ 1,159,721	\$ 1,298,903	\$ 1,314,873	\$ 1,362,837	\$ 1,390,094	\$ 1,447,019	\$ 56,925
February	\$ 1,057,209	\$ 1,278,153	\$ 1,304,344	\$ 1,471,897	\$ 1,630,073	\$ 1,575,350	\$ 1,606,857	\$ 1,662,534	\$ 55,677
March	\$ 731,082	\$ 897,298	\$ 965,550	\$ 1,156,878	\$ 1,130,567	\$ 1,155,681	\$ 1,178,795		
April	\$ 710,630	\$ 828,199	\$ 999,451	\$ 1,131,461	\$ 1,187,369	\$ 1,149,333	\$ 1,172,320		
May	\$ 854,049	\$ 1,178,207	\$ 1,264,205	\$ 1,398,362	\$ 1,342,565	\$ 1,423,150	\$ 1,451,612		
June	\$ 828,973	\$ 1,096,183	\$ 1,185,985	\$ 1,309,063	\$ 1,336,725	\$ 1,420,042	\$ 1,448,443		
July Accrual	\$ 947,306	\$ 1,114,903	\$ 1,298,919	\$ 1,399,744	\$ 1,394,836	\$ 1,478,482	\$ 1,508,052		
<b>Total</b>	<b>\$ 10,270,968</b>	<b>\$ 12,220,428</b>	<b>\$ 13,775,928</b>	<b>\$ 15,736,090</b>	<b>\$ 16,092,659</b>	<b>\$ 16,620,915</b>	<b>\$ 16,953,333</b>	<b>\$ 10,555,578</b>	<b>\$ 361,465</b>

**Resolution #**

Cumberland County, Tennessee  
General Program School Fund

**WHEREAS**, the Cumberland County Board of Education is committed to maintaining a safe and secure environment for all students, staff, and visitors; and

**WHEREAS**, the Board has identified the need to purchase and implement additional safety devices and equipment across the school system; and

**WHEREAS**, sufficient fund balance is available to support this one-time expenditure without adversely affecting the financial stability of the district;

**NOW, THEREFORE, BE IT RESOLVED that the Cumberland County Board of Education**, meeting on this **26th day of March 2026**, hereby amends its General Purpose School Fund budget to appropriate fund balance in the amount of \$639,756.41 for the purpose of purchasing and implementing Centegix safety devices and related equipment.

**BE IT FURTHER RESOLVED**, that the following budget amendment be adopted by the **Cumberland County Commission**, meeting in regular session on this **20th day of April 2026**.

---

**General Budget Amendment**

**Decrease**

141-39000

Fund Balance

\$639,756.41

Total Decrease

\$639,756.41

**Increase Expenditures:**

141-72620-790

Other Equipment

\$639,756.41

Total Increase in Expenditures

\$639,756.41

SPONSORED BY:

APPROVED BY:

---

BOE Member

Chairman of the Board

ATTEST:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

\_\_\_\_\_  
Director of Schools

Sponsor: \_\_\_\_\_

County Commissioner

Approval: \_\_\_\_\_

County Commissioner

Attest: \_\_\_\_\_

County Clerk

Budget Committee Vote

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

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

WHEREAS, the Gear Up Grant requires a revision due to a change in needs.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day of March 2026 and by the Cumberland County Commission meeting on this 20th day of April 2026, that the following budget amendment be adopted:

---

**STATE / FEDERAL GRANT: GEAR UP**

Increase Expenditures:

141-72130-524-GEAR	In-Service /Staff Development	\$ 8,800.00
	<b>Total Increase</b>	<b>\$ 8,800.00</b>

Decrease Expenditures:

141-71300-429-GEAR	Instructional Supplies & Materials	\$ 8,800.00
	<b>Total Decrease</b>	<b>\$ 8,800.00</b>

SPONSORED BY:

\_\_\_\_\_  
BOE Member

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

Sponsor:

\_\_\_\_\_  
County Commissioner

Approval:

\_\_\_\_\_  
County Mayor

Attest:

\_\_\_\_\_  
County Clerk

Budget Committee Vote: Ayes: \_\_ Nays: \_\_ Abstain: \_\_

**Resolution #**  
Cumberland County, Tennessee  
General Program School Fund

WHEREAS the General budget requires revision to reallocate Health Services funds.  
THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day of March 2026, that the following line item budget amendment be adopted.

