

Board of Education
September 22, 2022 6:00 PM
Central Services Board Room

BOARD MEMBERS:

1. Call to Order - Ms. Teresa Boston
2. Moment of Silence/Pledge of Allegiance - Ms. Teresa Boston Jim Inman led moment of silence.
3. Welcome to Visitors - Ms. Teresa Boston
-Michael Lindsey, Sports Editor, Crossville Chronicle
4. Oath of Office
5. Special Recognition
 - 5.A. Student Representatives
-CCHS Megan Melachea
-Phoenix Elijah Vandever
-SMHS Neil Parek
6. Roll Call
7. Declaration of Conflict - Mr. Earl Patton
8. *Approval of August Minutes
9. *Approval of Agenda
10. Acknowledgement of Elected Officials
11. Community Comments
12. School Board Reports
 - 12.A. TLN Report
13. Board Member(s) Report from Training(s)
14. Legal Report - Mr. Earl Patton
15. Director's Report - Mr. William Stepp
 - 15.A. *Spring Character Banquet
 - 15.B. *Land Survey Proposal for CCHS Stadium
 - 15.C. *Land Survey Proposal for South Cumberland Elementary addition

- 15.D. *2022-2023 Organizational Chart
- 15.E. *ESSER 3.0 Safe Return to In Person Learning, Continuity of Services Plan, ESSER 3.0 Public Plan
- 15.F. *Donation of Surplus Bus to EMA for Training Purpose
- 15.G. *Lean Frog Proposal
- 15.H. *NIET Strategic Planning Proposal
- 15.I. *Resolution to Amend TCA § 49-6-3115
- 15.J. *Mathematics Textbook Adoption Committee Approval
- 15.K. District Communication Efforts
- 15.L. Annual Planning Calendar
- 15.M. FYI
 - 15.M.1. School Nutrition Funding Condition Letter
 - 15.M.2. Additional Field Trip Destination
 - 15.M.3. Administrative Meeting Agenda
 - 15.M.4. Attendance Report
 - 15.M.5. Personnel Report
 - 15.M.6. Substitute List
 - 15.M.7. Professional Development Report
 - 15.M.8. School News Articles
 - 15.M.9. School Calendar of Events
- 16. *Approval of Committees
- 17. Policy Committee
 - 17.A. *Approval of First Reading of Policies
 - 17.B. *Approval of Second Reading of Policies
- 18. Athletic Committee
- 19. Budget Committee Meeting - Mr. Chris King
- 20. Building and Grounds Committee-Mr. Robert Safdie
- 21. Safety Committee-Mrs. Rebecca Hamby

22. Contract Committee-Ms. Teresa Boston
23. Chief Financial Officer's Report-Mrs. Linda Tucker
 - 23.A. Monthly Financial Report
 - 23.B. Monthly Sales Tax Report
 - 23.C. *141 Budget Amendment
 - 23.D. *142 Budget Amendments
24. *Consent Agenda
 - 24.A. *Approval of Volunteers
 - 24.B. *Approval of Overnight and Out of State Field Trips
 - 24.C. *Approval of Contracts
 - 24.D. *Approval of Grants
 - 24.E. *School Wide Fundraisers
 - 24.F. *Approval of Disposal of Surplus Property
 - 24.G. *Executive Approval
25. Old Business
26. Questions from Media
27. Adjournment
28. (*) Indicates Board Approval Required

Student Recognition For September BOE Meeting

Teacher: Kelly Masters, Martin Elementary, FCCLA

- Lexi Gordon - Sports Nutrition - Gold, 1st place in the nation
- Abby Grace Lowe -Teach & Train - Gold, 2nd place in the nation
- Ebelin Vasquez & Elmer Donis - Chapter Service Project Display - Silver, Placed in the Top 10 in the nation
- Amanda Robinson, Jillian Brown, Hannah Poore - Professional Presentation - Silver

Teacher: Rachel Davis, Cumberland County High School, FCCLA

- Jordan Kerley & Kayla Hunter - Repurpose & Redesign - Silver

Teacher: Lesley Williams, Stone Memorial High School, FCCLA

- Haley Simmons and Alexis Findley - Chapter Service Project Portfolio, Silver
- Payton Wyatt and Parina PatelPatel - Entrepreneurship, Silver
- Zoe Barnwell Teach and Train, Silver

Teacher: Kylee Johnson Stone Memorial High School SkillsUSA

- RJ Toth- 1st in Criminal Justice at State level (only 1st place competitor from each state from each category can go to represent the entire state at the National level) 3rd in Criminal Justice at National Level (1st time any high school student has placed in top 3 from our county/1st time in that category for the state of TN)
- Trinity McGlaun/Lexi Young/Elektra Surcuilas- 1st place in Crime Scene Investigation at State level (only 1st place competitor from each state from each category can go to represent the entire state at the National level). Ranked 5th in the Nation at the National level (highest anyone from this county has ever ranked in this category)
- Ian Andreason received 3rd place in Photography at the state level (Ian went only due to another competitor from another county could not attend from State competition)
- Belle Smith received 1st place in Graphic Sublimation at the state level.

Board of Education
August 25, 2022 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday, July 28, 2022, in the Central Services Board Room, where the meeting was called to order by Chairman Inman at the approximate hour of 6:00 pm.

PRESENT:

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

Earl Patton (Attorney)
Moira “Mo” Charnot (Media)
Julia Timson (CCEA Representative)

ABSENT:

Safdie

STUDENT REPRESENTATIVES:

Neil Parek - SMHS
Elijah Vandever - Phoenix

1. Call to Order - Mr. Jim Inman (See above)
2. Moment of Silence/Pledge of Allegiance - Mr. Jim Inman - After a Moment of Silence, Mr. Inman led the board in the Pledge of Allegiance.
3. Welcome to Visitors - Mr. Jim Inman - Inman advised, I would like to welcome all of our visitors and for everybody being here. I see Mrs. Julia Timson is with us. Thank you for being here. Do you have anything you need to tell us? Inman advised, while you are walking over there, I also want to recognize our student representatives. Thank you for being here. We appreciate it. Timson advised, as you know I have some good board members, that this is their last meeting and I think they are trying not to smile too big, but I will miss you. I just want to highlight just a very few things, because Mr. Inman said don't be long winded. He says that to me every meeting. Don't talk too long. I want to say in the tenure of Ms. Parris; of course Ms. Parris has been a board member for how many years ma'am? Parris replied, I don't know. Timson continued, more than she's willing to admit, but we the teachers have received raises under these guys. We got our extra duty pay for our ball games, which was huge and we could not have done that without you. We were able to dismiss at 10:00 on Christmas, at Christmas Break and leave as soon as the kids were gone and that was Mr. Inman. I was at that meeting with him. We got in-service for Safe Schools. That was Mr. Brook. We've gotten support; I know that I can pick up the phone and call Ms. Parris, Mr. Inman, Mrs. Karge, Mr. Brock and they are going to absolutely at least investigate and get back to me and say this is why we can't do it or this is why we can. The non-cert sick bank was another Mr. Brock move that I appreciate. Coaches supplements were raised for the first time I know in two decades and there may have been a raise before that, but at least in the 21 years I've been here we've never had the coach's supplements raised and that's another kudos to them. There are so many positives that I can say about Ms. Shirley, about Mr. Inman, Mrs. Karge, and Mr. Brock and I am so thankful and on behalf of CCEA I do have a little token of gratitude. I just want to tell you, I really do;

I'm not blowing smoke up your skirt. I really do appreciate you and I will miss you at the very least come back here so I can make faces at you once in a while. Thank you so much.

4. Special Recognition - Mr. Jim Inman - Inman advised, next on the agenda is the Special Recognition and I'll turn it over to Mr. Stepp for our Charitable Funds for this Fall.

4.A. Charitable Funds Fall 2022 (See Exhibit #1) Stepp advised, absolutely. Dr. Wood does an amazing job with this and has really served the students and student organizations over so many years. So him and his; I got to be on the committee this year. So that was a lot of fun getting to go through all of that. So Dr. would you come up please. Dr. Farley announced the recipients while Mr. Stepp and Dr. Wood presented the checks to the recipients.

Brown Elementary Millionaire and Top Readers	\$250.00
Brown Elementary 5th Grade Science & SS Class	\$250.00
Brown Elementary 5th Grade ELA	\$330.00
Crab Orchard Elementary PE Class	\$330.00
Crab Orchard Elementary 4th Grade Class	\$300.00
Crab Orchard Elementary 5th Grade Class	\$100.00
Crab Orchard Elementary 5th Grade ELA/SS Class	\$100.00
Homestead Elementary STEM Club	\$280.00
Homestead Elementary Archery Team	\$280.00
Homestead Elementary Music Class	\$280.00
Martin Elementary 2nd Grade Class	\$265.00
Martin Elementary Chess Club	\$200.00
Martin Elementary JV Cheer	\$330.00
North Elementary Library	\$500.00
North Elementary 5th Grade Math/Science Class	\$297.00
Pine View Elementary BETA Club	\$200.00
Pine View Elementary PE Class	\$300.00
Pine View Elementary 7th/8th Grade Math/Science	\$330.00
South Cumberland Elementary Boys MS Soccer	\$400.00
South Cumberland Elementary Library	\$300.00
South Cumberland Elementary BETA Club	\$200.00
South Cumberland Elementary Band	\$300.00
Stone Elementary Girls MS Soccer	\$400.00
Stone Elementary BETA Club	\$200.00
CCHS Band	\$500.00
CCHS Cheer Team	\$300.00
CCHS Lady Jet Soccer	\$400.00
CCHS History/Honor's Government Classes	\$150.00
CCHS School Counselor's	\$700.00
CCHS HOSA	\$400.00
CCHS Wrestling	\$400.00
CCHS Bowling Team	\$400.00
CCHS French Club	\$200.00

CCHS Jet Theatrix	\$400.00
Phoenix Yearbook	\$133.00
Phoenix PE	\$300.00
Phoenix Small Animal Care	\$200.00
Phoenix Positive Behavior	\$200.00
SMHS Bowling Team	\$300.00
SMHS Art Club	\$400.00
SMHS ELA/Math/RTI Geometry	\$250.00
SMHS Soccer Boosters	\$400.00
SMHS FCCLA	\$500.00
SMHS Theatre	\$400.00
SMHS Science Dept.	\$300.00
SMHS Chorus	\$400.00
SMHS FBLA	\$250.00
SMHS BETA Club	\$250.00
SMHS Panther Pack	\$500.00
SMHS Volleyball Team	\$400.00

Stepp advised, I am still new at this job and I was supposed to let Dr. Wood say a few things first. Wood replied, this is our I think the 15th time I've done this and this is growing every year. We distributed over \$15,000 this semester. I expect it to be around \$16,000 next semester, but I encourage y'all. The brochures are outside. We need a lot more donors with small dollars. We need more community involvement. You know, think about pledging \$5.00 or \$10.00 a month and this thing will really take off. We had applications for probably 2 ½ times what we were able to distribute and it's sad to see these legitimate needs to not be addressed. So let's get together as a community and see this thing grow so we can address these needs and we just need more people to be involved and just on a small level and talk to your friends about it. But this is something that's going to make a difference in our teachers and our kids' lives in the future.

Stepp advised. To continue on with the Special Recognition piggyback the union president. We want to say thank you on behalf of all four of the board members for your service. I didn't really do this the way the outgoing chair told me to do it. He said, just Ms. Parris, the rest of us are fine, just Ms. Parris. I said, well I kind of broke that rule; sorry sir. But for everyone, Ms. Parris just a few things. She had 16 years on the School Board. Just serving the schools on the School Board. We are trying to find more information. The former Director said she was very intelligent. One of the best bus drivers ever. She dedicated her whole adult life to children and that is where her heart is, with the children. So I can't thank you enough. It is an amazing, wonderful job. I did the math, so regular meetings there were 192 in her tenure and she made 191 of them. Thank you for your 16 years of service, but we know it's been your whole adult life. You are amazing. Parris replied, thank you, thank everybody. I don't know what to say. I never expected this. Stepp continued, but I also want to say thank you to all four of you guys. Thank you so much. Just a fun fact for everyone. Four of the five votes that got me this job are now leaving. Stepp presented Ms. Parris, Mr. Inman, Mrs. Karge, and Mr. Brock with an engraved glass service award. So once again thank you for their service. Thank you guys.

Karge advised, well serving as the District 9 Board of Education Representative. These past four years have been one of the greatest honors of my life. That said, it's also been one of the greatest learning experiences and for that I'm eternally grateful. When I ran for office I did so, because of my deep love for children, our staff and our community. As a parent I witnessed staff members love and educate my children with such heart and such passion that I wanted to give back in any way I could. So when I was asked to run, hey what could go wrong. When I took office I promised that I would do my very, very best to serve with integrity and honesty and compassion. Understood that I was going to make mistakes, but I would always try to learn from them. Who would have thought the four years that we did. We served with three Directors, we dealt with a pandemic that caused us to re-evaluate everything that we thought we knew and understood. We navigated, we pivoted, and we came out the other side with some bruises, but I think stronger. To my fellow board members, thank you for putting up with my endless debates and stubbornness. To our staff, thank you. Thank you for your tireless efforts, not just from Stace Karge the board member, but more importantly from Stace Karge the crazy woman with 17 kids, that you educated. To our community, thank you for the opportunity to serve and grace that you've shown me. To Mrs. Shannon Stout, who will be filling this position and the rest of the incoming board. I want to say congratulations and I want to thank you for your commitment to serve the children of Cumberland County. There will be tough times ahead, but you know what you're going to want to throw in the towel sometimes. It's going to be a bad day, but you're going to get through it because you have that passion and you're going to make our schools better for it. Finally to the children of Cumberland County. I want to thank you for the notes that you wrote us, for the pictures that you drew us, and for inspiring me everyday. As my mom used to say, keep reaching for the moon and the stars because we believe in you. So thank you all.

5. Roll Call (See above) Inman advised, Mr. Safdie wanted me to send his regrets that he could not be here. He is ill. I talked to him and he sounded pretty bad. He would love to have been here tonight.

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

7. *Approval of July Minutes (See Exhibit #2) Inman advised, next is the Approval of July Minutes. Karge replied, move to approve. King replied, second. Inman advised, I have a motion by Mrs. Karge and a second by Mr. King. A Voice Vote was taken.

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

MOTION: Motion Carried

8. *Approval of Agenda (See Exhibit #3) Inman advised, next is the Approval of Agenda. Karge replied, move to approve. King replied, second. Hamby asked, would it be okay to move my Safety Committee report up to #11? Mr. Safdie is not here to do the TLN and just in case some of the ones that are here that are involved in my report need to leave. Inman replied, I don't have a problem with that, Mrs Karge. Karge replied, I revise my motion. Inman asked, Mr. King? King replied, agreed. Inman continued, okay, yes ma'am we can do that.

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

MOTION: Motion Carried

9. Acknowledgement of Elected Officials - Inman advised, next is the Acknowledgement of Elected Officials. I see Ms. Sue York is here. York replied, I'll be here four more years. Inman continued, Mr. Darrell Threet, he will be here four more years as well. Congratulations. Did I miss anybody? Karge advised, we've got a couple of incoming board members out there. Inman advised, yeah we've got some incoming board members and thank you for being here. Appreciate it.

10. Community Comments - Inman advised, next is Community Comments and I don't believe anybody signed up.

11. School Board Reports - Mrs. Hamby, you will do your Safety Committee. Hamby advised, with the Safety Committee we did have a meeting this month. We talked about many different things that are in the works. But one thing that I wanted to do was, I want to recognize The Bikers Against Bullies and the Buddy Benches that are working their way into our schools. If Mr. Hopkins could step in here and all the rest of y'all could step in here. They wanted to bring one of the benches so that y'all could get a look at it and see what it actually is. These will be placed at our schools hopefully if we can get the community to purchase five more or someone to purchase five more. We will have one at every one of our schools. We're excited the first one was already sat at Martin Elementary. We have not decided where the others are going yet, But Century 21, Ms. Heather Paris, they have made it possible for seven benches to be purchased and like I said we have twelve schools in our county. We only need five more. Community, let's get involved. Let's do these donations. Nichols asked, how much are they? Hamby replied, they are \$850.00 each and that is delivered, set up. You get the whole nine yards. Mr. Hawkins, would you like to say a few words? Hawkins replied, well I can't take the credit for this, because I am going to let Heather tell kind of how that day went. It started with like, she called me and said hey the office is going to donate and then I'll let her take it from there. Heather advised, I wasn't prepared to speak so bear with me. I have been following Bikers Against Bullies USA Chapter down in Beaufort, South Carolina for quite some time and then the article in the paper ran at the beginning of the year that we had a local chapter and I knew that I had to be involved. I talked to my broker at Century 21 there off of Peavine and she said let's do it. We started making phone calls. In about five hours we had enough money for seven benches and that's thanks to businesses in our community, past clients and customers of ours. The consensus was as soon as we told them what we were doing. What we needed the money for is that change starts in our own community. Our children grow up to become adults. If they're not safe as children they carry that with them throughout their adulthood and we just wanted to try and make a

change for a better future for them and for the country and the world. Because it all starts at home. Hawkins advised, at the end of the school year last year Bo Magnusson helped us get into the schools finally. We did six or seven invasions. Now the invasion is where we go in, do an assembly. We try to do two. We do one for smaller kids. We do skits and stuff to keep them kind of occupied and entertain and interact with us and then we do one for older kids. We did six or seven and all of them were very successful. I've got to say Martin was probably off the hook, Martin was great. We're 100% for the kids. That's it, that's all we do. We are here to help kids. This is not an early deterrent I don't believe. What this is for is I think nowadays the kids are really confused about how to ask for help, who to turn to, what to do. The goal is if you need help, go sit on the bench. Hopefully somebody will take note. A teacher, an administrator, another kid and you don't know you might make a friend for life. We can identify with a lot of these kids in different ways. I think one is because we get judged by our appearance. Just like a lot of kids do, which leads to bullying. 100%, we even have adults in this community who are more concerned with our image than what we can do for kids and let us help the kids. My advice to those people would be the next time we do an invasion, come on out. You might learn something. Thank you all. Hamby advised, I just want to say I've been working on the Safety Committee since I've been on the board, which was four years ago. Newly elected, the Safety Committee will continue. The bullying is something that I'm very passionate about, because the children in our county are my children. I love them as if they were my own and I will do everything that I can to protect them and I am so appreciative to all of y'all for everything that you're doing. I look forward to getting these benches set and keep going and get the invasions going and I hope that all of our principals at all of our schools will take part and allow them to come in and do the invasions. Hawkins advised, we did talk about we got six benches left. The schools that participated in the invasions last year get those six literally and October being anti-bullying month. We would like to do an invasion and a bench dedication all at the same time. Hamby advised, sounds good. We will work on that.

11.A. TLN Report - Mr. Robert Safdie - Inman advised, next item is the School Board Reports, the TLN Report. Mr. Safdie is not here. So we'll move on.

12. Board Member(s) Report from Training(s) - Inman advised, next is Board Member Report from Training. Does anyone have any reports of training? No one responded.

13. Legal Report - Mr. Earl Patton - Inman advised, next is Legal Report, Mr. Patton you're up. Patton replied, no change in pending litigation. We've got two matters that are on the courts docket, currently one is the Humphrey's versus Gelfand case. That really only involves the board from the standpoint that our insurance company provides some insurance and everything is within your policy limits. But there is no negligence alleged on behalf of any employees of the board. The other one is Kirkland versus Cumberland County Board of Education case and that involves some allegations of some negligence at Pleasant Hill. That's making its way through the system and we'll have an update on that next month.

14. Director's Report - Mr. William Stepp - Inman advised, next is the Director's Report. So I will turn it over to Mr. Stepp.