---

**Line Item General Budget Amendment**

**Decrease Expenditures**

141-72120-499	Other Supplies and Materials	\$4,000.00
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Total Decrease in Expenditure		\$4,000.00
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**Increase Expenditures:**

141-72120-524	Staff Development	\$4,000.00
---------------	-------------------	------------

Total Increase in Expenditures		\$4,000.00
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SPONSORED BY:

APPROVED BY:

---

BOE Member

---

Chairman of the Board

ATTEST:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

---

Director of School

Cumberland County, Tennessee

State Program School Fund

WHEREAS, the New State Special Education Preschool Grant requires revision.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day of March 2026, that the following budget amendment be adopted:

State Budget

Decrease Expenditures

141-71200-206-SSPG	Life Insurance	\$	60.00
141-71200-207-SSPG	Medical Insurance	\$	4,100.00
141-71200-208-SSPG	Dental Insurance	\$	400.00
Total Decrease Expenditures		\$	4,560.00

Increase Expenditures

141-71200-163-SSPG	Educational Assistants	\$	3,500.00
141-71200-201-SSPG	Social Security/Medicare	\$	485.00
141-71200-204-SSPG	State Retirement	\$	575.00
Total Increase Expenditures		\$	4,560.00

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

\_\_\_\_\_  
Director of Schools

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Resolution # \_\_\_\_\_  
Cumberland County, Tennessee  
General Purpose Fund

WHEREAS, the new State Early Literacy Tutoring Grant requires an original budget entry,  
THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 26th day  
of March 2026, and by the Cumberland County Commission meeting on this 20th day of April 2026, that  
the following budget amendment be adopted:

---

**State Early Literacy Tutoring Grant Original Budget**

**Increase Revenue:** **\$31,000.00**  
141-46590-ELTG

**Total Increase:** **\$31,000.00**

**Increase Expenditures:**

**141-71100-189-ELTG** **Other Salaries and Wages** **\$31,000.00**

**Total Increase in Expenditures** **\$31,000.00**

**SPONSORED BY:**

**APPROVED BY:**

\_\_\_\_\_  
**BOE Member**

\_\_\_\_\_  
**Chairman of the Board**

**ATTEST:**

**Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_**

\_\_\_\_\_  
**Director of Schools**

**Sponsor:** \_\_\_\_\_  
**County Commissioner**

**Approval:** \_\_\_\_\_  
**County Mayor**

**Attest:** \_\_\_\_\_  
**County Clerk**

**Budget Committee Vote:**  
**Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_**



Issued: April 2025	Procedure: Policy Reference: <b>Field Trip and Excursions</b>	4.302 Exhibit B
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Cumberland County Schools Field Trip Request  
 In State/Pre-Approved \_\_\_\_\_ Overnight  Out of State

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

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

School North Cumberland Subject/Grade Level 7th/8th Washington Trip  
 Trip Requested By Kristina Jones Date of Trip May 4 - May 8  
 Destination Washington DC City Washington, DC State \_\_\_\_\_  
 Departure Time 7:00 Am Return 7:00 pm Admission per student \$ \$1100 (E)

Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature Cheryl Walker, RN SPED Signature Kathy Brown

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe)
- Other Washington D.C. yearly 8th grade trip

Teachers Going: Kristina Jones  
Dwayne Davis  
Tasha Draper  
 # of Students 32

Robyn Deck  
Tracy Bottoms  
Chelshia Davenport  
Kerrie Thompson  
Nathalie Williams  
Edward Williams  
Rose Marie Zuercher  
fos

TOTAL # of TEACHERS: 3 TOTAL # of STUDENTS 32

Additional Chaperones (If Needed) 7  
 Cafeteria (Notified) Signature Harry Russell  
 Substitute Requested (If Needed)  
 School Nurse Signature Cheryl Walker  
 Sponsoring Teacher's Signature \_\_\_\_\_ Cell Phone # 603-562-9394

Purchase Order Requested  
 Permission Slip Obtained (Take on trip)  
 Date 3-6-26

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 _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied \_\_\_\_\_

Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_



**FUNDRAISER AUTHORIZATION FORM**

School CCHS

Fund/club/class account Band

Expected date of fundraiser April 6 - May 1  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Snap Raise

Method of fundraising (in-person, crowdfunding, etc.) crowd funding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised band camp expenses

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

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

CCHS Band  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit at least 40% profit

Requested by Bruce Johnson - Band Director Date 2/19/26  
Name/Title

Approved by [Signature] Date 2/17/24  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools



**FUNDRAISER AUTHORIZATION FORM**

School CCHS

Fund/club/class account Cheerleading

Expected date of fundraiser April 1st  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Nothing Bundt Cakes