14.A. *2022-2023 College, Career, and Technical Education Club Program Participation (See Exhibit #4) Stepp advised, 14.A. is, this is standard. Each year that you guys vote on for approvals for the College, Career, and Technical Education Club Program Participation. Karge replied, move to approve.

King replied, second. Inman advised I've got a motion by Mrs. Karge and a second by Mr. King. Does anybody have any discussion? Any questions? No one responded. A Voice Vote was taken.

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

MOTION: **Motion Carried**

14.B. *System Wide Testing Coordinator (See Exhibit #5) Stepp advised, 14.B. the System Wide Testing Coordinator has changed. So we just have to vote on this again. Karge replied, move to approve. King replied, second. Inman advised, a motion by Mrs. Karge and a second by Mr. King. Is there any discussion? Any questions? No one responded. A Voice Vote was taken.

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

MOTION: **Motion Carried**

14.C. *Accept Bid for Pre-Approved ESSER 2 High School Pavilions (See Exhibit #6) Stepp advised, the next 14.C. for the bid for Pre-Approved ESSER 2 High School Pavilions. That's three of them. The bid came in as you can see Stubbs here in Crossville at 245 and I believe the budget that was approved was 359. Is that correct Mr. Kemp? So it came in under budget. Karge replied, move to approve. King replied, second. Inman advised, a motion by Mrs. Karge and a second by Mr. King and I apologize for this getting on the agenda so late, but it's a situation where this bid came in. I think you all opened the bids yesterday. Stepp replied, at 2:00pm. Inman continued, at 2:00pm and we've only got; the bids only good for 30 days. So we had to act on it quickly. So we've got a motion and a second. Is there any questions or any discussion? No one responded. A Voice Vote was taken.

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

MOTION: **Motion Carried**

King asked, Mr. Chair, do we need to do a Roll Call because it is money? Inman replied, we can. I had it in my mind that we didn't have to, but we can. We'll just do a Roll Call.

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

MOTION: **Motion Carried**

14.D. *Safe Schools Counselor Job Description (See Exhibit #7) Stepp advised, the next one 14.D. Safe Schools Counselor Job Description. We are doing the same here that we've done with a lot of Special Education positions, some other positions to get more applicants. We've changed the actual requirements, professional requirements. Karge replied, move to approve. King replied, second. Inman advised, a motion by Mrs. Karge and a second by Mr. King. Is there any discussion? Any questions? No one responded. A Voice Vote was taken.

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

MOTION: Motion Carried

14.E. Annual Planning Calendar (See Exhibit #8) Stepp advised, so now we are on 14.E. Annual Planning Calendar. That is standard. Karge asked, you don't need a vote on it, do you? Inman replied, no we don't need a vote on that or anything. Just for your information.

14.F. FYI (See Exhibit #9)

14.F.1. Ag in the classroom - Stepp continued, and then 14.F.1. Ag in the classroom. This is a program Mr. Ivy Hillis came in to speak with me about it. Farm Bureau would like to start up again. It's for 3rd graders. Just wanted to make you aware that's next month, in September. So pretty exciting to get that rolling again. They're very very excited for that. Inman advised, I think it's been pause for two years, because of Covid. So we're ready to get back with it. I know the kids will enjoy it. Hale advised, I look forward to AG every year as a 4th grade teacher, because the 3rd grade teachers go out and one year I got to teach 3rd grade and I got to go to AG and it's an amazing program. I'm so glad we do this. It's awesome.

14.F.2. Manual Adjustment for Pay Study - Stepp continued, next, this is the Manual Adjustment for Pay Study for the custodians. This was adjusted by Mrs. Bray. So at minimum they get the 4.8%. Most got more than that for an increase. Inman asked, does anybody have any questions in that one? No one responded.

14.F.3. Administrative Meeting Agenda - Stepp continued, so the next we have Administrative Meeting Agenda, Attendance Report, and Personnel Report is the attachments that come up on 14.F.5. There was a question on our description of those certified spots. So Mrs. Bray has went through and this replaces the attachments so that there's not N/As. It actually tells you what these positions are and where they are being funded. The question was with them saying N/A it looked like they were all new positions and they are not. Most of them are funded through Federal Programs. So we went through and added where they are being funded so that you can tell these are just one year contracts. These are not renewed each year. Even though some teachers might have that same job each year. It's just for the one year. I hope that clarifies that for y'all. Hamby replied, I appreciate that, thank you. Inman asked, does anybody have any questions on this? No one responded. Inman continued, hearing none, we will move on.

14.F.4. Attendance Report

14.F.5. Personnel Report

14.F.6. Substitute List - Stepp continued, next Substitute List, so it's 10 more. Hamby replied, ya we need substitutes. Stepp replied, when I saw this report I thought we only have 10 subs? No, Mrs. Bray corrected me. That is just for this month.

14.F.7. Professional Development Report

14.F.8. School News Articles - Stepp continued, School News we had some. Two schools turned in School News. So that is for your information.

14.F.9. School Calendar of Events - Stepp continued, and also the calendar.

15. School Board Committees - Inman advised, next on the agenda is the School Board Committees. We will start with Mr. Brock with Policy Committee. He's only got a couple.

15.A. Policy Committee-Mr. Tony Brock

15.A.1. *Approval of First Reading of Policies (See Exhibit #10) Brock advised, thank you. It was not on purpose that there were this many policies. Honestly guys we're just getting everybody ready for the start of the new school year and again committee I'd like to thank you for all of the hard work and getting me through all this. But for the board's consideration we recommend these all at once. If you have any questions about any individual one we will be glad to address that, but we recommend that you approve the following policies for First Reading. Policy 1.102 Board Members Legal Status, Policy 3.404 Private Vehicles, Policy 4.101 Instructional Standards, Policy 4.212 Virtual Education Program, Policy 4.300 Extracurricular Activities, Policy 4.406 Use of the Internet, Policy 5.200 Separation Practices for Tenured Teachers, Policy 5.201 Separation Practices for Non-Tenured Teachers, Policy 5.701 Substitute Teachers, and Policy 6.318 Admission of Suspended or Expelled Students. Inman advised, since this came out of committee it does not need a second. Does anybody have any questions? No one responded. A Voice Vote was taken.

15.A.1.a. Policy 1.102 Board Members Legal Status

15.A.1.b. Policy 3.404 Private Vehicles

15.A.1.c. Policy 4.101 Instructional Standards

15.A.1.d. Policy 4.212 Virtual Education Program

15.A.1.e. Policy 4.300 Extracurricular Activities

15.A.1.f. Policy 4.406 Use of the Internet

15.A.1.g. Policy 5.200 Separation Practices for Tenured Teachers

15.A.1.h. Policy 5.201 Separation Practices for Non-Tenured Teachers

15.A.1.i. Policy 5.701 Substitute Teachers

15.A.1.j. Policy 6.318 Admission of Suspended or Expelled Students

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

MOTION: Motion Carried

15.A.2. *Approval of Second Reading of Policies (See Exhibit #11) Brock advised, as you can tell the Policy Committee has been busy, busy. Inman replied, very busy. Brock continued, you've already approved these at last month's meeting, but for Second Reading and policies we recommend that you give final approval to Policy 2.806 Bids and Quotations, Policy 3.202 Emergency Preparedness Planning and Training, Policy 4.402 Reconsideration of Textbooks and Instructional Materials, Policy 4.403 Library Materials, Policy 5.119 Employment of Retirees, Policy 6.200 Attendance, Policy 6.204 Attendance of Non-Resident Students, Policy 6.300 Code of Conduct and Discipline, and Policy 6.409 Reporting Child Abuse. I think that is it. Inman advised, once again this came out of committee. This is Second Reading. Does anybody have any questions? No one responded. A Voice Vote was taken.

- 15.A.2.a. Policy 2.806 Bids and Quotations
- 15.A.2.b. Policy 3.202 Emergency Preparedness Planning and Training
- 15.A.2.c. Policy 4.402 Reconsideration of Textbooks and Instructional Materials
- 15.A.2.d. Policy 4.403 Library Materials
- 15.A.2.e. Policy 5.119 Employment of Retirees
- 15.A.2.f. Policy 6.200 Attendance
- 15.A.2.g. Policy 6.204 Attendance of Non-Resident Students
- 15.A.2.h. Policy 6.300 Code of Conduct and Discipline
- 15.A.2.i. Policy 6.409 Reporting Child Abuse

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

MOTION: Motion Carried

15.B. Athletic Committee - Mr. Tony Brock - Brock advised, nothing to report at this time. Athletics off and running. Yes, go panthers.

15.C. Budget Committee Meeting - Mr. Chris King - Inman advised, Mr. King Budget Committee. Do you have anything to report? King replied, Mr. Chair nothing new.

15.D. Building and Grounds Committee-Mr. Robert Safdie

15.D.1. Homestead Playground Improvements (See Exhibit #12)Inman advised, Building Committee. Mr. Safdie, but since he was not here what we have is the Homestead Playground Improvements. Is Mary here? Stepp replied, this is Playground Improvements paid for through Special Education IDEA. To improve the playground for our students with special needs. Right now it's mulch so it's a new surface that'll make it a lot better for the special needs students. Inman advised, alright I will entertain a motion. Karge replied, move to approve. Hale replied, second. Inman advised, Mrs. Karge with a motion and Mrs. Hale with a second. Is there any discussion? No one responded. A Roll Call Vote was taken.

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

MOTION: Motion Carried

15.E. Safety Committee-Mrs. Rebecca Hamby - See 11. School Board Reports

15.F. Contract Committee - Ms. Teresa Boston (See Exhibit #13) Inman advised, next is the Contract Committee, Mrs. Boston. Boston advised, we have four contracts to consider. Your first contract is what I'm going to respectfully refer to as our K-9 contract. Where the K-9s come in at their discretion. This is actually a renewal. We've done this for the last probably three years. The second one is Uplands Design Group for Stone's roof, which we approved the money for. Now we have to approve our contract with them. The third one is Upland Design North Electrical. It says re-bid. It's not actually a re-bid, it's phase 2 and 3 together and we've put those all on one contract and we're ready to move forward with those. The fourth one is the United Healthcare Billing Services Contract. It's a 64 page contract sent to us so that they can bill TennCare. They can bill for the services that we provide. All four contracts came out of the Contract Committee with flying colors. I would recommend that the board approve. Inman advised, since a couple of these have some money involved, so we'll go ahead and Roll Call Vote again. Hamby asked, are we doing all four at the same time? Inman replied, yeah we're doing all four at the same time and we will do a Roll Call Vote.

15.F.1. Interquest Canine Agreement

15.F.2. Uplands Design Group AIA Stone Elementary Re-roof

15.F.3. Upland Design Group North Electrical Re-bid

15.F.4. United Healthcare Billing Services Contract

ROLL CALL VOTE:

Boston (mover-yes)

(no second necessary)

Parris - Y, Hale - Y, Hamby - Y

Inman - Y, Brock - Y, King - Y

Karge - Y, Boston - Y

MOTION:

Motion Carried

16. Chief Financial Officer's Report - Mrs. Kacee Harris - Inman advised, next is the Chief Financial Officer's Report. It says Mrs. Kacee Harris. Stepp replied, Mr. Chair, I would like to welcome to Cumberland County our new CFO, Mrs. Linda Tucker. Tucker advised, good evening. It is good to be here. I am excited to be part of the team.

16.A. Monthly Financial Report (See Exhibit #14) Tucker continued, so tonight we are looking at the Monthly Financial Report and it looks a little different. So I am going to kind of walk you through the differences and what that means. I want to also preliminarily tell you that your revenues aren't booked as of this moment, because Nathan Brock's team is still working on year end close as well as month end close at the county level. So that's why I think on your first screen you will notice that you've got columns. That first bar up there's your year to date, the second bar is the month to date and you notice that your actuals here and I would say after your budget estimates, that's one, two, three, third column over are zeros, because your revenue again they haven't had the opportunity to close the books for the year, but I do want to talk to you if you can go to the next page Diane for us. The next page expenses are booked and so we're going to talk to you. I think this is a different view than what you've had before with Kacee. With the previous CFO. So what the county has decided to do this year is include

encumbrances and so for those of you that don't know what that word means I'm going to give you just a quick you know definition of it. It basically promises to pay and it's what we facilitate. We use a purchase order to facilitate it and that is all it is really it's saying I promise to pay you at some future date. It's not an expense that hit yet, because I haven't actually paid it, but I am setting aside these funds to make that payment on that future date. So the reason they do that is so you know exactly what your potential expenses will be for the future right, because you will have all the complete picture at that point. What's actually happened and then what we plan on happening and so what I've done for you, which I think is a little different is I've just added that extra column to let you know what's been encumbered versus what actually hit and then your percentages are based on the grand total. So you know how much has been spent and that is the look for this year. So does that look good? We only have one month, so next month will be a little different of course.

16.B. Monthly Sales Tax Report (See Exhibit #15) Tucker continued, the other report that I have due for you also is the Monthly Sales Tax Report. I think that did come in late from Nathan's group this afternoon, but I know Diane, I think emailed it to everybody. So that's here for you as well. So I mean it's pretty simple so far right, because we only have one month reporting. Is there any questions related to that? No one responded.

16.C. *141 General Budget Amendment (See Exhibit #16) Tucker continued, okay fantastic and then the other item or we have budget amendments and I know that we have three if I believe from SPED and CTE. I know that they can speak to it if you have any questions related to that. Boston asked, really quick. Are these clean up, which is normally what we do about this time of the year. Tucker replied, yes ma'am. Boston asked, these are just clean up. Tucker replied, yes. They're doing some shifting around in a couple of them and one of them is where one was put in the budget and they're taking it back out. It didn't get funded. Inman advised, the first one is 16.C., which is 141 General Budget Amendment. We'll take that one first. Karge replied, move to approve. Inman advised, we've got a motion to approve from Mrs. Karge. King replied, second. Inman advised, second by Mr. King. Any discussion? No one responded. A Roll Call Vote was taken.

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

MOTION: Motion Carried

16.D. *142 Federal IDEA Budget Amendment (See Exhibit #17) Inman advised, next is the 16.D., which is 142 Federal IDEA Amendment. Karge replied, move to approve. King replied, second. Inman advised, I've got a motion by Mrs. Karge and a second by Mr. King. Does anybody have any questions on this one? No one responded. A Roll Call Vote was taken.

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

Karge - Y, Boston - Y

MOTION:

Motion Carried

16.E. *142 Federal Perkins Reserve Consolidated Budget Amendment (See Exhibit #18) Inman advised, next is 16.E. 142 Federal Perkins Reserve Consolidated Budget Amendment. Karge replied, move to approve. King replied, second. Inman advised, I've got a motion by Mrs. Karge and a second by Mr. King. Does anybody have any questions? No one responded. A Roll Call Vote was taken.

ROLL CALL VOTE:

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

MOTION:

Motion Carried

Stapp advised, Mr. Chair I would like to say that Mrs. Tucker has been awesome on the team so far. We are real excited she's doing a great job. Inman replied, thank you and welcome.

17. *Consent Agenda (See Exhibit #19) Inman advised, next on the agenda is the Consent Agenda. Karge replied, move to approve. Parris replied, second. Any questions? Any discussion? No one responded. A Voice Vote was taken.

17.A. *Approval of Volunteers

- 17.A.1. CCHS Volunteer List
- 17.A.2. CCS Youth Achievement Volunteer List
- 17.A.3. CCMS Volunteer List
- 17.A.4. Crab Orchard Volunteer List
- 17.A.5. Homestead Elementary Volunteer List
- 17.A.6. Pine View Elementary Volunteer List
- 17.A.7. South Elementary Volunteer List
- 17.A.8. Stone Elementary Volunteer List
- 17.A.9. Stone Memorial High School Volunteer List

17.B. *Approval of Overnight and Out of State Field Trips

- 17.B.1. CCHS Lady Jets/Jets Overnight Request Pensacola FL 12-26-22 to 12-31-22
- 17.B.2. North Jr BETA Club Nashville, TN 11-20-22 to 11-22-22
- 17.B.3. North 7th/8th grade trip Washington, DC 5-12-23 to 5-16-23
- 17.B.4. SMHS Golf Team Overnight Request Sevierville, TN 10-5-22 to 10-7-22
- 17.B.5. SMHS Volleyball Overnight Request Murfreesboro, TN 10-18-22 to 10-21-22
- 17.B.6. SMHS Cross Country Overnight Request Hendersonville, TN 11-3-22 to 11-5-22
- 17.B.7. SMHS Choir Overnight Request Nashville, TN 11-11-22 to 11-12-22
- 17.B.8. SMHS Chorus Overnight Request Nashville, TN 11-14-22 to 11-15-22
- 17.B.9. SMHS Girls Basketball Overnight Request Johnson City, TN 11-18-22 to 11-19-22
- 17.B.10. SMHS BETA Club Overnight Request Nashville, TN 11-28-22 to 11-30-22
- 17.B.11. SMHS Choir Overnight Request Nashville, TN 4-20-23 to 4-22-23

17.C. *Approval of Contracts

- 17.C.1. Brown Elementary and Simple Pix Agreement

17.D. *Approval of Grants

- 17.E. *School Wide Fundraisers
- 17.F. *Approval of Disposal of Surplus Property
 - 17.F.1. CTE Retired Inventory
 - 17.F.2. Phoenix Retired Inventory
 - 17.F.3. SMHS Retired Inventory
- 17.G. *Executive Approval

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

MOTION: Motion Carried

18. Old Business - Inman advised, next is Old Business. Nobody has anything under old business? No one responded. Inman continued, well this is where I was planning on speaking and those of you that know me know that I'm not much for speeches. This will be short and sweet, but I just want to thank each and everyone of you, all of the board members for the last four years has been a ride and it's been a good one and I appreciate each and everyone of you and including the board members that we served with in the couple years before and we have disagreed several times. But I am proud to say that nobody was ever disagreeable and I think if the new board members learns anything from this group that would be the number one lesson. I mean you know like I said, we've all had disagreements, but we were not never really disagreeable and well we got into shouting matches once and that was me. But anyway I just want to thank you and good luck to the new board members and I want to thank Mrs. Julia Timson. She has always been there for me to help me anytime I needed help, but thank you and everybody keeps asking me what are you going to do. Well my grandson's got a football game tonight that I'm missing and my granddaughter's got a volleyball game tonight that I'm missing. So that's where I'll be. I'll be with my grandkids. Anyway, thank you and I appreciate everybody.

19. Questions from Media - Inman asked, questions from the media? Charnot replied, no.

Brock advised, honestly very little. I thought about making a speech, but sometimes it delved into the political and the controversial and I thought well that's no way end this. That is the way you started it. So I would like to say just one thing actually two things. One to all of the people in the 5th District. I've done my best and I hope you are pleased. To my fellow board members I don't think that there's a single one of us who haven't disagreed at some point and you know what we still every single time our goal has always been, our focus has always been, what can we do for the teachers, what can we do for the staff, what can we do for those kids and you know what I think we've done a darn good job of following and pursuing that goal. So I wish you all the luck in continuing that. So please stay on task. Boston replied, rock on.

20. Adjournment - Boston moved and King seconded a motion to adjourn at 6:55pm.

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

MOTION: Motion Carried

21. (*) Indicates Board Approval Required

Mr. William Stepp
Director of Schools

Chairman of the Board

I, Tabitha Webb, do hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on September 13, 2022.