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised UCA Camp

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
Cheerleading Squad  
Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit check from sales  
\$3/por cake sold

Requested by Darcy Phipps Date 3-6-24  
Name/Title

Approved by Asmahan Date 3-6-24  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools



**FUNDRAISER AUTHORIZATION FORM**

School Homestead

Fund/club/class account PE Club

Expected date of fundraiser 3-27-26 to 5-18-26  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities soliciting donations for  
Field Day

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised PE / Field Day equipment

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

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

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash, check, credit card

Requested by Lauren Mathers / P.E. Date 3/2/26

Approved by Mary Edmonds Name/Title  
Principal Date 3/4/26

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools



**FUNDRAISER AUTHORIZATION FORM**

School North Cumberland

Fund/club/class account PTO

Expected date of fundraiser March 30 - Apr 10 2026  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Buddy A Thon

Method of fundraising (in-person, crowdfunding, etc.) in Person (The Company uses an online platform to so we can check on profit)  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Epic

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

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

School wide  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit 50/50

Requested by Christa Page PTO  
Name/Title

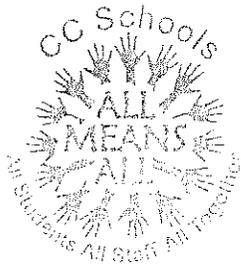
Date 17 Feb 2026

Approved by [Signature]  
Principal

Date 2-17-26

Approved by \_\_\_\_\_  
Director of Schools

Date \_\_\_\_\_



FUNDRAISER AUTHORIZATION FORM

School North Cumberland Elementary

Fund/club/class account 1<sup>st</sup> grade

Expected date of fundraiser March 26 ~~2020~~ 4/2/26  
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Hat Day

Method of fundraising (in-person, crowdfunding, etc.) In-person  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Student treasures publishing for all students / Student rewards  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) School-wide  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Cash

Requested by [Signature] Date 2/19/26  
Name/Title

Approved by [Signature] Date 2/19/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

## Request to Apply for TSIN/BVI Robotics Grant 2026–2027

Dear Dr. Farley and Members of the Board,

I am writing to respectfully request permission to apply for the Tennessee STEM Innovation Network (TSIN) / Battelle Virtual Innovations (BVI) Robotics Grant for the 2026–2027 school year on behalf of Stone Memorial High School.

This grant provides funding and support for robotics program development, equipment acquisition, and student competition participation. If awarded, the grant would directly support the growth of our engineering and robotics pathways by expanding student access to hands-on STEM learning experiences aligned with Tennessee CTE standards.

Through previous robotics grants, our students have demonstrated strong engagement, increased technical skill development, and meaningful teamwork experiences. Additional funding would allow us to:

- Expand access to robotics platforms and competition opportunities
- Work toward the long-term goal of hosting a local robotics competition at Stone Memorial High School
- Strengthen workforce-aligned skills in programming, mechanical design, and systems thinking
- Increase student participation in regional and state-level STEM events
- Continue building partnerships with local industry and postsecondary institutions

This grant does not require any funding from the district. If awarded, all grant requirements, reporting, and management of funds would be handled in accordance with district procedures and policies. While grant awards are never guaranteed, I would appreciate the opportunity to apply for funding that could further enrich opportunities for our students.

I believe this opportunity would continue to strengthen our engineering and robotics programs while providing students with valuable hands-on STEM experiences that prepare them for future careers in technical fields.

Thank you for your time and consideration. I appreciate your support of opportunities that allow our students to engage in meaningful, real-world learning experiences.

Tommy Tatum  
Engineering Instructor  
Stone Memorial High School  
tatumt1@ccschools.k12tn.net

*M. Harelson*  
*Marcy Harelson, principal*  
*3/6/26*



# Cumberland County High School

660 Stanley Stanley Street · Crossville, TN 38555

Telephone (931) 484-5767

**Dr. Warner**

*Principal*

TO: Dr. Rebecca Farley, Director of Schools  
Cumberland County Board of Education

FROM: Dr. Warner, Principal  
Dr. Shadden, Assistant Principal  
Cumberland County High School

RE: February Inventory Items for Retirement

DATE: March 2, 2026

Dear Dr. Farley and B.O.E. Members:

Attached, you will find a list of inventory items proposed for retirement. Each item has been inspected by the District Inventory Control Clerk, the CCHS Technology Technician, the CTE Auditor, or the School Inventory Auditor. After careful review, it has been determined that these items no longer serve the needs of the staff or students at Cumberland County High School. Furthermore, the items are not deemed usable or beneficial to any other school and/or students within the district.