Tabitha Webb
Board of Education Recorder

September 22, 2022 at 6:00 PM - Board of Education

1. Call to Order - Ms. Teresa Boston
2. Moment of Silence/Pledge of Allegiance - Ms. Teresa Boston
3. Welcome to Visitors - Ms. Teresa Boston
-[Michael Lindsey, Sports Editor, Crossville Chronicle](#)
4. Oath of Office
5. Special Recognition
Attachments: (1)

- [Student Recognition for BOE](#)

5.A. [Student Representatives](#)

- [CCHS Megan Melachea](#)
- [Phoenix Elijah Vandever](#)
- [SMHS Neil Parek](#)

6. Roll Call
7. Declaration of Conflict - Mr. Earl Patton
8. *Approval of August Minutes
Attachments: (1)

- [8-25 Minutes](#)

9. *Approval of Agenda
10. Acknowledgement of Elected Officials
11. Community Comments
12. School Board Reports
12.A. TLN Report
13. Board Member(s) Report from Training(s)
14. Legal Report - Mr. Earl Patton
15. Director's Report - Mr. William Stepp
15.A. *Spring Character Banquet
Attachments: (1)

- [Character Banquet Request for Participation](#)

- 15.B. *Land Survey Proposal for CCHS Stadium
Attachments: (1)

- [WLS - Survey Proposal - Topo - Cumberland Co High School - Stadium Side](#)

- 15.C. *Land Survey Proposal for South Cumberland Elementary addition
Attachments: (1)

- [WLS - Survey Proposal - Topo - South Cumberland Elementary](#)

15.D. *2022-2023 Organizational Chart

Attachments: (1)

- [Organizational Chart](#)

15.E. *ESSER 3.0 Safe Return to In Person Learning, Continuity of Services Plan, ESSER 3.0 Public Plan

Attachments: (1)

- [TDOE ESSER 3.0 Addenda](#)

15.F. *Donation of Surplus Bus to EMA for Training Purpose

Attachments: (1)

- [Donation of Surplus Bus](#)

15.G. *Lean Frog Proposal

Attachments: (1)

- [Lean Frog Proposal](#)

15.H. *NIET Strategic Planning Proposal

Attachments: (1)

- [NIET Strategic Plan Proposal](#)

15.I. *Resolution to Amend TCA Â§ 49-6-3115

Attachments: (1)

- [Resolution](#)

15.J. *Mathematics Textbook Adoption Committee Approval

Attachments: (1)

- [Mathematics Textbook Adoption Committee](#)

15.K. District Communication Efforts

Attachments: (1)

- [Parent Newsletter](#)

15.L. Annual Planning Calendar

Attachments: (1)

- [Planning Calendar](#)

15.M. FYI

15.M.1. School Nutrition Funding Condition Letter
Attachments: (1)

- [School Nutrition Funding Condition Letter](#)

15.M.2. Additional Field Trip Destination
Attachments: (1)

- [Additional Field Trip Destination](#)

15.M.3. Administrative Meeting Agenda

15.M.4. Attendance Report

Attachments: (1)

- [Warm Body Count](#)

15.M.5. Personnel Report

Attachments: (2)

- [CCSNP Staff Changes September BOE Meeting Agenda](#)
- [Personnel Report](#)

15.M.6. Substitute List

Attachments: (1)

- [Substitute Board List](#)

15.M.7. Professional Development Report

15.M.8. School News Articles

Attachments: (12)

- [CCHS School News September 2022](#)
- [SMHS Newsletter](#)
- [Phoenix Newsletter](#)
- [Brown Newsletter](#)
- [Crab Orchard Newsletter](#)
- [Homestead Newsletter](#)
- [Martin Newsletter](#)
- [North Newsletter](#)
- [PHS Newsletter](#)
- [Pine View Newsletter](#)
- [South Newsletter](#)
- [Stone Elem Newsletter](#)

15.M.9. School Calendar of Events

Attachments: (12)

- [SMHS Calendar](#)
- [Phoenix Calendar](#)
- [Brown Calendar](#)
- [COE Calendar](#)
- [North Calendar](#)
- [PHS calendar](#)
- [Pine View Calendar](#)
- [South Calendar](#)
- [Stone Elem Calendar](#)
- [CCHS Calendar](#)
- [Homestead Calendar](#)
- [Martin Calendar](#)

16. *Approval of Committees

Attachments: (1)

- [School Board Committees](#)

17. Policy Committee

17.A. *Approval of First Reading of Policies

17.B. *Approval of Second Reading of Policies

Attachments: (10)

- [Policy 1.102 Board Members Legal Status](#)
- [Policy 3.404 Private Vehicles](#)
- [Policy 4.101 Instructional Standards](#)
- [Policy 4.212 Virtual Education Program](#)
- [Policy 4.300 Extracurricular Activities](#)
- [Policy 4.406 Use of the Internet](#)
- [Policy 5.200 Separation Practices for Tenured Teachers](#)
- [Policy 5.201 Separation Practices for Non-Tenured Teachers](#)
- [Policy 5.701 Substitute Teachers](#)
- [Policy 6.318 Admission of Suspended or Expelled Students](#)

18. Athletic Committee

19. Budget Committee Meeting - Mr. Chris King

20. Building and Grounds Committee-Mr. Robert Safdie

21. Safety Committee-Mrs. Rebecca Hamby

22. Contract Committee-Ms. Teresa Boston

23. Chief Financial Officer's Report-Mrs. Linda Tucker

23.A. Monthly Financial Report

Attachments: (1)

- [1. BOE Reported 09.13.22 Summary Financial Statement August 2022 LT](#)

23.B. Monthly Sales Tax Report

23.C. *141 Budget Amendment

Attachments: (1)

- [141 General Budget Amendment](#)

23.D. *142 Budget Amendments

Attachments: (7)

- [142 Budget Amendment Federal IDEA](#)
- [142 Title 1C Federal Budget Amendment](#)
- [142 Federal Consolidated Budget Amendment](#)
- [142 Federal IDEA Part B Pre School 911](#)
- [Federal IDEA Part B 901](#)
- [142 Federal TAG 1.0 Budget Amendment](#)
- [142 Federal ESSER 3 Budget Amendment](#)

24. *Consent Agenda

24.A. *Approval of Volunteers

Attachments: (11)

- [CC Middle School Volunteer List](#)
- [South Volunteer List](#)
- [Brown Volunteer List](#)
- [SMHS Volunteer List](#)
- [Pine View Volunteer List](#)
- [North Volunteer List](#)
- [PHS Volunteer List](#)
- [Youth Achievement Volunteer List](#)
- [Stone Elem Volunteer List](#)
- [Homestead Volunteer List](#)
- [Crab Orchard Volunteer List](#)

24.B. *Approval of Overnight and Out of State Field Trips

Attachments: (6)

- [SMHS Boys Basketball Nov 18-19, 2022 Johnson City, TN](#)
- [Stone Elem Beta Club Field Trip Request Nov 20-22, 2022](#)
- [South 8th Grade Overnight Request Washington, DC May 4-8, 2023](#)
- [South 7th Grade Overnight Request Charleston, SC May 11-14, 2023](#)
- [Martin Beta Club Overnight Request Washington, DC/PA May 9-13, 2023](#)

- [Homestead Overnight Request Washington, DC May 3-7, 2023](#)

24.C. *Approval of Contracts

24.D. *Approval of Grants

24.E. *School Wide Fundraisers

Attachments: (7)

- [PHS School Wide Fundraiser](#)
- [Pine View School Wide Fundraiser-Library](#)
- [Homestead School Wide Fundraiser](#)
- [Brown School Wide Fundraiser](#)
- [Pine View School Wide Fundraiser-PTO](#)
- [Crab Orchard School Wide Fundraiser](#)
- [South School Wide Fundraiser](#)

24.F. *Approval of Disposal of Surplus Property

Attachments: (9)

- [CTE, Food Service, General Retired Inventory](#)
- [Crab Orchard Retired Inventory](#)
- [SMHS Retired Inventory](#)
- [PHS Retired Inventory](#)
- [Martin Retired Inventory](#)
- [Homestead Retired Inventory](#)
- [Federal Equipment Retired Inventory](#)
- [CCHS Retired Inventory](#)
- [Brown Inventory List](#)

24.G. *Executive Approval

25. Old Business

26. Questions from Media

27. Adjournment

28. (*) Indicates Board Approval Required



William G. Stepp • Director of Schools

Jim Inman • Board Chair

30 – August - 2022

Cumberland County BOE
368 4th Street
Crossville, TN 38555

Distinguished Members:

The local Sports Council funded by the City of Crossville is seeking BOE approval to host its Second Annual Character Banquet on May 6, 2023. The Sports Council promotes sports tourism in our community through softball, golf, shooting sports, soccer and other events.

The Council would like to honor Stone Memorial and Cumberland County High School sports participants. The honorees would be chosen based on character and leadership, as nominated by their coaches. This banquet will be a time to honor these students for their excellent citizenship qualities as well.

The banquet will host a featured speaker with a message of what sports contribute to the development of our young people. The Council actively recruits local business and community leaders that share the vision for the Character Banquet as sponsors. The sponsorships cover all projected expenses and two generous scholarship awards.

It is my sincerest request that the BOE approve this banquet.

Sincerely:

Dean Patton
Cumberland County Athletic Director



Topographic Survey Proposal

Attention:

Cumberland County School District
c/o Kim Chamberlin
Upland Design Group, Inc.
362 Industrial Blvd.
Crossville, TN 38555

Site Location:

Cumberland Co.
High School
Crossville, TN
Portion of Tax Map 113G
Group B Parcel 011.00

Thank you for contacting Whittenburg Land Surveying regarding surveying services as outlined in your RFP dated August 31st, 2022. After reviewing the project scope, I propose that a lump sum fee of **\$6,750** will cover the cost of our surveying services for this project.

Time Table

- +/- 20 days** - Starting the field work
- +/- 30 days** - Performing the field work
- +/- 10 days** - Delivering the completed survey and Autocad files
- < 60 days** - To complete survey from the notice to proceed

All surveying that we will provide will meet or exceed the current "Minimum Standards for Property Boundary Surveys" as set forth by the State of Tennessee.

Best Regards,

Charles T. Whittenburg

Notice to Proceed

Signature: _____

Date: _____

Printed Name and Title: _____

Charles T. Whittenburg TNRLS #2501 President - Whittenburg Land Surveying, LLC

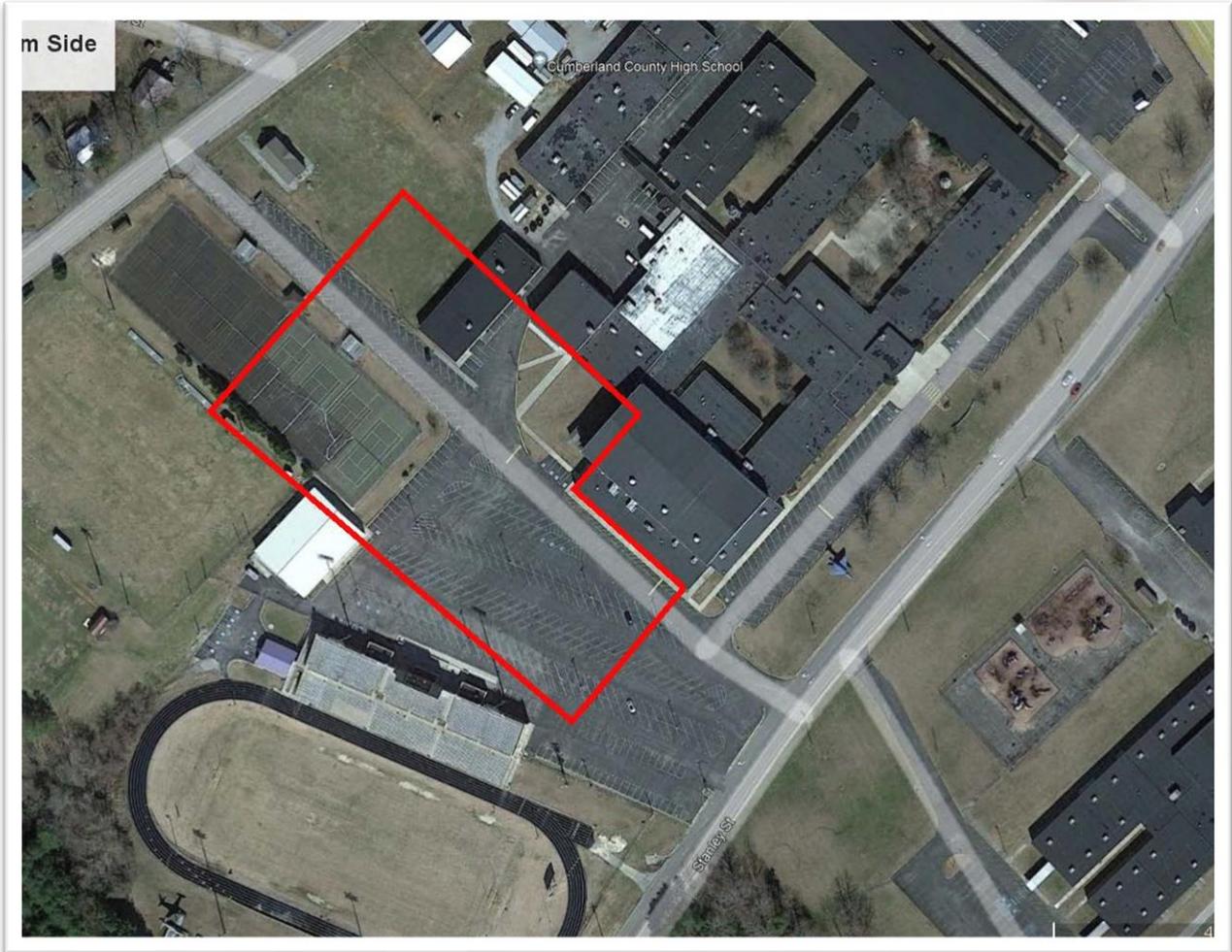
214 East Stevens Street • Cookeville, TN 38501
Ph1: 931.528.5263 • Ph2: 931.526.9000 • Fax: 931.526.7505
charles@whittenburglandsurveying.com • www.whittenburglandsurveying.com





Work Limits

The work limits are shown in red out line.



Charles T. Whittenburg TNRLS #2501 President - Whittenburg Land Surveying, LLC

214 East Stevens Street • Cookeville, TN 38501
Ph1: 931.528.5263 • Ph2: 931.526.9000 • Fax: 931.526.7505
charles@whittenburglandsurveying.com • www.whittenburglandsurveying.com





Topographic Survey Proposal

Attention:

Cumberland County School District
c/o Kim Chamberlin
Upland Design Group, Inc.
362 Industrial Blvd.
Crossville, TN 38555

Site Location:

South Cumberland
Elementary School
Crossville, TN
Portion of Tax Map 125
Parcel 028.00

Thank you for contacting Whittenburg Land Surveying regarding surveying services as outlined in your RFP dated May 10, 2022. After reviewing the project scope, I propose that a lump sum fee of **\$2,800** will cover the cost of our surveying services for this project.

Time Table

- +/- 20 days** - Starting the field work
- +/- 30 days** - Performing the field work
- +/- 10 days** - Delivering the completed survey and Autocad files
- < 60 days** - To complete survey from the notice to proceed

All surveying that we will provide will meet or exceed the current "Minimum Standards for Property Boundary Surveys" as set forth by the State of Tennessee.

Best Regards,

Charles T. Whittenburg

Notice to Proceed

Signature: _____

Date: _____

Printed Name and Title: _____

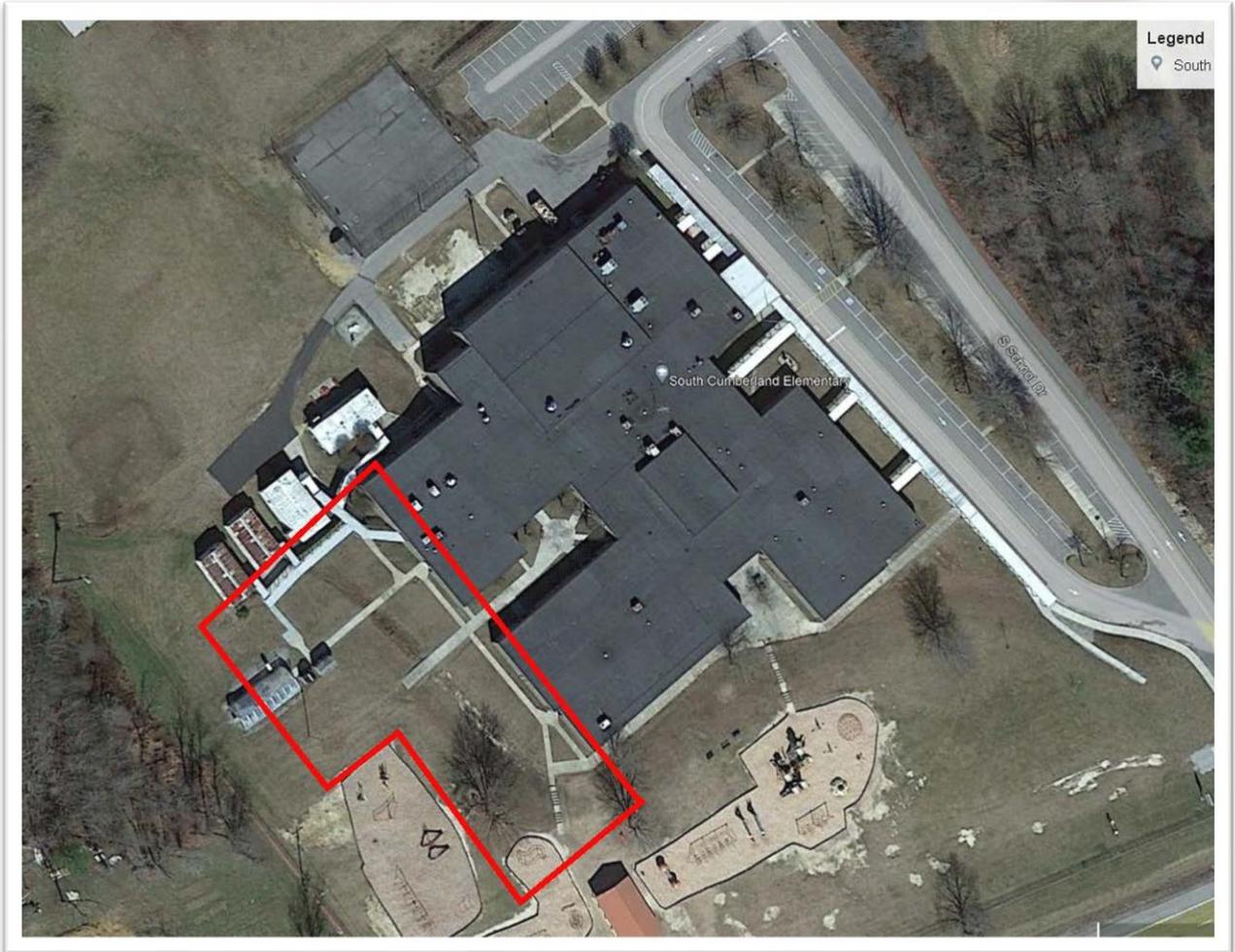
Charles T. Whittenburg TNRLS #2501 President - Whittenburg Land Surveying, LLC





Work Limits

The work limits are shown in red out line.



Charles T. Whittenburg TNRLS #2501 President - Whittenburg Land Surveying, LLC

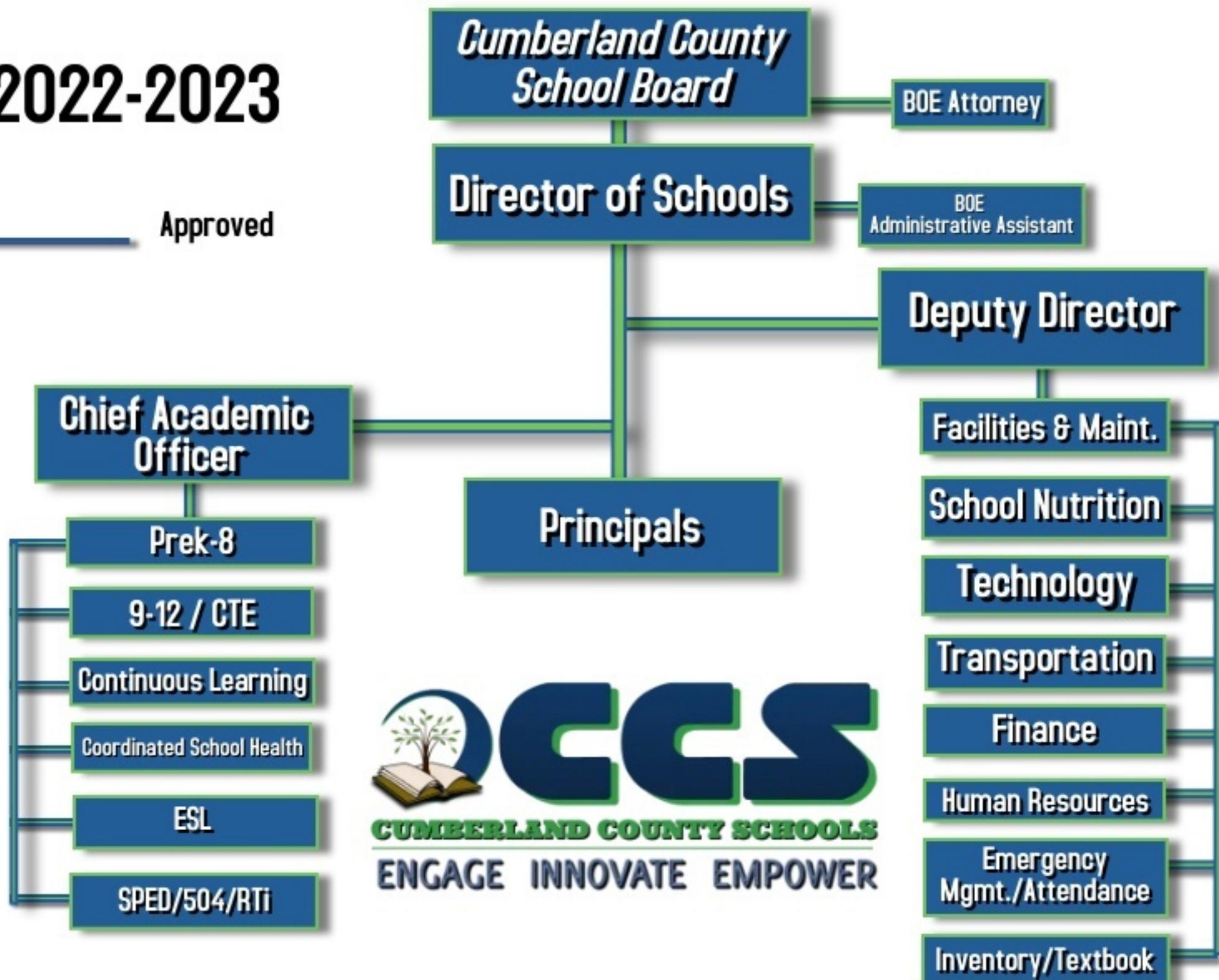
214 East Stevens Street • Cookeville, TN 38501
Ph1: 931.528.5263 • Ph2: 931.526.9000 • Fax: 931.526.7505
charles@whittenburglandsurveying.com • www.whittenburglandsurveying.com



CUMBERLAND COUNTY SCHOOLS

2022-2023

Approved





William G. Stepp Director of Schools

September 8, 2022

Dear Mr. Stepp and the Cumberland County Board of Education:

The Tennessee Department of Education (TDOE) requires LEAs to provide a six-month update to the Safe Return to In-Person Instruction and Continuity of Services Plan. In addition, the TDOE requires LEAs to provide a six-month update to the ESSER 3.0 Public Plan. These addenda are attached to this correspondence for your approval. Upon approval, these documents will be posted on the ESSER page of the Cumberland County Schools website.

Best,

A handwritten signature in blue ink, which appears to read 'Justin Whittenbarger', is written over a large, stylized blue flourish that extends from the left side of the signature area.

Justin Whittenbarger, Ed.D.
Federal Programs Coordinator
Cumberland County Schools

Safe Return to In-person Instruction and Continuity of Services Plan Addendum Guidance 2022-2023

LEAs are required to update the Safe Return to In-Person Instruction and Continuity of Services Plan every six months through **Sept. 30, 2023**. Each time, local education agencies (LEAs) must seek public input on the plan and any revisions and must take such input into account. The purpose of the plan is to keep stakeholders informed.

Every LEA should complete the addendum and upload it to ePlan in the LEA document library and post it to the LEA's website (Feb. 15 and Sept. 15). Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

Please consider the following when completing the addendum:

- Ensure the LEA used multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan and when making any significant revisions or updates to the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- The LEA must engage the health department in the development and revision of the plan. This is different from providing the health department with COVID-19 numbers.
- Plans must explicitly address every bullet point in Question 3 regarding district policies and strategies.
- Plans require local board approval and public posting.
- LEAs must update the *Safe Return to In-Person Instruction and Continuity of Services Plan* at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions, and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.
- All revisions must include an explanation and rationale, with meaningful public consultation and in an understandable format. The American Rescue Plan (ARP) Act requires LEAs to post their Health and Safety Plans online in a language that parents/caregivers can understand, or, if it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

Safe Return to In-Person Instruction and Continuity of Services Plan Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a Safe Return to In-Person Instruction and Continuity of Services Plan. All plans were developed with meaningful public consultation with stakeholder groups. LEAs are required to update the plan every six months through Sept. 30, 2023, and must seek public input on the plan and any revisions and must take such input into account. LEAs also must review and update their plans and ensure they align with any significant changes to CDC recommendations for K-12 schools. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

LEA Name: Cumberland County Schools

Date: September 1, 2022

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

The Cumberland County School District has continued to provide ESSER Updates during monthly Board of Education meetings in addition to surveys, conferences, and phone calls. The feedback data summary from the initial Cumberland County Safe Return to In-person Instruction and Continuity of Services Plan indicated the following top five choices:

1. Facilities (additions and improvements)
2. HVAC/Ventilation
3. Additional Faculty and Staff
4. Instructional Programs
5. Build an auditorium at CCHS

August 2022 Update

In an effort to solicit feedback from a variety of stakeholders, the Cumberland County School District has continued to engage with stakeholders by soliciting feedback from each school (administrators, teachers, students, attendance clerks, bookkeepers, receptionists, custodians, teacher assistants, school nurses), district-wide departments (bus drivers, technology workers, food service, and maintenance workers), our ESL parents/guardians, and the general community. Data from this continued engagement has been disaggregated separately based on the various stakeholder groups. The feedback data summary from the most recent collection in August 2022 indicated the following top five concerns across the stakeholder groups:

1. Additional Faculty and Staff Added to Schools
2. Capital Outlay Projects (renovations, updates, additions, and improvements to facilities)

3. Attendance Issues Related to COVID-19
4. Quality HVAC Units for Adequate Circulation
5. Proper Cleaning and Sanitizing of Facilities

Of the Cumberland County Schools (CCS) school administrators surveyed, there were responses from eight principals and eleven assistant principals. 42.1% indicated adding additional staff to schools was of **greatest** concern with in-person instruction in Cumberland County, and 52.6% indicated physical distancing in classrooms was of **least** concern with in-person instruction in Cumberland County.

Of the Cumberland County Schools (CCS) teachers surveyed, there were responses from 334 certified teachers. 39.5% indicated adding additional staff to schools was of **greatest** concern with in-person instruction in Cumberland County, and 41.6% indicated physical distancing in classrooms was of **least** concern with in-person instruction in Cumberland County.

Of the Cumberland County Schools (CCS) classified staff surveyed, there were responses from 107 classified staff (attendance clerks, bookkeepers, receptionists, bus drivers, custodians, technology workers, food service, teacher assistants, school nurses, and maintenance workers). 31.8% indicated adding additional staff to schools was of **greatest** concern with in-person instruction in Cumberland County, and 43.9% indicated physical distancing in classrooms was of **least** concern with in-person instruction in Cumberland County.

Of the Cumberland County Schools (CCS) students surveyed, there were responses from 721 grades 3-5 students, 759 grades 6-8 students, and 639 grades 9-12 students for a total of 2119 CCS student responses. There was a relatively even distribution regarding the areas of greatest and least concern with students. 23.5% indicated proper cleaning and sanitizing schools was of greatest concern with in-person instruction in Cumberland County, and 25.8% indicated physical distancing in classrooms was of least concern with in-person instruction in Cumberland County.

Of the Cumberland County Schools (CCS) ESL parents/guardians surveyed, there were responses from 18 ESL parents/guardians. 94.4% indicated proper cleaning and sanitizing was of **greatest** concern with in-person instruction in Cumberland County, and 66.7% indicated physical distancing in classrooms was of **least** concern with in-person instruction in Cumberland County.

The community survey had 40 responses from the survey posted via social media. 42.5% indicated adding additional staff to schools was of **greatest** concern with in-person instruction in Cumberland County, and 52.5% indicated physical distancing in classrooms was of **least** concern with in-person instruction in Cumberland County.

The findings from the data collection and any revisions were presented to the local Board of Education for approval before publicly posting this addendum.

2. Describe how the LEA engaged the health department in the development of the revised plan.

The Cumberland County Schools Nursing Supervisor has weekly communication with the local health department and disseminates information either electronically or in-person to school district leadership. The Cumberland County School District follows guidelines issued by CDC regarding student health and safety.

3. Provide the extent to which the LEA has updated adopted policies and a description of any such policies on each of the following health and safety strategies.

<i>Appropriate accommodations for children with disabilities with respect to health and safety policies</i>
<i>Students with disabilities will be provided accommodations as needed based on individual student needs and could be addressed within the Individualized Education Plan if that is determined to be the appropriate measure to be taken. Additional personal protective equipment is provided to classrooms to prevent the spread of disease.</i>
<i>Physical distancing (e.g., use of cohorts/podding)</i>
<i>Teachers and staff are encouraged to utilize social distancing as feasible within their classrooms and during hallway transitions.</i>
<i>Hand washing and respiratory etiquette</i>
<i>Signage is posted near restrooms in schools about hygiene and proper hand-washing techniques. Teachers in the younger grades closely monitor student hand washing throughout the school day.</i>
<i>Cleaning and maintaining healthy facilities including improving ventilation</i>
<i>School custodians clean/disinfect frequently touched surfaces throughout the day. In addition, school custodians take steps to ensure all water fountains and water bottle filling stations are cleaned multiple times per day. Rooms are also being deep sanitized daily. The school district maintenance department is works to ensure proper ventilation in each classroom.</i>
<i>Contact tracing in combination with isolation and quarantine</i>
<i>The Cumberland County School District does not contact trace in combination with isolation and quarantine. Students or staff should isolate after a positive COVID-19 test following the instructions of their Primary Care Provider or the Tennessee Department of Health recommendations.</i>
<i>Diagnostic and screening testing</i>
<i>The Cumberland County School District does not offer COVID-19 testing.</i>
<i>Efforts to provide vaccinations to educators, other staff, and students, if eligible</i>
<i>Relevant information about vaccinations are disseminated to educators, other staff, and students as available and appropriate.</i>
<i>Universal and correct wearing of masks</i>
<i>The wearing of masks in Cumberland County Schools remains optional.</i>

4. Provide a current description as to how the LEA is ensuring continuity of services including but not limited to services that address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services.

<p>School Schedule</p> <ul style="list-style-type: none"> In-person instruction is provided 5 days per week.

- Parent(s)/guardian(s) are advised to please contact your child's teacher/school to arrange a time to pick up assignments if the child must be absent due to a positive COVID-19 test and/or quarantine.

COVID-19 Procedures

- Masks will be provided for students and staff that wish to wear one.
- If a student is sick or exhibiting COVID-19 symptoms, parents are requested to keep the student home and contact their Primary Care Provider or the Health Department.
- Students or staff should isolate (follow quarantine and isolation directions given by the Primary Care Provider or the Tennessee Department of Health) after a positive COVID-19 test following the instructions of their Primary Care Provider or the Tennessee Department of Health recommendations.
- Parent(s)/guardian(s) are advised to contact their child's school regarding absences, medical excuses, and missed classwork.

School Buildings/Procedures

- Provide hand sanitizer for students and staff.
- Continue COVID-19 procedures for students/staff who feel ill or experience symptoms when they come to school.
- Students will eat meals in the cafeteria where proper hygiene and social distancing will be encouraged as feasible.
- Conducting cleaning of hallways and high-touch surface areas multiple times per day.
- Regular activities will be allowed, but all will be encouraged to take preventative measures.
- Safe Schools counselors are available for any student or employee needing services due to the COVID-19 Pandemic.

Academic Needs

- Along with core instruction, academic needs are being met by the hiring of either a full-time Learning Loss Interventionist or two part-time Learning Loss Interventionists at each school.
- Before and after school tutoring will also be provided at the nine PreK-8 schools in the county.
- TN All Corps tutors are being utilized during the school day to address deficiencies associated with learning loss.

Mental Health Needs

- School counselors and Safe Schools Counselors are available for students/staff as needed to address the effects of the COVID-19 Pandemic. Additionally, CCS has a MOU with the following organizations to provide mental health services to students: Centerstone and Volunteer Behavioral Health Care System.
- Individual schools are also incorporating trauma-informed practices within staff development and daily operations.

Health Needs

- Each school has a full-time nurse to address health needs.
- Breakfast, lunch, and a snack are available at schools to ensure nutritional needs are met.
- Schools offer food boxes/food backpacks to students on Fridays and before breaks in the school calendar throughout the school year.
- Central Services may also provide clothing and/or food boxes upon request from individual schools to address student needs.

ESSER 3.0 Public Plan for Remaining Funds Addendum Guidance

2022-23

Local educational agencies (LEAs) are required to update the ESSER 3.0 Public Plan every six months through Sept. 30, 2023. Each time, LEAs must seek public input on the plan and any revisions and must take such input into account.

Each LEA must complete the addendum and upload it to ePlan in the LEA Document Library (Feb. 15 and Sept. 15). The LEA must also post the addendum to the LEA's website. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website. The plan intends to provide transparency to stakeholders.

Please consider the following when completing the addendum:

- On the summary page, the amounts should total the carryover amount for FY23 for each relief fund: ESSER 2.0, and ESSER 3.0.
- The LEA must respond to all questions in the document.
- The stakeholder engagement responses should closely align with the stakeholder engagement in the Health and Safety Plan.
- The LEA should ensure it uses multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan and when making any significant revisions or updates to the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- Plans require local board approval and public posting.
- LEAs must update the ESSER Public Plan at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions, and take such input into account.
- The American Rescue Plan (ARP) Act requires LEAs to post plans online in a language that parents/caregivers can understand, or it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

ESSER 3.0 Public Plan for Remaining Funds

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a *Public Plan - Federal Relief Spending*. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

General Information

LEA Name: Cumberland County Schools

Director of Schools (Name): Mr. William G. Stepp

ESSER Director (Name): Dr. Justin Whittenbarger

Address: 368 4th Street Crossville, TN 38555

Phone #: 931-484-6135 District Website: ccschools.k12tn.net

Addendum Date: August 17, 2022

Total Student Enrollment:	<u>Approximately 6800</u>
Grades Served:	<u>PreK through 12</u>
Number of Schools:	<u>12</u>

Funding

ESSER 2.0 Remaining Funds:	<u>\$4,581,544.36</u>
ESSER 3.0 Remaining Funds:	<u>\$14,857,466.75</u>
Total Remaining Funds:	<u>\$19,439,011.11</u>

Budget Summary

		ESSER 2.0 Remaining Funds	ESSER 3.0 Remaining Funds
Academics	Tutoring	\$0	\$641,600.00
	Summer Programming	\$0	\$200,000.00
	Early Reading	\$0	\$0
	Interventionists	\$0	\$1,562,782.56
	Other	\$0	\$770,000.00
	Sub-Total	\$0	\$3,174,382.56
Student Readiness	AP and Dual Credit/ Enrollment Courses	\$0	\$0
	High School Innovation	\$0	\$0
	Academic Advising	\$0	\$0
	Special Populations	\$0	\$0
	Mental Health	\$0	\$0
	Other	\$0	\$0
	Sub-Total	\$0	\$0
Educators	Strategic Teacher Retention	\$0	\$0
	Grow Your Own	\$0	\$0
	Class Size Reduction	\$0	\$0
	Other	\$0	\$0
	Sub-Total	\$0	\$0
Foundations	Technology	\$590,000.00	\$0
	High-Speed Internet	\$0	\$0
	Academic Space (facilities)	\$3,991,544.36	\$11,060,687.98
	Auditing and Reporting	\$0	\$135,555.32
	Other	\$0	\$486,840.89
	Sub-Total	\$4,581,544.36	\$11,683,084.19
Total		\$4,581,544.36	\$14,857,466.75

Academics

1. Describe strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district’s needs assessment.

Tutoring
Intense tutoring opportunities will support the investment of federal funds and was a focus designated on the needs assessment. A learning loss coordinator at the district level and interventionists at each school will be used to address learning loss and accelerate learning by looking at individual student needs. High intensity tutoring will also be based on individual student needs. With the allocation, the goal is increased academic student growth and achievement. This will be assessed by district benchmark assessments, state testing data, and this is a district match for TN All Corps Tutoring.

Summer Programs
Summer programming will address learning loss by providing intense interventions in skill deficit areas. Student acceleration will be addressed through enrichment opportunities for student learning. With the allocation, the goal is increased academic student growth and achievement. This will be assessed by district benchmark assessments, state testing data.

Early Reading
The CCS Foundational Literacy Plan may be found at the following link:
 Cumberland County Foundational Literacy Skills

Interventionists
A district learning loss coordinator and interventionists at each CCS school will be used to address learning loss and accelerate learning by looking at individual student needs.

2. Describe initiatives included in the “other” category.

Instructional supplies/materials and instructional software will be utilized in efforts to accelerate learning loss and improve academic achievement for all students across the district.

Student Readiness

1. Describe strategic allocations to support **Student Readiness** and the School-Related Supports necessary to access high-quality instruction, including how allocations support the investments identified in the district’s needs assessment.

N/A.

2. Describe initiatives included in the "other" category.

N/A.

Educators

1. Describe strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district's needs assessment.

N/A.

2. Describe initiatives included in the "other" category.

N/A.

Foundations

1. Describe strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment.

This strategic allocation will improve technology-related materials needed to enhance learning and provide much needed structural space to allow for fine arts classes, provide a place to complete state testing, and allow for student assemblies in a safe manner to mitigate the spread of the virus. This will also include additional classroom space and renovations that will allow for the removal of portable classrooms. It also includes funding for monitoring, data collection, and reporting.

Technology

Increased academic growth and achievement facilitated through the purchase of technological enhancements including but not limited to interactive learning panels (ex. Promethean ActivPanels or Box light), Chromecast boxes, panel carts, etc.

Academic Space (Facilities)

Including but not limited to the upgrade/replacement of HVAC units, climate monitoring controllers, school building additions, air quality monitoring devices, school building renovations, additional playground equipment, etc.

Auditing and Reporting

Salary and benefits of a bookkeeper for relief funding through the complete cycle of funding.

2. Describe initiatives included in the "other" category.

Office supplies and materials, including but not limited to: binders, paper, ink, and toner to administer the program.