We respectfully request approval to retire the listed items. Upon approval, we will ensure all disposal procedures and district guidelines are followed accordingly.

If you have any questions, please feel free to contact us. In our ongoing efforts to maintain accurate inventory records and uphold integrity in materials management, Dr. Shadden continues to collaborate with key departments—including Technology, Special Education, and CTE—to ensure proper documentation and updates through TIP-Web IT.

Respectfully submitted,

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

Dr. Warner  
Principal

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

Dr. Shadden  
Assistant Principal

Cumberland County High School~CCHS

Room Inventory Worksheet

3/11/2026

25-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
1001795	Apple TV 3rd Generation 1 GHz A1469 Video Converter	A1469 EMC 2633	STREAMING DEVICE		SC1MJ9CVM DRHN	\$0.00
42851	Apple 21 1/2 inch iMac Computer	unknown	COMPUTER		SD25JG0A8 DKLH	\$0.00
S00083	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		FND66Y2	\$0.00
S07439	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1096V10	\$0.00

Description	Manuf Serial Num	Property Num	Source Fund	Unit Cost	Date Recvd
Floor Scrubber	900733-10828063	37471	General Fund	592.70	04/11/2017

Description	Manuf Serial Num	Property Num	Source Fund	Unit Cost	Date Recvd
Floor Machine	12050420	37342	General Fund		

Description	Manuf Serial Num	Property Num	Source Fund	Unit Cost	Date Recvd
Floor Machine	m20113000	47047	General Fund		



**Dr. Rebecca Farley**  
**Director of Schools**

**Scott VanWinkle**  
**Board Chairman**

March 11, 2026

Dr. Rebecca Farley, Ed.D.  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting to you the CTE, Food Service and Special Education Department's list(s) of items to be retired by the BOE at March'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*

Dr. Leslie Eldridge *LE-ER*

Kathy Hamby *KH*

Marlene Holton *MH*

Central Services  
Room Inventory Worksheet

3/11/2026

*CTE & FOOD SERVICE*

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

**Room Type: VIRTUAL**

Tag	Product	Model	Product Type	Assigned To	Serial	Price
<i>CTE</i> 1002712	Apple Z0Z100034 Laptop	Z0Z100034	LAPTOP		C02CX130P 3YV	\$1,489.00
<i>FOOD SERV</i> 100752	HON File Cabinet	Vertical	FILE CABINET			\$209.56
101066	Sunkist S100 Wedgemaster	S100	APPLIANCE		58541	\$0.00
<i>FOOD SERV</i> 101145	Storage Cabinet	B250A	STORAGE CABINET		101145	\$269.00



Central Services  
Room Inventory Worksheet

3/5/2026

SPED

**18-306ARETIRE FOOD SERV/SPED HALL**

**Room Type: VIRTUAL**

- Virtual SPED Retire

Tag	Product	Model	Product Type	Other #1	Serial	Price
180256043	Rectangle Table	unknown	FURNITURE			\$0.00
180256044	Rectangle Table	unknown	FURNITURE			\$0.00
2667	Bookcase	unknown	BOOKCASE			\$0.00
2825	Storage Cabinet	B250A	STORAGE CABINET			\$269.00
2831	Metal Speech Mirror	unknown	THERAPY EQUIPMENT			\$0.00
5129	Toobeez Galoob Giant Construction Kit	unknown	PLAY EQUIPMENT			\$0.00
5525	Lakeshore Couch	FF683	PLAY EQUIPMENT			\$199.00
5577	Apple iPad 16GB Black	iPad Wi-Fi 16GB Black	iPad		DMQL5J93F182	\$479.00
5611	Apple iPad 16GB Black	iPad Wi-Fi 16GB Black	iPad		DMQL5CF6F182	\$479.00
5931	Apple A1466 MacBook Air 13"	A1466	LAPTOP		FVFXR408J1WT	\$1,029.00
6241	ECR4Kids Sand and Water Center	ELR-0796	PLAY EQUIPMENT			\$264.95



**Dr. Rebecca Farley**  
Director of Schools

**Scott VanWinkle**  
Board Chairman

March 11, 2026

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

Dear Dr. Rebecca Farley and Board of Education,

Federal Programs is submitting a list of equipment to be retired by the BOE in this month's regularly scheduled board meeting. Please include the attached Equipment Retirement Requests on the consent agenda.