Monitoring, Auditing, and Reporting

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

The necessary administrative activities may include, but not be limited to: serve as secretary to the Federal Programs Coordinator and the Chief Financial Officer performing routine secretarial duties such as: answering phone, handling correspondence, compiling and typing reports and forms used in federal programs; assist in the establishment of budgets for the varied federal relief grants; upload project budgets, application information, and reports into ePlan; process requisitions and purchase orders for all purchases; check purchases against the purchase orders when they are received in the Central Office and/or schools, check invoice against items received; forward invoices to the payroll clerks.

2. Describe how the LEA is meeting the requirements to spend 20 percent of **the total ESSER 3.0 allocation** on direct services to students to address learning loss, or indicate participation in TN ALL Corps.

The LEA is participating in TN ALL Corps for FY23 and FY24. In addition, IXL is being provided district-wide to assist in addressing identified student deficits. Schools will work collaboratively in their capacities to address student learning loss and learning acceleration.

Family and Community Engagement

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

Monthly reports will be provided during the life of ESSER and other relief funds. A webpage dedicated to ESSER and other relief funds has been placed on Cumberland County Schools website. This webpage will include the posting of all plans and updates.

2. Describe how the LEA engaged at minimum 10 percent of the total stakeholders engaged vs. responses received in the development of the revised plan.

Surveys were distributed to all school administrators, teachers, classified staff, and grades 3-12 students in Cumberland County Schools. A community survey was posted through social media at the district and school levels. Additionally, we reached out to our ESL families and conducted a survey via phone to gather their input.

Administrators

Of the Cumberland County Schools (CCS) school administrators surveyed, there were responses from eight of twelve principals and eleven of fifteen assistant principals.

When asked to rate “Academics” (tutoring, summer reading, interventionists, learning loss) 94.8% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate “Student Readiness” (mental health, academic advising, special populations, high school dual enrollment/AP courses) 94.7% indicated a high level of importance to allocating funds from ESSER to address the impact of COVID-19.

When asked to rate “Educators” (strategic teacher retention, grow your own, class size reduction) 79% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate “Foundations” (technology, high-speed internet, facilities, auditing & reporting) 36.9% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

Teachers

Of the Cumberland County Schools (CCS) teachers surveyed, there were responses from 334 certified teachers.

When asked to rate “Academics” (tutoring, summer reading, interventionists, learning loss) 64.6% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate “Student Readiness” (mental health, academic advising, special populations, high school dual enrollment/AP courses) 64.3% indicated a high level of importance to allocating funds from ESSER to address the impact of COVID-19.

When asked to rate “Educators” (strategic teacher retention, grow your own, class size reduction) 84.4% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate “Foundations” (technology, high-speed internet, facilities, auditing & reporting) 54.8% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

Classified Staff

Of the Cumberland County Schools (CCS) classified staff surveyed, there were responses from 107 classified staff (attendance clerks, bookkeepers, receptionists, bus drivers, custodians, technology workers, food service, teacher assistants, school nurses, and maintenance workers).

When asked to rate “Academics” (tutoring, summer reading, interventionists, learning loss) 70.2% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate “Student Readiness” (mental health, academic advising, special populations, high school dual enrollment/AP courses) 72% indicated a high level of importance to allocating funds from ESSER to address the impact of COVID-19.

When asked to rate “Educators” (strategic teacher retention, grow your own, class size reduction) 72% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate “Foundations” (technology, high-speed internet, facilities, auditing & reporting) 71% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

Students

Of the Cumberland County Schools (CCS) students surveyed, there were responses from 721 grades 3-5 students, 759 grades 6-8 students, and 639 grades 9-12 students for a total of 2119 CCS student responses.

When asked to rate "Academics" (tutoring, summer reading, interventionists, learning loss) 54.6% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate "Student Readiness" (mental health, academic advising, special populations, high school dual enrollment/AP courses) 52.2% indicated a high level of importance to allocating funds from ESSER to address the impact of COVID-19.

When asked to rate "Educators" (strategic teacher retention, grow your own, class size reduction) 61.7% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate "Foundations" (technology, high-speed internet, facilities, auditing & reporting) 59.6% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

ESL Parent(s)/Guardian(s)

Of the Cumberland County Schools (CCS) ESL parents/guardians surveyed, there were responses from 18 ESL parents/guardians.

When asked to rate "Academics" (tutoring, summer reading, interventionists, learning loss) 83.3% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate "Student Readiness" (mental health, academic advising, special populations, high school dual enrollment/AP courses) 83.4% indicated a high level of importance to allocating funds from ESSER to address the impact of COVID-19.

When asked to rate "Educators" (strategic teacher retention, grow your own, class size reduction) 83.3% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate "Foundations" (technology, high-speed internet, facilities, auditing & reporting) 88.9% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

Community

The community survey had 40 responses from the survey posted via social media.

When asked to rate "Academics" (tutoring, summer reading, interventionists, learning loss) 82.5% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate "Student Readiness" (mental health, academic advising, special populations, high school dual enrollment/AP courses) 75% indicated a high level of importance to allocating funds from ESSER to address the impact of COVID-19.

When asked to rate "Educators" (strategic teacher retention, grow your own, class size reduction) 72.5% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

When asked to rate "Foundations" (technology, high-speed internet, facilities, auditing & reporting) 65% indicated a high level of importance to allocating funds from ESSER to address the impacts of COVID-19.

The findings from the data collection and any revisions were presented to the local Board of Education for approval before publicly posting this addendum.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

All CCS stakeholder groups (students, administrators, teachers, attendance clerks, bookkeepers, receptionists, teacher assistants, custodians, bus drivers, technology, school nurses, food service, maintenance workers, the ESL community, and the general community) were given the opportunity to provide input to the LEA.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, and town halls) to gain input from stakeholders in the development of the revised plan.

Surveys and phone calls were the primary modes of engagement to gain input from stakeholders in the development of the revised plan.



William G. Stepp • Director of Schools

September 2, 2022

RE: Donation of Surplus Bus to the Emergency Management Agency

I am respectfully requesting retired Bus # 70-01 be donated to the Emergency Management Agency for the use of extraction training.

This bus was surplus and approved at the April 22, 2021, board meeting. VIN # 1BABKCPA61F098558.

Sincerely,

A handwritten signature in black ink, appearing to read 'William G. Stepp'.

William G. Stepp
Director of Schools



**PROPOSAL FOR
COMPENSATION STUDY OF
CERTIFIED POSITIONS**



4950 Corporate Dr.
Ste 115
Huntsville, AL 35805

theleanleap.com
(877) 835-4543
info@theleanleap.com



4950 Corporate Dr. Ste 115 • Huntsville, AL 35805 • 256-690-5145 • byron@theleanleap.com

Kim Bray
Human Resources Director
Cumberland County Schools
368 4th Street
Crossville, TN 38555

September 19, 2022

Subject: Compensation Study of Certified Positions

Dear Ms. Bray,

Per request of your request, LEAN Frog Business Solutions, Inc., dba LEAN Frog® is submitting this proposal for a compensation study of certified positions at Cumberland County Schools (CCS).

I will serve as the primary point of contact for all proposal-related communication, including any requests for clarification or other communication needed between CCS and LEAN Frog. All information contained herein is considered confidential and proprietary to CCS and LEAN Frog.

It is LEAN Frog's mission to provide the highest quality consulting services for your school district. My team and I look forward to providing your school system with excellent services and solutions. If you have any questions, please contact me by telephone at 256-289-1693 or by email at byron@theleanleap.com. Thank you for your consideration.

Respectfully,

A handwritten signature in black ink that reads "Byron W. Headrick". The signature is fluid and cursive.

Byron W. Headrick,
President/Co-founder

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A. LEAN Frog Mission and Experience

LEAN Frog's mission is to improve the efficiency and quality of public education by providing continuous improvement solutions. Our mission is guided by two questions:

- 1) What will be in the best interest of students
- 2) How can we work with this school system to help them better serve their students?

The answers to these questions drive the collaborative philosophy behind our work. We work with school systems in the roles of facilitator (clarify and prioritize client issues through consensus), educator (identify alternatives and assist clients to make educated decisions), and partner (collaborate with clients to ensure on-going program effectiveness). Through our collaborative work with school systems, we pioneer innovative approaches and new technology that allow our clients to cost-effectively manage non-teaching activities and increase the resources available for reinvestment into classrooms.

We offer a variety of services for our public education clients including Organizational Reviews, Compensation Studies, Process Improvement, Optimization and Automation of Transactional Processes, Lean Strategic Educational Planning (LSTEP), and Support Services for both instructional and non-instructional departments including: Finance, Human Resources, Facilities/Operations, Transportation, Nutrition Services, Instructional Programs, Special Populations, Student/Pupil Services, and Technology. We are best known for helping school systems improve efficiency and effectiveness deploying our proprietary application of Lean Six Sigma methods in public education. Our team has worked with numerous school systems helping them optimize work practices to eliminate wasteful activities and improve overall process and performance efficiency and effectiveness. We have performed extensive compensation studies for multiple school systems across the Southeast. Some of our relevant projects include but are not limited to the following:

- Compensation Structure and Market Analysis for Certified and Classified Positions – *Ascension Parish Schools, LA*
- Long-term Sustainability Assessment – *Ascension Parish Schools, LA*
- Compensation Study of All Positions Except Teachers – *Bartlett City Schools, TN*
- Compensation Market Analysis/Strategic Compensation Planning – *Cleveland City Schools, TN*
- Athletic Supplement Compensation Review – *Cullman City Schools, AL*
- Compensation Study of District Leadership Positions – *Gadsden City Schools, AL*
- Instructional and Non-Instructional Market Study, Compensation Review and Guidelines (all positions across school system) – *Huntsville City Schools, AL*
- Assessment of Compensation Program – *Lincoln County Schools, TN*
- Four Phase Overall Compensation Study (all positions) – *Oak Ridge Schools, TN*
- Unified Salary Schedule Development and Implementation Plan – *Oak Ridge Schools, TN*
- Compensation Study of Selected Positions – *Putnam County School System, TN*
- Principal Compensation Study and Program Development – *Tuscaloosa City Schools, AL*
- Compensation Study of Child Nutrition Program – *Vestavia Hills City Schools, AL*

- Compensation Study of Specific Positions (custodians, bus drivers, maintenance personnel) – *Vestavia Hills City Schools, AL*
- Central Office Compensation Study – *West Baton Rouge Schools, LA*
- Salary Schedule Development Support – *West Baton Rouge Schools, LA*

These value add services have: 1) created sustainable compensation strategies that allow school systems to effectively recruit and retain talent, 2) optimized organizational structures to better align with strategy, better engage staff, and improve channels of communication and accountability, and 3) established effective procedures, policies, and technology integration for communicating and sustaining improvements and for training internal team members (e.g., new hire placement guidelines, promotion salary guidelines, etc.).

B. Objective of Proposed Work

LEAN Frog will conduct a compensation study of CCS certified positions. The study will include external market analysis, internal equity analysis, and program structure analysis.

C. Work Plan for Certified Positions Compensation Study

The process will begin with fact-finding to set a solid foundation upon which to perform all future tasks. LEAN Frog will conduct a variety of activities, including information gathering of current job descriptions, job classification data and current compensation program policies and details. A start-up meeting will be held to introduce team members, identify an CCS point of contact, identify the initial data request, and confirm project schedule.

In the case where job descriptions are outdated or not available, LEAN Frog will provide our easy-to-use electronic Job Analysis Questionnaire (JAQ) to employees to collect job-specific data, with an expectation of completion on a timely basis. (A paper version of the JAQ may also be provided for use as appropriate.) The JAQ consists of questions that uncover the various components that comprise a position and that are necessary to assess the scope of the position in-depth, including reporting relationships, duties and responsibilities, qualifications, fiscal responsibility, decision-making responsibilities, communication requirements, etc. Upon receipt of the requested data and job descriptions and/or completed JAQs, LEAN Frog will review all data in totality to ensure we have a full picture of all work performed without gaps. Interviews may be conducted to further clarify job responsibilities and identify any gaps and/or duplications in job duties.

LEAN Frog will work with CCS to develop a benchmark job sample set to be used for the compensation review. This determination will be based on the following factors: employee counts, internal value of position, commonly hard-to-fill positions, and other factors as determined through collaboration with CCS leadership.

The comprehensive study of the benchmark positions will be based on both internal position equity and a baseline of current market job valuations. This approach will ensure that recommendations are in line with internal CCS position equity expectations. Current market job evaluations will be

provided for the positions. The market analysis will provide competitive information on base salary data for the positions relative to the school system's appropriate labor market. To establish the competitive market levels, data from multiple published salary surveys and specific school system information will be utilized. We will work with CCS to identify the school systems to utilize as direct comparisons. General industry salary data will also be gathered and used for positions where CCS competes against local organizations for employees (such as custodial, maintenance, food services, etc.). Benchmark jobs will be matched to similar jobs in the market according to job content. Incumbent salary will be compared to the market.

LEAN Frog will utilize data collected in the market and peer analysis to review and analyze the current salary schedules and the incumbents' current wages. We will identify internal equity problems that may exist resulting from pay compression, informal pay policies such as discretionary compensation decisions, as well as flawed pay structures that do not match the internal job value.

Once the above is completed, LEAN Frog will conduct a work session with leadership to review findings, the current state of CCS in the market, and the state of the current compensation programs. During this work session, we will also guide leadership through the formulation of a Compensation Philosophy based on the organization's current strategy and vision, level of difficulty in finding qualified talent, current and forecasted financial position, and other unique factors or circumstances pertaining to CCS. The Compensation Philosophy will be used to develop recommendations. A draft of the Compensation Review Report will be presented to leadership for consideration and input. Using input gathered at the draft review meeting, the report will then be updated and finalized.

Time frame for beginning project: Work would begin approximately three to four weeks from receipt of initial down payment.

Project Duration: Approximately four to six months for the compensation study of certified positions.

D. Responsibilities

To achieve the desired results in a timely manner, significant commitment, support, and involvement from personnel will be required. The project's ultimate success is highly dependent upon internal effort. To achieve smooth and successful completion of the assigned tasks, CCS will be responsible for the following:

- 1) Providing an internal point of contact
- 2) Ensuring personnel participation and involvement
- 3) Providing requested materials in a timely manner
- 4) Promptly addressing any personnel issues that may arise

E. Compensation Terms

The price for the **Compensation Study of certified positions** is **\$19,890.00 excluding expenses related to travel.***

Billing Practices: The district-wide compensation study of certified positions will be invoiced as outlined below. All invoices are due at receipt but not greater than ten (10) business days. If at any time there is a question concerning billing, please contact us for clarification. We strive to provide cost-effective consulting services.

CUMBERLAND COUNTY SCHOOL DISTRICT CERTIFIED POSITIONS COMPENSATION STUDY BILLING SCHEDULE		
Activity	Billing Amount	Billed
Down Payment (30% of total price)	\$5,967.00	At Proposal Acceptance
Monthly Payment (20% of total price)	\$3,978.00	After 1st Month of Work
Monthly Payment (20% of total price)	\$3,978.00	After 2nd Month of Work
Monthly Payment (20% of total price)	\$3,978.00	After 3rd month of work
Final Payment (10% of total price)	\$1,989.00	After Delivery of Final Report
TOTAL	\$19,890.00	

Additional Services: Additional services may be requested at the rates below. Additional services must be approved in writing by CCS representative. These hours would be billed monthly.

Rates for Additional Services	
Consultants	\$135.00/hour
Technicians	\$85.00/hour
Admin Support	\$60.00/hour

*We strive to be good stewards and work will be performed virtually when possible. All travel (e.g., mileage, consultant travel time at \$75/hour, etc.) must be approved by CCS prior to occurring. Travel if requested by the client will be billed based on the current U.S. General Services Administration (GSA) per diem rates for the location of the client. Travel and any other direct expenses associated with the project will be invoiced on the next available invoice.

F. Use of Materials

During the term of this Agreement, LEAN Frog may provide printed and electronic copies of processes, procedures, forms, and/or other miscellaneous documents (herein referred to as Materials) designed specifically for this project. CCS agrees to limit the use of any Materials to its purposes and agrees not to distribute or share any Materials with third parties without the written consent of LEAN Frog.

G. Termination of Services

This contract may be terminated by either party with thirty (30) days written notice and may be subject to the payment of any then outstanding fees and expenses as well as the delivery of all completed work.



H. Amendments

This contract may be modified or amended with written agreement executed by both parties.

I. Response

By signing, I confirm that I have read, understand, and agree to the terms and conditions of this Proposal/Agreement.

Accepted by:

Accepted by:

Dr. Ina Maxwell, Director
Cumberland County Schools

Byron Headrick, President/Co-founder
LEAN Frog Business Solutions, Inc.

Date: _____

Date: _____

J. References

LEAN Frog is pleased to have worked with a broad spectrum of public school systems across the Southeast. We have numerous clients who value our work and are pleased to refer us to others. Please feel free to reach out to any of our clients for feedback on our company. A few of them are listed below.

"LEAN Frog does a phenomenal job with compensation. There is no smoke and mirrors. They give you the facts and they put them in a very clear package, so you can make an informed decision." - **David Alexander, Superintendent, Ascension Parish Schools, LA** Phone: 225-391-7000 • Email: david.alexander@apsb.org

"It was a pleasure to work with LEAN Frog from beginning to end. Their associates have a true knowledge of compensation and organizational review that delivers real results. The advisement and solutions were incredibly helpful, and they offered a plan that would be both beneficial for the district and employees. I would not hesitate to recommend them to an organization in need of their services." - **Corby King, Director of Schools, Putnam County School System, TN** Phone: 931-526-9777 • Email: kingc11@pcsstn.com

"The Oak Ridge Schools has had a great experience partnering with LEAN Frog. LEAN Frog associates have always been extremely professional and focused on our district's best interest. They have completed many projects for the Oak Ridge Schools, including a comprehensive analysis of our organizational structure, compensation analyses of our positions, and a long-term sustainability review. I would recommend LEAN Frog to anyone looking for systems improvement." - **Dr. Bruce Borchers, Director of Schools, Oak Ridge Schools, TN** Phone: 865-425-9001 • Email: btborchers@ortn.edu

"As the Director of Cleveland City Schools in Cleveland, TN I have utilized the skills of LEAN Frog for two different projects. First, LEAN Frog conducted a study of our current job descriptions and administrative flow chart. Through their work, we updated our job descriptions to meet new legal standards and to accurately reflect the jobs being performed by our employees. They also helped me in restructuring our central office so we can be more efficient in our overall operations. The second project LEAN Frog assisted our district with dealt with our system-wide salary charts. I felt they were comprehensive in their approach and provided us with important information I could share with my board and community. I am pleased with the work LEAN Frog has provided for Cleveland City Schools and recommend them for future opportunities in your school system." **Dr. Russell Dyer, Director of Schools, Cleveland City Schools, TN** Phone: 423-472-9571 • Email: rdyer@clevelandschools.org

**National Institute for Excellence in Teaching Proposal of Services
For
Cumberland County Schools
September 13, 2022**

September 13, 2022

Dr. William Stepp
Director of Schools
Cumberland County Schools
368 4th Street
Crossville, TN 38555

Dear Dr. Stepp,

We are pleased to present Cumberland County Schools with this Proposal of Services from the National Institute for Excellence in Teaching. Please find included in the following pages an outline of proposed services for training and support during the 2022-23 school year.

NIET has developed the following professional support plan for the Cumberland County Schools District. The NIET team will provide the district with support centered on the development and revision of the districts strategic plan during the 2022-23 school year.

Summary of Proposal:

- **11 days of onsite support (\$27,500.00)**
- **3 days of internal strategic plan document development and meeting prep (\$7,500.00)**
- **11 day of estimated travel for onsite support (\$2,750.00)**
- **Total cost included estimated travel (\$37,750.00)**
- **Additional onsite/virtual support days including travel can be added amending the Statement of Work, at the NIET daily rate, as needed and/or requested by the school district.**

Please find attached Appendix A with more details on the specific proposed support plan and costs. We look forward to supporting Cumberland County Schools.

Sincerely,



Joshua H. Barnett, Ph.D. | Chief Executive Officer

National Institute for Excellence in Teaching
<https://www.niet.org/>



NATIONAL INSTITUTE FOR
EXCELLENCE IN TEACHING

Appendix A: NIET Proposal of Services

Time Period	Training/Support	# of Days	Participants	Description
2022-23 School Year	NIET Consulting Services *11 days of onsite support. 3 days of internal document review, development, and meeting prep.	14	District Staff, School Staff	<p>NIET will work collaboratively with Cumberland County Schools to review the current strategic plan and revise and develop documents and associated materials as needed to complete the updating of the district strategic plan. Bulleted items below are designed as an outline of the strategic planning process. NIET will work with the school district to tailor the strategic planning process to the district's unique needs:</p> <ul style="list-style-type: none"> • Analysis of current strategic plan • Development of Project Plan and Timeline • Meeting and leading district steering committee through strategic plan process to include but not limited to: <ul style="list-style-type: none"> • SWOT Analysis • Review of District Mission, Vision, Values, and Goals • Development of Subcommittees to include Subcommittee agendas and meeting plan development • Development of Goals and Actions steps with steering committee • Strategic plan report for School Board Review and approval • Strategic plan monitoring and review plan and associated documents • Facilitation of steering committee meetings

NIET

NATIONAL INSTITUTE FOR
EXCELLENCE IN TEACHING

2022-23 School Year	Travel Estimate	0		Estimated travel costs
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NATIONAL INSTITUTE FOR
EXCELLENCE IN TEACHING

NIET Estimated Costs for Outlined Services

Proposed Training/Support	Days	Cost
2022-23 School Year		
NIET Consulting Services	14	\$ 35,000.00
Travel Estimate	11	\$ 2,750.00
Total		\$ 37,750.00

*All other support will be invoiced on a monthly basis in half- and full-day increments based on direct hours of support. For 3 or fewer hours, a half-day will be invoiced. For more than 3 hours, a full-day will be invoiced.



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

Cumberland County Schools Board of Education Resolution 2023-03

RESOLUTION REQUESTING GENERAL ASSEMBLY TO AMEND TENNESSEE CODE ANNOTATED § 49-6-3115 TO ALLOW SCHOOL DISTRICTS TO MAKE RETENTION DECISIONS FOR THIRD AND FOURTH GRADE STUDENTS.

WHEREAS, the role of the Cumberland County Schools Board of Education is defined in Board Policy 1.101, which includes striving to provide the best educational opportunities possible for all children; and

WHEREAS, the Cumberland County Schools Board of Education believes that retention decisions regarding children should be research-based, informed by multiple data sources, and include parental input; and

WHEREAS, the Tennessee State Board of Education's Promotion and Retention Policy 3.300 lists a minimum of factors to be considered when identifying students for retention, including:

1. The student's ability to perform at the expectations of the current grade-level standards;
2. The results of local assessments, screening, or monitoring tools;
3. State assessments, as applicable
4. The overall academic achievement of the student;
5. The student's likelihood of success with more difficult material if promoted to the next grade;
6. The student's attendance record; and
7. The student's social and emotional maturity; and

WHEREAS, the same Tennessee State Board of Education policy notes that "Retention shall be considered only when it is in the best interests of the student;" and

WHEREAS, retention may have adverse effects on students, including those with disabilities and at-risk students; and

WHEREAS, other states that have adopted legislation regarding retention of third grade students have included a provision allowing school districts to promote students not proficient in ELA as measured by standardized tests based on school district data demonstrating an understanding of ELA via alternative knowledge assessments.

NOW, THEREFORE, BE IT RESOLVED, that the Cumberland County Schools Board of Education urges the General Assembly to amend Tennessee Code Annotated § 49-6-3115 to allow school districts to make retention decisions for all students based upon the totality of data, discussion among stakeholders, and the expertise of education professionals regarding the best interest of each student.

Adopted this 22nd day of September, 2022

Teresa Boston, Chairman

Rebecca Hamby, Vice-Chairman

Elizabeth Stull, District 1

Robert Safdie, District 2

Sheri Nichols, District 3

Anita Hale, District 4

Nicholas Davis, District 5

Chris King, District 6

Shannon Stout, District 9

William Stepp, Director of Schools

APPROVED AS TO FORM:
EARL PATTON, BOARD ATTORNEY



William G. Stepp • Director of Schools

Teresa Boston • Board Chair

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

From: Rebecca Farley, Supervisor of Instruction PreK-8
William Maddox, Supervisor of Instruction 9-12

Dear Mr. Stepp and Board Members,

Please approve the following list of educators to serve on our Mathematics Textbook Adoption committee. They have been chosen by building level principals. Please feel free to reach out us with any questions.

Heather Hazel
Erin Jackson
Jackie Hancock
Jan Strickland
Stacy Moody
Julie Mahaney
Angela Rosenthal

Andy Owen
Robbie Akin
Kim Stephens
Chasidy Turner
Justin Gibson
Vickie Wyatt
Willie Patton

Michelle Pettus
Cynthia Richards
Nicole Graham
Vanessa Hurley
Taylor Blyly
Cindy Fox
Andrew Berta

Thank you,

Rebecca Farley

William Maddox

Rebecca Farley *W. S. Maddox*

CCS Parent Connection Newsletter Volume 1 Issue 1

368 Fourth Street Crossville, TN. (931)484-6135

website: ccschools@k12tn.net

Mr. William Stepp, Director

Hello & Welcome

We are so excited to begin another year of service to the children and families of Cumberland County! Our number one priority this year is safety and security for all students and staff on each campus One of my priorities is to provide all students with a safe and engaging learning environment for every child. CCS will Engage every student and Innovate their learning experiences so we can Empower them to be entrepreneurial with their skills and knowledge to be productive citizens.

Why Am I Getting This?

You are receiving this because of your connection with Cumberland County Schools.

How to Communicate with the School System

To find out about school closures, delays, or early dismissals, sign up by clicking ---> [Notify Me](#)

For information regarding students' grades, reach out to your child's school to sign up for Family Access through Skyward.

As always your child's attendance is important! We cannot teach them if they are not at school.

For questions or concerns, please see the [attendance policy CCBOE 6.200](#) or reach out to your school.

2022 TCAP Family Portal

With the 2022-23 school year beginning across the state, the Tennessee Department of Education has launched the "[Know More, Learn More TN](#)" campaign to encourage all Tennessee parents and families to log into the redesigned [TCAP Family Portal](#) for on-demand access to their student's TCAP assessment results.

CCS Nutrition Information:

ccboefoodservice.weebly.com

Important Dates

9/5 Labor Day- No School

9/11 Special Olympics at SMHS

9/17 Farm Day at SMHS; Joint effort between CCHS & SMHS FFA Clubs

9/30 CCHS vs SMHS Football at CCHS

Cumberland County Board of Education

2022-2023 Annual Planning Calendar

JULY

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

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

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

JANUARY

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

FEBRUARY

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

MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

APRIL

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

MAY

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

JUNE

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

WORK SESSIONS OR RETREAT TOPICS

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

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

ON GOING

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



BILL LEE
GOVERNOR

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION
NINTH FLOOR, ANDREW JOHNSON TOWER
710 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243-0375

PENNY SCHWINN
COMMISSIONER

The State of Tennessee has entered into and submitted the School Year 2022-23 Agreement to Administer the School Nutrition Program (s). By entering this agreement and making this submission, Tennessee makes no concessions as to the scope of the terms “sex” or “discrimination” as they appear in Title IX of the Education Amendments of 1972 and the Food and Nutrition Act or implementing regulations. Tennessee does not concede that USDA’s extension of those statutes to issues pertaining to sexual orientation and gender identity is a valid funding condition, and the State reserves the right to challenge that condition in any appropriate forum. The State expressly incorporates by reference any arguments raised in its pending litigation against the USDA. *See Tennessee v. USDA*, No. 3:22-CV-257 (E.D. Tenn.). Tennessee notes that, in imposing requirements related to sexual orientation and gender identify, USDA relied on an interpretation by the U.S. Department of Education that was enjoined from implementation by a federal court. *See Tennessee v. Dep’t of Educ.*, No. 3:21-CV-308, 2022 WL 2791450, at *1 (E.D. Tenn. July 15, 2022).

Tennessee maintains that it administers the SNAP program in compliance with the antidiscrimination provisions of Title IX and the Food and Nutrition Act, as they are properly interpreted.

Sincerely,

William Byford

Asst. Commissioner, District Operations/Interim State Nutrition Director, TDOE



William G. Stepp • Director of Schools

September 9, 2022

Dirty Girls Plant Nursery has been added to the field trip list as an approved destination for our Cumberland County students.

Thank you,

A handwritten signature in black ink that reads 'William G. Stepp'.

William G. Stepp
Director of Schools

9/6/22

Cumberland County Schools Enrollment

	Pre K	SE	K	1	2	3	4	5	6	7	8	9	10	11	12	9+	Total	K-3	4-6	7-8
Brown	20		56	79	51	66	68	67	61	68	66						602	252	196	134
Crab Orchard	10		43	29	55	49	62	43	56	40	52						439	176	161	92
CCHS												247	263	251	226		987			
Homestead	28		70	72	54	63	66	81	72	82	64						652	259	219	146
Martin	21		78	74	82	87	87	73	67	80	65						714	321	227	145
North	16		51	51	60	55	61	56	72	55	56						533	217	189	111
Pine View	13		16	17	17	25	18	23	14	15	20						178	75	55	35
Pleasant Hill	18		54	61	64	59	66	60	74	64	61						581	238	200	125
South	20		58	60	54	65	64	52	60	50	65						548	237	176	115
Stone	15		60	58	73	65	75	55	52	70	79						602	256	182	149
SMHS												302	252	249	229		1032			
Phoenix																70	70			
Total	161	0	486	501	510	534	567	510	528	524	528	549	515	500	455	70	6938	2031	1605	1052



William G. Stepp ● Director of Schools

September 7, 2022

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

Dear Mr. Stepp and Cumberland County Board of Education,

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

Hire:

Karen Taylor, Martin Elementary Café, 08/19/2022
Kelsey Burkhalter, Stone Elementary Cafe, 08/22/2022
Kathy Ginn, Crab Orchard Elementary Cafe, 08/22/2022
Anna Boryszewski, Pleasant Hill Café, 08/23/2022
Patience Neal, SMHS Café, 08/23/2022
Quantavius Shinique Brown, Martin Elementary Café, 08/25/2022
Samantha Davis, Stone Elementary Café, 08/29/2022
Shelby Clark, Stone Elementary Café, 08/30/2022

Resignations/Terminations:

Brenda Brown, Accept Resignation, 08/22/2022
Kelsey Burkhalter, Accept Resignation, 08/23/2022
Kathy Ginn, Accept Resignation, 08/23/2022
Verita Barrs, Accept Resignation, 08/25/2022
Janelle Cook, Accept Resignation, 08/29/2022
Tiffany Phillips, Accept Resignation, 08/30/2022
Samantha Davis, Accept Resignation, 09/07/2022

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:

Name	Location	Date	Replacing
Julie Iles	Brown	8-1-22	Reagan Deakins
Janet Nelson	Brown	8-1-22	New Hire-Title 1 Interventionist
Leah Baker	CCHS	8-18-22	Laura Brady
Pat Koehl	Crab Orchard	8-1-22	RTI Coordinator-120-day contract
Laura Rodriguez	North	8-17-22	Joseph Gorrell
Emma Bailey	North	9-16-22	New Earned Position
Layne Conley	North	8-24-22	Irwin Pesso
Judy Eldridge	Phoenix	9-6-22	ESSER Interventionist 100-day contract
Matthew McDonald	Pine View	9-8-22	Angela Nealon
Katelyn Stevens	PV/CO/Stone Elem	9-8-22	New Position

Resignations/Retirements

Name	Location	Date	Status
Irwin Pesso	North	8-16-22	Resign
Christi McNeeley	Martin	10-1-22	Retire
Amanda Master	Martin	9-9-22	Resign

Transfers

Name	From/To	Date	Replacing
Laruel Marlow	PHS/Stone Elem	8-16-22	Leslie Eldridge
Stephanie Barnes	Central/Stone Elem	8-16-22	Kara Spicer
Roger Dixon	Phoenix/CCHS	8-1-22	Unit Change

NON-CERTIFIED

New Hires:

Name	Location	Date	Replacing
Kristina Jones	CCHS	8-18-22	Kristy DeMarcus

Jennifer Tuttle	Crab Orchard	8-29-22	Valarie Kemmer
Lillian Allred	Homestead	8-18-22	Laura Green
Janet Parke	Homestead	8-2-22	New-TN All Corp Tutor
Christy Rose	North	9-9-22	Hope Cole
Melissa Jo Bryson	PHS	8-16-22	New Position
Tammy Green	PHS	8-16-22	New PT Position
Joel Gregory	Transportation	9-12-22	Substitute Bus Driver

Resignations/Retirements:

Name	Location	Date	Status
Tanya Keylor	Crab Orchard	8-17-22	Resign
Rebecca Carter	North	9-2-22	Resign
Jessie Patton	Stone	7-27-22	Resign
Ted Meredith	SPED/Transportation	8-17-22	Resign
Danielle Meyer	Brown	8-29-22	Resign
William Graham	Transportation	9-9-22	Resign
Karen Reeve	North	9-2-22	Resign
Mellissa Hendricks	Homestead	9-16-22	Resign

Transfers

Name	From/To	Date	Replacing

Terminations

Name	From/To	Date
Debra DeRosa	North	9-9-22

SUBSTITUTES

September 22, 2022

<u>NAME</u>
Cook, Janelle
Crabtree, Destiney
Dannels, Carissa
Elmore, Paxton
Ketchum, Tammie
McDonald, Elizabeth
McDonald, Laura
Sapp, Rebecca
Selby, Casey
Vitous, Christopher

Jets School News

August 2022

Student Events 2022 Freshmen Blue Bash

The Freshman Academy was established at CCHS in 2007 in an attempt to improve the academic and social transition between elementary and high school. Shortly after implementation, we began looking for ways to help our students “buy in” to this new high school experience, and Blue Bash was born. Numerous community sponsors and our incredible CCHS faculty and staff work together each year to provide an opportunity for students and parents to learn about our school and join our JET family. Incoming freshmen were provided their schedules, food, and a CCHS Jets t-shirt. Students were also given a tour of the school, learned about CCHS sports and clubs, and watched the “What Not to Wear” fashion show. This year, over 90% of our rising freshmen joined us for the event.



Club Events - FFA

The CCHS FFA have been busy with competitions at the state fair and district levels. The CCHS FFA land judging teams took 2nd and 4th place finishes in district competition. CCHS FFA members also placed in public speaking and floriculture contests at the Tennessee State Fair/Wilson County Fair. The CCHS FFA also hosted a Freshman Fun Night for over 100 CCHS freshmen and provided butter and ice cream demonstrations at the Cumberland County Fair.



Club Events - BETA

Students collected donations for the Kentucky Red Cross: Flood Relief fund.



Pictured:

Back row, L to R: Owen Brown, Vivian Seals, and Emmanuel Magdaleno.
Front row, L to R: Elliana Filler, Analiese Filler, and Sponsor Daisy Filler. Two girls who participated, Katrina Brossoit and Lexi Hamby, are not pictured here.



Team Spirit Events

Jet Pride Marching Band

The CCHS Jet Pride Marching Band has been marching weekly through the hallways prior to football games. They have also provided music for pep rallies, football games, and the visit from UT. The CCHS 2022 halftime show is showcasing music from Journey. CCHS will be hosting the Upper Cumberland Band Festival on September 10, 20

CCHS Guests

UT System President Visits CCHS

The University of Tennessee System president Randy Boyd spoke to CCHS juniors and seniors about the UT Promise scholarship. The UT Promise is an undergraduate scholarship program guaranteeing free tuition and mandatory fees for qualifying Tennessee residents attending UT's campuses.



Student Highlight - Grace Gee

CCHS Junior Receives Rural/Small Town Award

Grace Gee has earned academic honors from the College Board National Recognition Programs. The National Recognition Programs grant underrepresented students with academic honors that can be included on college and scholarship applications. Colleges and scholarship programs identify students awarded National African American, Hispanic, Indigenous, and/or Rural/Small Town recognition through

College Board's Student Search Service. Students who may be eligible have a GPA of 3.5 or higher and have excelled on the PSAT/NMSQT, or earned a score of 3 or higher on two or more AP exams.



September Newsletter

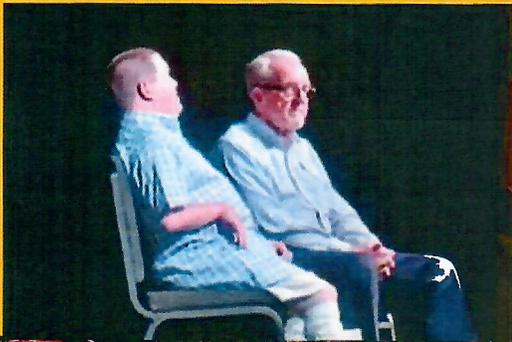
SMHS

ALWAYS
BELIEVE
IN
the
possible

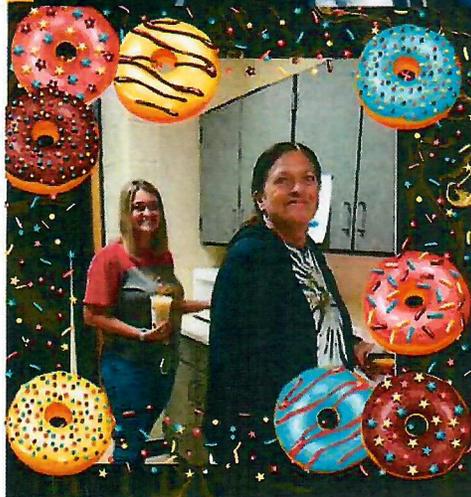
Panther Prize Pack Reciepients:
It PAYS to be punctual!!



SMHS students and staffuly were motivated
by HK Derryberry & Jim Bradford 9/7/22:

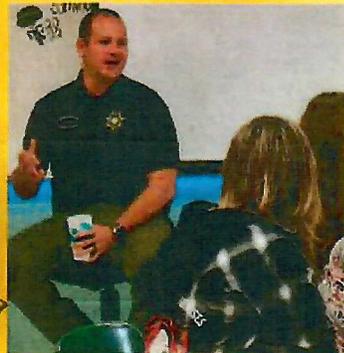


Strive
to
Inspire



Thank you to
Revolution
Church for
providing
breakfast for
our Faculty
and Staff!!!

Officer Jackson speaks to
Criminal Justice Students.



THE PHOENIX SCHOOL



And the winners are...

Students who attended Parent Teacher Conference Night had the opportunity to be entered in a drawing for some awesome door prizes. Pictured are some of our winners!

REFRESHMENTS

Ms. Meggan, in the cafe, ordered refreshing parfaits while visitors checked out the School Nutrition Cow Bus!



ATTENDANCE LUNCH

Phoenix Students who meet the monthly goal are treated to a special lunch. This month students received lunch at Casa Grande and had a great time.



Meet...

Mr. Johnny Bass, Phoenix Custodian and mentor to many. Mr. Johnny has worked at Phoenix for 4 years and has been with Cumberland County Schools for 15 years. He lives with his 10 year old son Zack, his fiancée Debbie Main, and his dog Patch.