Sincerely,

Dr. Justin Whittenbarger  
Federal Programs Director

Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN. 38555  
931-484-6135



**Cumberland County Schools**

**368 4th Street**

**Crossville, TN 38555**

Homestead Elementary School

March 2026

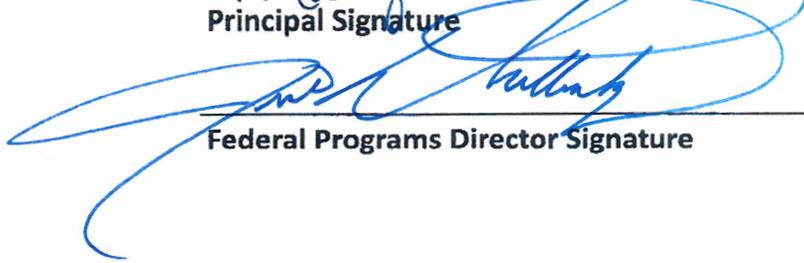
**School Name**

**Date**

<b>Tag Number</b>	<b>Serial or ID Number</b>	<b>Description</b>	<b>Reason Retired</b>
10009770	MP1XRWA7	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	OBSOLETE/BROKEN
10009877	MP1XG3ZE	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	OBSOLETE/BROKEN
10003297	P9FF133049L	Renaissance AlphaSmart NEO Cart	OBSOLETE/BROKEN



**Principal Signature**



**Federal Programs Director Signature**

# Cumberland County Federal Programs Equipment Retirement Request

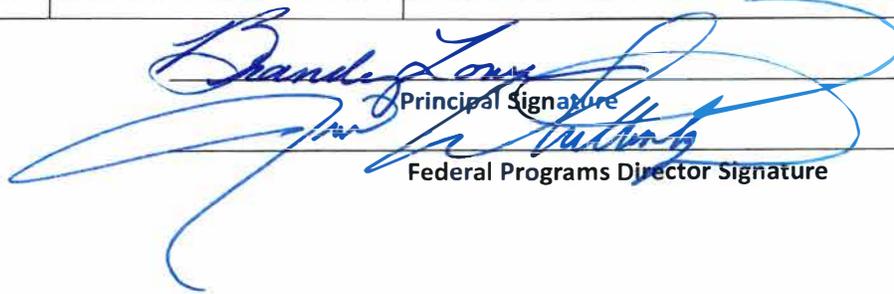
Cumberland County Schools  
368 4th Street  
Crossville, TN 38555

Pleasant Hill Elementary

School Name

Date

Tag Number	Serial or ID Number	Description	Reason Retired
20001302 ✓	332046VAD01983	IPEVO V4K Doc Camera	Broken
10005227 ✓	C02JG78MDRVC	Apple MD231LL/A MacBook Pro Laptop	Obsolete
10008134 ✓	H7CDZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008152 ✓	7TY8ZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008131 ✓	6PMFZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008150 ✓	6SSCZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008106 ✓	340GZW2 **Martin**	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008146 ✓	JMQDZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008136 ✓	7XDGZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008149 ✓	2VBDZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008223 ✓	7D1BZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008132 ✓	6MMFZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
10008141 ✓	DT5GZW2	Dell 3100 Chromebook Laptop w/Google Mgt	Obsolete
20000465 ✓	MP1XGL1L	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	Obsolete
20000597 ✓	MP1XLHHX	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	Obsolete
10002635 ✓	NEO2-AA-0903-05100-FC	Renaissance AlphaSmart NEO 2	Broken
10002628 ✓	NEO2-AA-0903-06081-FC	Renaissance AlphaSmart NEO 2	Broken
10002610 ✓	NEO2-AA-0903-05616-FC	Renaissance AlphaSmart NEO 2	Broken
20000564 ✓	MP1XLGHB	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	Broken

  
 \_\_\_\_\_  
 Principal Signature  
 \_\_\_\_\_  
 Federal Programs Director Signature

# Homestead Elementary School

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3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds  
Principal



Brooke Scruggs & Ashlee Watts  
Assistant Principal

March 10, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting Homestead Elementary's list of general items to be retired by the BOE at March's regular monthly meeting. Please include these lists on the agenda. If you have questions, please let me know.

Sincerely,

*Mary Edmonds*

Mary Elizabeth Edmonds  
Principal

# General Equipment Retirement Request

Cumberland County Schools

368 4th Street

Crossville, Tn 38555

March

February 2026

Homestead Elementary School

School Name

Date

Tag Number	Serial	Description	Reason Retired
29415	60759610234732	Tennant 607596 Walk Behind Buffer	OBSOLETE/BROKEN
S07598	5CD1094P6N	HP 11 G8 EE Chromebook w/Google Management	OBSOLETE/BROKEN
s00244	2PQ76Y2	Dell 3100 Chromebook Laptop w/Google Mgt	OBSOLETE/BROKEN
S00469	5MH76Y2	Dell 3100 Chromebook Laptop w/Google Mgt	OBSOLETE/BROKEN
1000422	14010550	Jet Wood Lathe	OBSOLETE/BROKEN
1000962	R5A004737	Makerbot MP07825 3D Replicator Printer	OBSOLETE/BROKEN
41384		NEO Charge/Sync Cart	OBSOLETE/BROKEN

*Mary E Edmonds*

Principal Signature



Mitch Lowe, Principal

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The Phoenix School  
203 Taylor Street  
Crossville, TN 38555

Phone: 931-456-1228  
Fax: 931-456-9862

February 25, 2026

Dear Ladies and Gentlemen:

On behalf of The Phoenix Campus, I am requesting the retirement of the following surplus items by the Cumberland County Board of Education.

#1000453- Welder

#1001041- Task Force Tool Set

Please see the attached sheet.

Sincerely,

Sharon W. Miller  
Assistant Principal

The Phoenix School  
**Room Inventory Worksheet**

2/25/2026

85-TO RETIRE INVENTORY~BOE- RETIRE Holding		Room Type: VIRTUAL				
Tag	Product	Model	Product Type	Other #1	Serial	Price
1000453	Blue Hawk Flux-MIG Welder	SGY-WELDER1	SHOP EQUIPMENT		60-M1990	\$0.00
1001041	Task Force Tool Set	unknown	SHOP EQUIPMENT			\$0.00



# *Pleasant Hill School*

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486 East Main Street  
Crossville, TN 38571

Phone (931) 277-3677  
Fax (931) 277-3880  
Brandy Lowe, Interim Principal  
Aaron Lewis, Interim Assistant Principal

March 6, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Cumberland County Board of Education:

With approval from the district CTE Department, we are requesting the items, on the separate attachment, be retired from Pleasant Hill Elementary.

Thank you for your consideration.

Sincerely,

Brandy Lowe

Pleasant Hill Elementary  
**Room Inventory Worksheet**

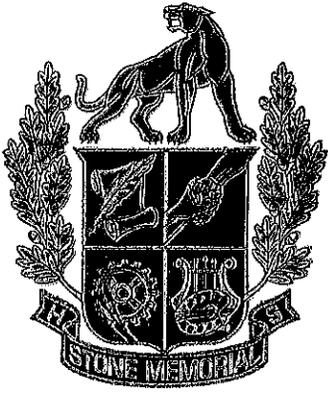
3/6/2026

<b>60-TO RETIRE ITEMS TO BE RETIRED</b>					<b>Room Type: VIRTUAL</b>	
<b>Tag</b>	<b>Product</b>	<b>Model</b>	<b>Product Type</b>	<b>Other #1</b>	<b>Serial</b>	<b>Price</b>
___ 1000877	Dell Optiplex 3040 Computer	Optiplex 3040	COMPUTER		711HMF2	\$0.00
___ 1001281	Apple 20 inch iMac Computer	unknown	COMPUTER		YM03225VD WY	\$0.00
___ 1001866	Dell 1908FPT Monitor	1908FPT	MONITOR		2658125	\$0.00
___ 26523	Renaissance AlphaSmart REC-1001 NEO 2	REC-1001	ELECTRONIC		AD12030039 1FC	\$0.00
___ 26525	Renaissance AlphaSmart REC-1001 NEO 2	REC-1001	ELECTRONIC		AD12030049 4FC	\$0.00
___ 26526	Renaissance AlphaSmart REC-1001 NEO 2	REC-1001	ELECTRONIC		AD12030000 9FC	\$0.00
___ 26539	Renaissance AlphaSmart REC-1001 NEO 2	REC-1001	ELECTRONIC		AD12030234 2FC	\$0.00
___ 45517	Apple A1521 Airport Extreme Wireless Access Point	A1521	WIRELESS ACCESS POINT		C88PH1B4F J1R	\$0.00
___ 45568	Apple A1521 Airport Extreme Wireless Access Point	A1521	WIRELESS ACCESS POINT		C86Q11N3FJ 1R	\$0.00
___ 45569	Apple A1521 Airport Extreme Wireless Access Point	A1521	WIRELESS ACCESS POINT		C86Q106CF J1R	\$0.00
___ 45572	Apple Airport Extreme	unknown	BASE STATION		C86Q19YUF J1R	\$0.00
___ S03458	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		4LK66Y2	\$0.00
___ S03948	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XGBMW	\$0.00