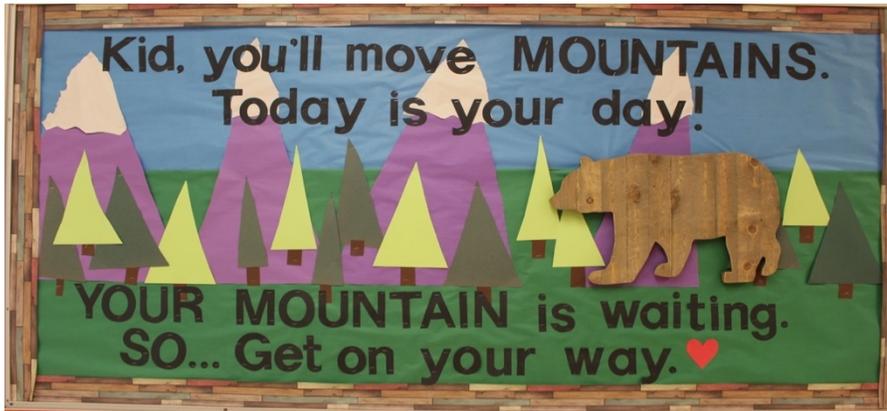
Mr. Johnny graduated from CCHS in 1994. His hobbies include UT football and watching #5 Kyle Larson race while eating a nice, juicy steak. He loves working at Phoenix because the whole atmosphere is great, but staff and students, and he loves helping the students when they come to him for advice. His favorite quote is from his grandpa who said, "Son, come to me when you want something and I will show you how to live without it".



BES September Newsletter



FRANK P. BROWN ELEMENTARY SCHOOL



We were excited to welcome students back to the new school year on August 3. Our theme for the year is, "We Can Move Mountains".



Mr. Kevin Lewis and Dr. Stephanie Speich
BES Assistant Principal and Principal



Families enjoyed Back to School Night on August 15, visiting classrooms and meeting teachers.

Recent Events

School Supplies Furnished

We were able to purchase school supplies for all students at the beginning of the school year. WVLT Channel 8 covered this story on their evening newscast.

Millionaire Readers

We have one student, Callie Whittaker, who has achieved the Millionaire Reader Club (reading a million words in independent reading).

Free Food Distribution

Lee Houston, BES Librarian, funded the distribution of 10,000 pounds of food at the school this summer through Second Harvest Food Bank in memory of her parents, Lane and Sharon McAnally. Both were former CCS employees in the Transportation Department.



CRAB ORCHARD NEWS



August/September 2022-2023

5 HOUSES: 1 FAMILY



New students were inducted into our House System on the first day of school. Every member is given a sense of belonging and support as a contributing member of a team.



**CONGRATULATIONS
MS. CINDY!
2022-2023
TAHPERD
TEACHER OF THE YEAR!**

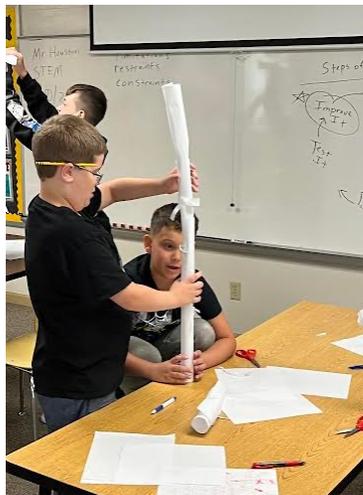


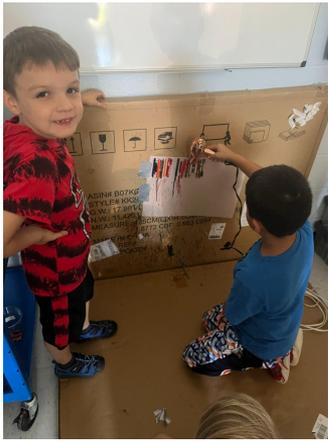
**EXCEEDS
AX-PECTATIONS!**

All employees had a fun filled day of team building with lots of food and Ax throwing to end the day.



Homestead Elementary is HAPPY! We are having a positive, productive year!



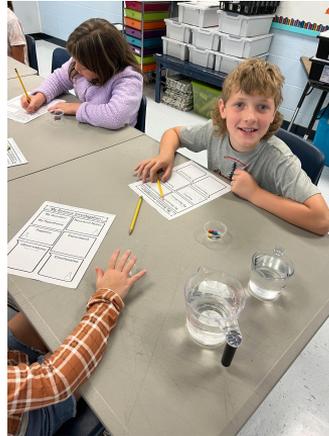


3rd Grade Students created a lab to remove the M's from M &M's while middle school students built robots!



Martin Students of all ages are thrilled to participate in STEAM activities each week

2nd grade students created crayon art and 4th grade students built paper airplanes!





North News



Welcoming a New School Year!

North hosts an annual “Back to School Night” to welcome students and families. The event serves to strengthen relationships between the school community.

During the event, families have the opportunity to meet the teachers and administration.

Additionally, all families were invited into the cafeteria for free pizza and drinks.



Back to School Night



Back to School Orientation



During special areas, students learn about the behavior expectations throughout the building. Mrs. Goss, P.E. teacher, utilizes the hallway digital signage to help reinforce the expectations.



North News



North Cumberland Elementary is on the move - full STEAM ahead!

This year, North has an exciting new goal - to receive STEAM designation! Through the Tennessee STEM Innovation Network (TSIN), students and teachers will work diligently throughout the school year to meet this goal.

According to TSIN, the designation provides a “roadmap” for schools to successfully implement a STEAM education plan at the local level. The tools and resources created define the attributes necessary for a school to create a comprehensive STEAM learning environment for its students. A school that receives Tennessee STEAM Designation will be recognized by the Tennessee Department of Education for its use of STEAM teaching and learning strategies and will serve as a model from which other schools may visit and learn. All K-12 schools serving students in Tennessee are eligible.

Stay tuned for additional student centered activities and events!



At the beginning of the year, all teachers and staff received a STEAM shirt to kick off the new goal. The shirts were designed by Julia Timson.



North News



Exciting air propelled car building happening in the STEAM LAB with 7th grade.

Representatives from Cumberland County Playhouse meet with eighth grade students during Genius Hour to learn more about how to pursue their passion projects in acting, fashion, and robotics.



The football players from Stone Memorial High School help support our STEAM mission. K-3 students enjoy listening to STEAM aligned read alouds featuring biographies and careers.





North News

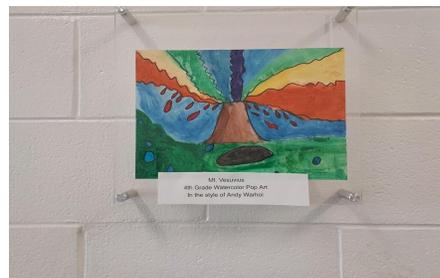


Classroom Connections

Guidance classes are beginning to use mindfulness exercises to handle social-emotional and academic rigors at NCES. Students learn ways to control the mind and focus on being present.

Library classes at North are learning to use Destiny Discover to search for print books, eBooks, and audiobooks. Now that our library catalog is available through Classlink, students can more easily access materials that they need.

Mrs. Trivett's 4th grade art class creates pop art (pictured below).





SEPTEMBER
2022



PLEASANT HILL
ELEMENTARY

WE BRING THE STING

Ms. Hunter's 6th grade AG class learned about FFA and leadership.



PTO IS BACK!

PHS HELD ITS FIRST PTO MEETING ON SEPTEMBER 6TH. WE ARE LOOKING FORWARD TO SOME GREAT ACTIVITIES!

STEM is building and creating!!



4TH GRADE WALK

PHS 4th graders went on a walking tour of Downtown Crossville on 9/7, where they learned about local county government, city history, and even some local ghost stories!



PRE-K having breakfast with Mr. Stepp





KINDERGARTEN



ENJOYING



COMPUTER CLASS



PRE-K IN ART CLASS



PARKER IN PRE-K WAS THE WINNER OF THE XBOX



4TH GRADE



6TH GRADE



2ND GRADE



3RD GRADE



5TH GRADE

FAIRYTALE PARADE



The 2nd Grade at South Cumberland Elementary finished their CKLA unit covering Fairy Tales, and celebrated with a Fairytale Parade! Mrs. Inman, Gray, and Walker all did a fantastic job getting their classes excited about reading!

STONE ELEMENTARY NEWS AUGUST 2022



Registration Day brought students new and old back to school. Teachers and staff were excited to greet parents and children after the summer break.



Our community partner, Revolution Church, brought a treat for staff to kick start the 2022-23 school year!



Clayton Window and Cumberland Fellowship generously donated filled backpacks to help set up our students for success. Our kids were thrilled to receive them!

MEET THE TEACHER

On August 15th, Stone Elementary hosted Meet the Teacher Night for families. We enjoyed visiting with parents, grandparents, and siblings, and showing off our classrooms.



Our first Title I meeting was held this month. Great information was shared by Mrs. Barnes. We look forward to a year of making SES the very best it can be.

SMHS

SUN	MON	TUE	WED	THU	FRI	SAT
25	26	27	28	29	30	Oct 1
<ul style="list-style-type: none"> 12:30pm SSSB Concert (Auditoriu 	<ul style="list-style-type: none"> 5pm JV Football v York 5pm Volleyball vs Whitwell (Harel 	<ul style="list-style-type: none"> RTI Data Meetings 5pm Volleyball @ Rhea Co 5 ET 6pm Girls Soccer @ Cumberland C 	<ul style="list-style-type: none"> Underclassmen Make-up Pictures 	<ul style="list-style-type: none"> MS Football CO @ SMHS TBD 5pm Volleyball vs Clarkrange (Mo 6:30pm Girls Soccer v White Coun 	<ul style="list-style-type: none"> 7pm Football @ Cumberland Cour 	<ul style="list-style-type: none"> SAT 3:30pm Junior Panther Football Pl 5:45pm Cross Country - Saturday I
2	3	4	5	6	7	8
<ul style="list-style-type: none"> 1pm NEXT Level U Showcase (Bot 	<ul style="list-style-type: none"> 8am Theatre Class Rehearsals / S 5:30pm JV Football v Cumberland 	<ul style="list-style-type: none"> 8am Theatre Class Rehearsals / S 6pm Girls Soccer @ Livingston (Br 	<ul style="list-style-type: none"> 8am Theatre Class Rehearsals / S 	<ul style="list-style-type: none"> Mid Terms 1 & 5 8am Theatre Class Rehearsals / S 5pm Band Concert - Friends and F 	<ul style="list-style-type: none"> Mid Terms 2 & 4 8am Theatre Class Rehearsals / S 7pm Football v Macon County Hig 	<ul style="list-style-type: none"> 7am Rotary (Library and ELA) 12pm Junior Panther Football Sup
9	10	11	12	13	14	15
<ul style="list-style-type: none"> Fall Break 8am Theatre Class Rehearsals / S 						
16	17	18	19	20	21	22
	<ul style="list-style-type: none"> 8am Theatre Class Rehearsals / S 3pm Theatre Dress Rehearsals (Al 2 more 	<ul style="list-style-type: none"> 8am Theatre Class Rehearsals / S 8am ACT Senior retake 3 more 	<ul style="list-style-type: none"> 8am Theatre Class Rehearsals / S 3pm Theatre Dress Rehearsals (Al 	<ul style="list-style-type: none"> Faculty Meeting Grade Cards 5 more 	<ul style="list-style-type: none"> Clubs Special Schedule Jostens - Senior Meeting @ 10:20 4 more 	<ul style="list-style-type: none"> ACT 7am Karate Tournament (Main Gyr 9am SMHS Marching Band Comp
23	24	25	26	27	28	29
	<ul style="list-style-type: none"> Counselor PLC 8am Theatre Class Rehearsals / S 2 more 	<ul style="list-style-type: none"> For Lang, PE & SPED PLC PSAT 3 more 	<ul style="list-style-type: none"> ELA & Social Studies PLC Jostens - Senior Graduation Orders 3 more 	<ul style="list-style-type: none"> CTE & Science PLC 8am Theatre Class Rehearsals / S 2 more 	<ul style="list-style-type: none"> Fine Arts & Math PLC 8am Theatre Class Rehearsals / S 3 more 	<ul style="list-style-type: none"> 9am SMHS Football Cheer Superh 6pm Theatre Performance
30	31	Nov 1	2	3	4	5
<ul style="list-style-type: none"> 6pm Theatre Performance 		<ul style="list-style-type: none"> 5pm CCCB Rehearsal (Auditorium) 	<ul style="list-style-type: none"> 3pm Bowling @ Jackson Co 	<ul style="list-style-type: none"> 3pm Bowling @ York 5pm CCCB Concert (Auditorium) 	<ul style="list-style-type: none"> 6:30pm Fall Dance- Freshmen Spo 	<ul style="list-style-type: none"> SAT 7am SMHS Fall Pageant (Aud. & B 8am SMHS Marching Band - Ve <



October 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 Custodian Appreciation Day	3	4 National Taco Day	5 Faculty/PLC Meeting PBS Reward	6 Mid Terms Data Team Meeting	7 Mid Terms Attendance Lunch	8
9	10 Fall Break	11 Fall Break	12 Fall Break	13 Fall Break	14 Fall Break	15
16 Boss's Day	17 National Pasta Day	18	19 Progress Monitoring	20 Progress Monitoring Report Cards Full Moon	21	22 National Make a Difference Day
23	24	25	26	27	28	29
30	31 Halloween					



Frank P. Brown Elementary

October 2022



SUN

MON

TUE

WED

THU

FRI

SAT

30

31

1

2

3 JV Basketball Game
Home VS P.Hill

4 JV Basketball Game
Home VS Pineview

5

6 JV Basketball Game
Home VS Stone

7

End of 1st
9 weeks

8

Book Fair
Family Night 3:00-5:30

Book Fair
Dress up-Camping/Hiking

Book Fair
Dress up-Wear Stars

Book Fair
Last day

9

10

11

12

13

14

15

Fall Break

16

17

18

JV Basketball Game
Brown @ South

19

20

JV Basketball Game
Brown @
Homestead

21

22

Grade cards go home

23

24

25

26

27

**Basketball
and
Cheer
Pictures**

28

29

Crab Orchard Elem SEPTEMBER 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	31	1	2	3
4	5	6	7	8	9	10
	Labor Day					
	No School			4th Downtown	Concessions	
11	12	13	14	15	16	17
Fuel Up to Play WK	Team Jersey Day	Farmer Day	Fav Food Dress Up	Fav School Person	Pajama Day	
18	19	20	21	22	23	24
	Fall Pictures			3rd Farm Day	Fall Fest @ CO Ballpark 4:00-7:00	
25	26	27	28	29	30	1

OCTOBER 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10 Columbus Day	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 Halloween	1	2	3	4	5

NOVEMBER 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
30	31	1	2	3	4	5
	Halloween					
6	7	8	9	10	11	12
					Veterans Day	
13	14	15	16	17	18	19
20	21	22	23	24	25	26
			Thanksgiving Day			
27	28	29	30	1	2	3

DECEMBER 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	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
Christmas						

JANUARY 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
New Year's Day	New Year's Day Holiday					
8	9	10	11	12	13	14
15	16	17	18	19	20	21
	M L King Day					
22	23	24	25	26	27	28
29	30	31	1	2	3	4

FEBRUARY 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14 Valentine's Day	15	16	17	18
19	20 Presiden ts' Day	21	22	23	24	25
26	27	28	1	2	3	4

MARCH 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26	27	28	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	1

APRIL 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26	27	28	29	30	31	1
2	3	4	5	6	7	8
					Good Friday	
9	10	11	12	13	14	15
Easter Sunday						
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

MAY 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
Mother's Day						
21	22	23	24	25	26	27
28	29	30	31	1	2	3
	Memorial Day				National Donut Day	

JUNE 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	31	1	2	3
	Memorial Day				National Donut Day	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
Father's Day						
25	26	27	28	29	30	1

JULY 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
25	26	27	28	29	30	1
2	3	4 Independence Day	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	1	2	3	4	5

AUGUST 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
30	31	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	1	2

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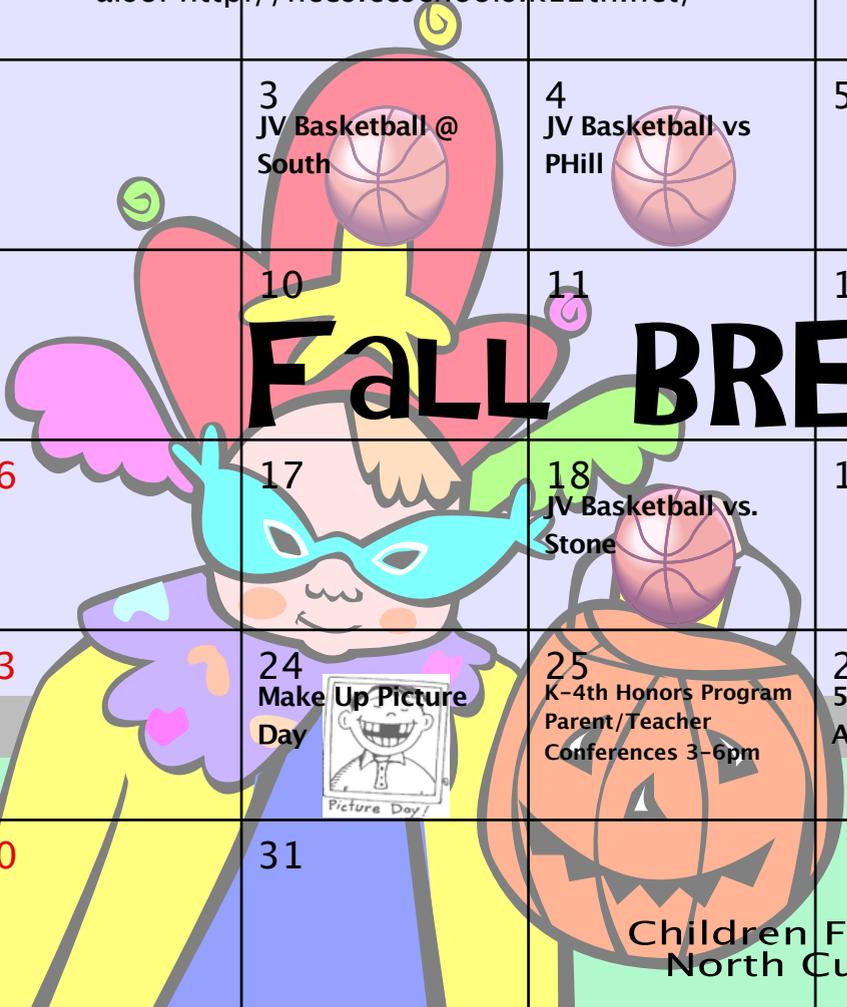
IS ON THE MOVE



FULL STEAM AHEAD

OCTOBER 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																																																																											
Find us on facebook: North Cumberland Elementary also: http://nces.ccschools.k12tn.net/						1																																																																																											
2	3 JV Basketball @ South	4 JV Basketball vs PHill	5	6 JV Basketball vs Homestead	7	8																																																																																											
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FALL BREAK... YAHOO!																																																																																																	
16	17	18 JV Basketball vs. Stone	19	20	21	22 JV Tourney begins @ Homestead																																																																																											
23	24 Make Up Picture Day	25 K-4th Honors Program Parent/Teacher Conferences 3-6pm	26 5th-8th Grade Awards	27 JV BBall finals @ Homestead	28	29																																																																																											
30	31				<p style="text-align: center;">September</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td></td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </table>	S	M	T	W	T	F	S				1	2	3		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		<p style="text-align: center;">November</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S								1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
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29	30																																																																																																
Children First*Excellence Always North Cumberland Elementary																																																																																																	