Pleasant Hill Elementary  
**Room Inventory Worksheet**

3/6/2026

<b>60-TO RETIRE ITEMS TO BE RETIRED</b>				<b>Room Type: VIRTUAL</b>		
<b>Tag</b>	<b>Product</b>	<b>Model</b>	<b>Product Type</b>	<b>Other #1</b>	<b>Serial</b>	<b>Price</b>
___ S03981	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XFX8Y	\$0.00
___ S04162	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLGME	\$0.00
___ S04380	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLMCL	\$0.00
___ S04598	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLLVM	\$0.00
___ S04603	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLGDJ	\$0.00
___ S04636	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XG3F7	\$0.00



# Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

**Marcy Harelson**

*Principal*

TO: Dr. Rebecca Farley, Director of Schools  
Cumberland County Board of Education

FROM: Marcy Harelson, Principal  
April Moore, Assistant Principal  
Stone Memorial High School

RE: Inventory Items for Retirement

DATE: February 26, 2026

Dear Dr. Farley and B.O.E. Members:

Attached, you will find a list of inventory items 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 any other school's students or staff. Please accept our proposal to retire the items, and be assured that we will follow established 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, Ms. Moore is working diligently to collaborate with others, especially the technology, special education, and CTE departments, to maintain accuracy through TIP-Web IT.

Respectfully submitted,

Marcy Harelson

Principal

April Moore

Assistant Principal

Stone Memorial High School~SMHS

Room Inventory Worksheet

2/25/2026

79-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 1000912	Dell Optiplex 3040 Computer	Optiplex 3040	COMPUTER		16GLSD2	\$0.00
___ 1001695	Apple iPad 3	unknown	iPad		SDYTJC126 DJ8T	\$0.00
___ 1001800	Apple TV 3rd Generation 1 GHz A1469 Video Converter	A1469 EMC 2633	STREAMING DEVICE		SC1MJ9B81 DRHN	\$0.00
___ 1001813	Proctor Silex Commercial Roaster Oven	unknown	APPLIANCE			\$0.00
___ 1002233	Apple A1708 Laptop	A1708	LAPTOP		C02VMJNJH V22	\$0.00
___ 1002236	Apple MPXT2LL/A MacBook Pro Laptop	MPXT2LL/A	LAPTOP		FVFVMOYQ HV29	\$0.00
___ 1002716	Apple Z0Z100034 Laptop	Z0Z100034	LAPTOP		C02CX134P 3YV	\$1,489.00
___ 32146	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8X3243 L	\$0.00
___ 48624	Epson PowerLite S7 LCD Projector	PLS7	PROJECTOR			\$0.00



Stephanie R. Barnes, Principal

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1219 Cook Road, Crossville, TN 38555

(931)456-5636

Fax (931)456-5369

[stoneel.ccschools.k12tn.net](http://stoneel.ccschools.k12tn.net)

March 2, 2026

Dear Ladies and Gentleman:

On behalf of Stone Elementary School, I am requesting the retirement of the attached CTE items by the Cumberland County Board of Education.

Sincerely,

Ms. Bridgette Cox  
Assistant Principal

Stone Elementary  
**Room Inventory Worksheet**

2/25/2026

<b>74-TO RETIRE INVENTORY~BOE RETIRE Holding</b>				<b>Room Type: VIRTUAL</b>		
<b>Tag</b>	<b>Product</b>	<b>Model</b>	<b>Product Type</b>	<b>Other #1</b>	<b>Serial</b>	<b>Price</b>
— 1002923	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		PF2WRW6J	\$0.00
— 1002925	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		PF2WRGV8	\$0.00



Dr. Rebecca Farley • Director of Schools

Scott VanWinkle • Board Chairman

Kathleen Martin  
Transportation Supervisor

2/26/2026

Dr. Farley,

This letter is to formally document that our department is requesting the removal of the items listed below from the Inventory records. These items were disposed of several years ago and are no longer in our possession or in use.

At the time of disposal, the items were determined to be obsolete, non-functional, or no longer required for operational purposes. Due to the passage of time, supporting disposal documentation may no longer be available; However, we can confirm that the items have not been physically present or utilized for several years.

We are requesting this adjustment to ensure that the Inventory records accurately reflect the current assets and align with the department's actual holdings.

Regards,

A handwritten signature in blue ink, appearing to read "Kathleen Martin".



Product	Serial Number
Motorola Bus Radio	6484TF552TB
Motorola Bus Radio	869FCJ1395
Motorola Bus Radio	869FBM6493
Motorola Bus Radio	682FWQ2330
Motorola Bus Radio	922TFD1458
Motorola Bus Radio	682FWQ2324
Motorola Bus Radio	922T6L3617
Motorola Bus Radio	869FC01473
Motorola Bus Radio	682FWQ2343
Motorola Bus Radio	869YDM5561
Motorola Bus Radio	922TGE0373
Motorola Bus Radio	869FBN6535
Motorola Bus Radio	282FXY1560
Motorola Bus Radio	869FC51411
Motorola Bus Radio	689FWC1740
Motorola Bus Radio	869FCJ1469
Motorola Bus Radio	869FZC2541
Motorola Bus Radio	682FXY1561
Motorola Bus Radio	682FX60495
Motorola Bus Radio	682FYU8027
Motorola Bus Radio	682FWQ2380
Motorola Bus Radio	682FWQ2371
Motorola Bus Radio	869YEQ3338
Motorola Bus Radio	682FXG0500
Motorola Bus Radio	672FWQ2356
Motorola Bus Radio	922TFD1467
Motorola Bus Radio	682FWC1002
Motorola Bus Radio	922TGW6774
Motorola Bus Radio	869YDS2001
Motorola Bus Radio	869YDM5574
Motorola Bus Radio	922THJ0644
Motorola Bus Radio	682FWC1780
Motorola Bus Radio	MY28D281RZ



Motorola Bus Radio	922TWY2783
Motorola Bus Radio	922TWY2778
Motorola Bus Radio	922TLQ0782
Motorola Bus Radio	563TPE4457
Motorola Bus Radio	563TPE4458
Motorola Bus Radio	922TLQ0760
Motorola Bus Radio	922TNQ1235
Motorola Bus Radio	922TNQ1207
Motorola Bus Radio	8404TF992BA
Motorola Bus Radio	C0668411
Motorola Bus Radio	019AB-99FT4048
Motorola Bus Radio	FIN3108BNA
Motorola Bus Radio	922TN01217
Motorola Bus Radio	922THU0904
Motorola Bus Radio	922TGE0322
Motorola Bus Radio	869FBN652444763
Motorola Bus Radio	922TKY1135
Motorola Bus Radio	019MJ3609
Motorola Bus Radio	0824UJT229
Motorola Bus Radio	0553LHT910
Motorola Bus Radio	922TJU2634019TKYA735
Motorola Bus Radio	019TMJ3579
Motorola Bus Radio	922TKY1134
Motorola Bus Radio	019TMJ3578
Motorola Bus Camera	869FZ50825
Motorola Bus Camera	866IWW0342
Seon Bus Camera	C0664294
Seon Bus Camera	MXH250G
Seon Bus Camera	EV13042570
Seon Bus Camera	D42-AL24130433
Seon Bus Camera	ALC1709291631
Seon Bus Camera	ALC1709291629
Seon Bus Camera	EV1603090918
Seon Bus Camera	EV1609120866
Seon Bus Camera	1H6019340029
Seon Bus Camera	ELC1709291627



Seon Bus Camera	EV16091250862
Seon Bus Camera	EV1401109893
Seon Bus Camera	EV1603090881
Seon Bus Camera	ALG1903261136
Seon Bus Camera	EV1703138376
Seon Bus Camera	EV1609120848
Seon Bus Camera	922TKY1136
Seon Bus Camera	ALG1907191940
Seon Bus Camera	EV1603090900
Seon Bus Camera	EV1702130377
Dell D18M Computer	FXHH012
Dell Inspiron Laptop	00196-160-558-814
Vizio 32hn-DO Wall Mounted TV 32"	LAUSUKASO110617
Allison DOC Diagnostic Kit	GMI#4611-80-118
Frigidaire FFTR2021TW5 20.4 CU FT Refrigerator	4a03307712



Dr. Rebecca Farley • Director of Schools

Scott VanWinkle • Board Chairman

Kathleen Martin  
Transportation Supervisor

March 12, 2026

Dear Dr. Farley,

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

Bus #	VIN #
93-10	1FD4E45P69DA24376
23-03	1BABKCPA23F209903
58-04	1BABKCOAB4F215677
56-11	1T8854E28B1132515

Respectfully,

Kathleen Martin