Pleasant Hill Elementary

October 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 JV Basketball PHS @ Brown 6:00pm	4 JV Basketball PHS @ North 6:00pm	5	6 5 th Grade to TN State Museum Beg. Band "Informance" 6:30pm JV Basketball PHS @ Martin 6:00pm	7	8
9	10 Fall Break	11 Fall Break	12 Fall Break	13 Fall Break	14 Fall Break	15
16	17	18 JV Basketball Crab Orchard @ PHS 6:00pm	19	20 JV Basketball Pineview @ PHS 5:30pm	21 JV PLAY-IN @ Homestead (If needed)	22 JV Playoffs Round 1 @ Homestead
23 Scholastic Book Fair October 24 th -28 th	24 Parent /Teacher Conferences 3:00pm – 6:00pm	25	26	27 Fall Makeup Pictures & JV Boys & Girls Basketball & JV Cheer Pictures JV Playoffs Round 2 @ Homestead	28	29 JV Finals @ Homestead
30 Halloween Parade 1:00	31					

Pine View Elementary Calendar



- 05 Labor Day--No School
- 08 PTO Meeting @ 5:00
- 20 Grandparents Breakfast
- 20 Pine View @ Stone
- 22 3rd Grade Farm Day
- 22 Lions Club Vision/Hearing
- 22 PTO Meeting @ 6:00
- 22 South @ Pine View

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	

27 Pine View @ North

29 Homestead @ Pine View



SCES



October



2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
				 3:15 in Library		1  <p>Oct 17th - 20th Book Character Pumpkins</p>	
2	3  JV South @ Stone 6:00 pm 	4 JV South @ Homestead 6:00 pm 	5 Wellness Wednesday 	6 FCA 7:00am 2nd Grade Field Trip McCulley's Amazing Acres JV South @ Crab Orchard 6:00 pm 	7	8	
9	10	11	<h2 style="font-size: 2em;">Fall Break</h2> 			14	15
16	17	18 Festival of Movement @ CCHS. 6-7 pm JV Brown @ South 6:00 pm 	19	20 FCA 7:00am JV Martin @ South 6:00 pm 	21  Oct.21st-Oct. 31st 7:00 am to 3:30 PM	22 JV Round 1 Tournament @ Homestead 	
23	24 Parent-Teacher 3pm-6pm Conferences Fall Makeup pictures & Jv Basketball and Cheer Family Night at the Book Fair 	25 	26	27 FCA 7:00am 	28 	29 	
30	31 Last Day of BookFair Happy Halloween  	JV Round 2 @ Homestead 		JV Finals @ Homestead 	2nd Grade Hallo-Weiner In Classrooms @ 10:45		

Stone Elementary

October 2022

Mission:

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



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 Homestead @ Stone JV 6-7pm	4	5	6 Stone @ Brown 6-7pm	7	8
9	10 Fall Break No School	11 Fall Break No School	12 Fall Break No School	13 Fall Break No School	14 Fall Break No School	15
16	17	18 Stone @ North JV 6-7pm	19	20 Report Cards go home Crab Orchard @ Stone JV 6-7pm	21 JV Tournament Begins	22 Tournament Round 1
23	24 Parent-Teacher Conferences 3-6 pm	25 Tournament Round 2	26	27 Honor's Program Lion's Club, BMI, Hearing Screenings	28 Panther Tales: 8 th grade 8:30- 11:30 am	29
30	31 Halloween					

CCHS FLIGHT PLAN 2022-2023

First Semester

July 28	Blue Bash
August 1	Inservice Day #1 - Convocation / CCHS
August 2	Administrative Day # 1
August 3	First Day - EARLY STUDENT DISMISSAL - 10:00 am - BOY
August 4	Administrative Day # 2
August 5	Inservice Day #2
August 8	First Full Day for Students - 1st Semester
August 15-17	Senior Pictures
August 18	Underclassmen Pictures – Fall Sports Pictures
September 5	Labor Day – NO SCHOOL
September 6	Parent Conferences - 3:00 pm to 6:00 pm
September 7	Medal of Honor (Junior & Seniors Only) - 9:00 am to 10:00 am
September 7	Progress Reports
September 8	Motivational Speaker (Student Body)
September 9	Blue Angel Visit - 9:00 am- 10:00 am
September 12	Make-up / Club Pictures
September 19-23	Football Homecoming Week
September 22	Homecoming Parade
September 23	Homecoming Pep Rally/Game
September 27-28	Senior ACT Retake Registration
October 6	Midterm Exams - Blocks 2 & 5
October 7	Midterm Exams- Blocks 1 & 4
October 10-14	Fall Break - NO SCHOOL
October 18	ACT Senior Retake
October 20	Report Cards
October 21	<i>Dave Kirk Qualifying</i>
October 22	Hall of Fame Banquet - 3:00 pm
October 27	Superlative Pictures / Senior Make-up Pictures
November 14	Progress Reports
November 14-15	Jet Theatrix Fall Production Rehearsals
November 16	Jet Theatrix Fall Production Teacher Preview - 5:30 pm
November 17	Winter Sports Pictures

**All Dates Subject to Change - Faculty meeting – 9/7, 10/5, 11/2, 12/7, 01/4, 2/1, 3/1, 4/5, 5/3
PLC – 9/21, 10/19, 11/16, 1/18, 2/15, 3/15, 4/19*

CCHS FLIGHT PLAN 2022-2023

November 17-18	Jet Theatrix Fall Production Public Performance 7:00 pm
November 19	Jet Theatrix Fall Production Public Performance 2:00 pm
November 23-25	Thanksgiving Break
Nov 28-Dec 16	TNReady English 1, 2, Algebra 1, 2, Geometry, Biology, US History
December 12	Faculty & Staff Christmas Party
December 14	Final Exam for Blocks 2 & 5
December 15	Final Exam for Blocks 1 & 4
December 16	EARLY STUDENT DISMISSAL - 10:00 am - 1st Semester Ends

Second Semester

January 3	Administrative Day #3
January 4	First Full Day for Students - 2nd Semester
January 9	Report Cards
January 9	<i>Dave Kirk Qualifying</i>
January 16	Martin Luther King Day – NO SCHOOL
January ?	Pre-ACT for all 10th Graders
January 20	Basketball Homecoming/Pep Rally
February 6	Parent Conference - 3:00 pm to 6:00 pm
February 7	Progress Reports
February 20	President's Day – NO SCHOOL
February 28	CCHS Blood Drive
March	ACT for all 11th Graders / ASVAB for all 10th graders
March 1	Spring Sports Pictures
March 6-7	Spring Theater Rehearsal II
March 8	Spring Theater II Class Production Teacher Preview - 5:30 pm
March 9-10	Spring Theater II Class Production Public Performance - 7:00 pm
March 11	Spring Theater II Class Production Public Performance - 2:00 pm
March	ACT make-up
March 16	Midterm Exams - Blocks 2 & 5
March 17	Midterm Exams - Blocks 1 & 4
March 20-24	Spring Break – NO SCHOOL
March 30	Report Cards
March 30	<i>Dave Kirk Qualifying</i>

**All Dates Subject to Change - Faculty meeting – 9/7, 10/5, 11/2, 12/7, 01/4, 2/1, 3/1, 4/5, 5/3
PLC – 9/21, 10/19, 11/16, 1/18, 2/15, 3/15, 4/19*

CCHS FLIGHT PLAN 2022-2023

March 31	CCHS Talent Show
April TBD	Sweetheart Pageant
April 7	Good Friday - NO SCHOOL
April 10	Inservice #3
April 17-May 15	TNReady English 1, 2, Algebra 1, 2, Geometry, Biology, US History
April 22 or 29	Prom
April 24	Progress Reports
April 24	BETA Banquet - 6:00 pm
May 1	AP US Government
May TBD	Honors Banquet
May 5	Springfest
May 8	AP US History
May 9	AP Psychology
May 10	AP English Language
May TBD	<i>Dave Kirk Qualifying</i>
May TBD	<i>Dave Kirk Car Giveaway at SMHS</i>
May 12	Senior Tests - Blocks 4 & 5 - AP Art History
May 15	Senior Tests - Blocks 1 & 2
May 15	Class Night Practice - 1:00 pm
May 15	Class Night - 6:30 pm
May 18	Senior Breakfast - 8:00 am
May 18	Graduation Practice - 8:30 am
May 18	Graduation - 6:30 pm
May 23	Final Exams Underclassmen - Blocks 2 & 5
May 24	Final Exams Underclassmen - Blocks 1 & 4
May 25	Administrative Day #4
May 26	Grade Cards (Underclassmen) / EARLY STUDENT DISMISSAL - 10:00 am - EOY

**All Dates Subject to Change - Faculty meeting – 9/7, 10/5, 11/2, 12/7, 01/4, 2/1, 3/1, 4/5, 5/3
PLC – 9/21, 10/19, 11/16, 1/18, 2/15, 3/15, 4/19*



OCTOBER



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 JV Basketball vs Stone 6:00 @ Stone	4 JV Basketball vs South 6:00 @ HES	5 <i>1st Grade Amazin' Acres</i>	6 JV Basketball vs North 6:00 @ North	7 <i>Kindergarten Amazin' Acres 3rd Grade Autumn Daze</i>	8
9	10	11	12	13	14	15
<h1>FALL BREAK</h1>						
16	17	18  HARVEST DANCE 5:00-7:00p.m. 6TH-8TH GRADE	19	20 JV Basketball vs Brown 6:00 @ HES	21	22 JV Basketball Tournament Round 1
23	24 <i>Parent/Teacher Conference 3:00-6:00</i>	25 FALL MAKE-UP CHEER BASKETBALL PICTURES JV Basketball Tournament Round 2	26	27 JV Basketball Tournament FINALS	28  Fall Festival 4:00p.m.-7:00p.m.	29
30	31 					



Homestead Elementary School

3889 Hwy.127 South
Crossville, TN 38572
(931) 456-8344

Principal Mary Elizabeth Edmonds
www.hes.cumberland.k12tn.net

Homestead Vision Statement

Through a safe and welcoming environment, Homestead Elementary School will focus on helping each individual reach their full potential by developing a passion to persevere in learning which results in a drive to serve our every changing community through positive actions and relationships

October 2022

- **6th : JV Basketball vs P. Hill**
 - **5:00pm**



Martin Elementary

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
						1
2	3	4	5	6	7	8
9	10 Fall Break	11 Fall Break	12 Fall Break	13 Fall Break	14 Fall Break	15
16	17	18 Festival of Movement	19	20 Parent Teacher Conferences 3-6	21	22
23	24	25 Fall make up pictures	26	27	28	29
30	31 Halloween					

COMMITTEES

POLICY	Becky Hamby	Sheri Nichols	Elizabeth Stull	Shannon Stout	Meets every month
BUILDING AND GROUND	Robbie Safdie	Shannon Stout	Nick Davis		As needed
CONTRACT	Teresa Boston	Becky Hamby	Anita Hale		As needed
SAFETY	Becky Hamby	Elizabeth Stull	Sheri Nichols		As needed
BUDGET	Teresa Boston	Chris King	Anita Hale		As needed Heavily in April & May
ATHLETIC	Nick Davis	Robbie Safdie	Chris King		As needed
DISSOLVE Director of School Evaluation Salary Study					

Cumberland County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Board Members Legal Status	Descriptor Code: 1.102	Issued Date: 05/26/22
		Rescinds: 1.102	Issued: 07//27/17

1 The legal status of board members shall be as follows:¹

2 **NUMBER**

3 The Board is composed of nine (9) members.

4 **QUALIFICATIONS**

5 Members of the Board shall be residents elected from districts of substantially equal population, and
6 shall be citizens of recognized integrity, intelligence, and ability to administer the duties of the
7 office.^{1,2} To qualify as a candidate, an individual must show proof of graduation from high school or
8 receipt of a G.E.D or HiSET³ and be a qualified voter and resident in the county for one (1) year prior
9 to the qualifying deadline for running as a candidate. ⁴

10 No member of the county legislative body nor any other county governmental official shall be eligible
11 for election as a member of the county Board of Education.⁵

12 **TERMS OF OFFICE**

13 Members of the Board shall serve four (4) year terms.¹

14 **VACANCIES**

15 Vacancies shall be declared to exist on account of death, resignation, voluntary permanent change of
16 residence from the district, which elected him/her, removal or through due process proceedings.⁶

17 When a vacancy occurs, the unexpired term shall be filled at the next regular or special meeting of the
18 local legislative body.^{6,7} Such appointment shall continue until the next regular election.

Legal References

1. TCA 49-2-201(a)(1)
2. TCA 49-2-202(a)(1)
3. TCA 49-2-202(a)(4)
4. Public Acts of 2022, Chapter No. 809
5. TCA 49-2-202(a)(2)
6. TCA 8-47-101; TCA 49-1-611; TCA 49-2-202(e)(2)
Tenn. Att'y Gen. Op. No. 21-14 (September 1, 2021)
7. TCA 49-2-202(e)(1)

Cumberland County Board of Education

Date Last Reviewed: 03/03/05	Descriptor Term: Private Vehicles	Descriptor Code: 3.404	Issued Date: 03/03/05
		Rescinds: 3.404	Issued: 07/01/04

1 The Board recognizes that certain employees may need to use their private vehicles for school
2 purposes. With the use of private vehicles, the following policy shall be observed:

- 3 1. To use a private vehicle for school purposes, the employee must have the written permission of
4 the director or his designee and proof of vehicle liability insurance coverage in the following
5 forms:
- 6 a. A copy of the insurance certificate issued to the insured indicating liability limits of at
7 least \$100,000/300,000/50,000;¹ and
 - 8 b. A specific permit for trips involving students, including field trips.
- 9
- 10 2. The school system shall assume no responsibility for liability in case of accident, unless the
11 employee has the proper authorization described above.
- 12
- 13 3. The Board specifically forbids any employee to transport students for school purposes without
14 prior authorization by the director or his/her designee.
- 15
- 16 4. Privately-owned school buses and drivers of such shall meet all requirements of state law and
17 state Board Rules, Regulations, and Minimum Standards.²
- 18
- 19 5. No student shall be sent on errands, personal or school-related, in a vehicle owned by the
20 student, an employee, or the school system.
- 21
- 22 6. No employee may ask for or give permission to students to transport **themselves or other**
23 **students to and from any school or school-related activity.** ~~without written parental permission~~
24 ~~and proof of student insurance.~~

25 The Board recognizes that volunteer parent drivers are often needed to use their private vehicles for
26 school purposes. The volunteer parent drivers who use a private vehicle must provide proof of vehicle
27 liability insurance coverage in the form of an insurance certificate issued to the insured indicating limits
28 of at least \$100,000/300,000/50,000.¹

Legal References

1. TCA 29-20-403(b)(3); OP Tenn. Atty. Gen. 04-136 (August 24, 2004)
2. TRR/MS 0520-1-5

Cumberland County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date: 07/22/21
		Rescinds: 4.101	Issued: 02/06/97

1 *General*

2 The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or
3 federal law shall be taught.¹ The Director of Schools shall develop administrative procedures to
4 implement this policy.

5 **STATE STANDARDS²**

6 Only Tennessee state standards shall be taught within the school district. The following are prohibited:

- 7 1. Instructional materials, textbooks, or supplemental materials created to align exclusively with
8 Common Core; or
9
- 10 2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise
11 identified as Common Core textbooks or instructional materials.

12 **Complaints shall be submitted in accordance with board policy 4.402.**

13 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

14 All curriculum and instructional programming implemented in the school district shall adhere to state
15 and federal laws. District employees shall not include or promote any concepts that would violate state
16 law when providing instruction, using instructional or supplemental materials, or when implementing
17 the instructional program and curriculum.¹

18 The Director shall develop procedures to ensure that the district's instructional program complies with
19 state law.

20 **Complaints regarding teaching prohibited concepts in violation of state law shall be submitted in**
21 **accordance with the regulation developed by the Tennessee Department of Education.**³

Legal References

1. ~~Public Acts of 2021, Chapter No. 205; Public Acts of 2021, Chapter No. 281; Public Acts of 2021, Chapter No. 471; Public Acts of 2021, Chapter No. 493~~ TCA 49-6-2202; TCA 49-6-1304; TCA 49-6-2206; TCA 49-6-1019
2. TCA 49-1-302(a)(8); TCA 49-1-314 Public Acts of 2022, Chapter No. 1085
3. TRR/MS 0520-12-04

Cross References

- Reconsideration of Textbooks and Instructional Materials 4.402
- Controversial Issues 4.800
- Controversial Materials 4.801

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Virtual Education Program	Descriptor Code: 4.212	Issued Date: 12/02/21
		Rescinds:	Issued:

1 *General*

2 The Cumberland County virtual education program is a course or series of courses offered by a school
3 district to provide students a broader range of educational opportunities through the use of technology.
4 Utilizing this program is temporary and shall not replace a student's regular instructional program.¹

5 Class size ratios for the virtual education program shall comply with the requirements as outlined in
6 state law.²

7 Virtual education programs³ shall be made available to students for the following purposes:

- 8 1. Academic remediation, enrichment, or providing students access to a wider range of courses;
9
- 10 2. Continuity of educational service for students who are homebound;⁴
11
- 12 3. Continuity of educational service for students who are quarantining;⁵ **and**
13
- 14 4. Continuity of educational service for students enrolled in an alternative school;⁶ **or**
15
- 16 5. **Continuity of educational service when the district utilizes remote instruction due to dangerous**
17 **or extreme weather conditions, a serious outbreak of illness affecting or endangering students**
18 **or staff, or during the administration of end of course examinations or other examinations as**
19 **allowed by state law.**⁷

20 **ELIGIBILITY AND PARTICIPATION REQUIREMENTS**

21 Students shall be eligible to utilize a virtual education program if participating in one of the above
22 educational opportunities. The following factors shall also be taken into consideration when
23 determining eligibility:

- 24 1. Attendance;
25
- 26 2. Grades;
27
- 28 3. Technology survey; and
29
- 30 4. Other, as determined by district procedures.

1 ATTENDANCE

2 Student attendance in the virtual education program shall adhere to the general requirements of board
3 policy 6.200 and any relevant administrative procedures.

4 Methods of confirming student attendance shall include two or more of the following:

5 1. Students participating in a phone call with a teacher, with parent/guardian support as
6 appropriate for the age of the student;

7
8 2. Students participating in synchronous virtual instruction;

9
10 3. Students completing work in a learning management system;

11
12 4. Students submitting work via hard-copy or virtual formats; or

13
14 5. Other, as determined by district procedures.

15 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

16 A student may be removed from the virtual education program or denied future enrollment in a virtual
17 education program based on disciplinary issues, attendance issues, or poor academic performance.

18 Before a student is removed based on poor academic performance, the following interventions shall
19 occur:

20 1. Notification of parent/guardian;

21
22 2. One-on-one assessment conducted by the principal/designee regarding any learning needs and
23 academic performance; and

24
25 3. Other, as determined by district procedures.

26

27 ENROLLMENT AGREEMENT (if applicable)

28 The Director of Schools shall work with the Board's attorney to draft an enrollment agreement for students
29 from other school districts that want to attend virtual education program courses.

Legal References

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h); State Board of Education Policy 3.206
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(d)(1)
6. TRR/MS 0520-01-02-.09; **Public Acts of 2022, Chapter No. 960**
7. **Public Acts of 2022, Chapter No. 897**

Cross References

Emergency Closings 1.8011
Homebound Instruction 4.206
Credit Recovery 4.210
Alternative Education 6.319

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Extracurricular Activities	Descriptor Code: 4.300	Issued Date: 08/17/22
		Rescinds: 4.300	Issued: 01/06/98

1 The following guidelines shall be followed in administering the student activities program:

- 2 1. The Board shall initially approve each specific extracurricular activity so that proper support
3 and supervision may be assured.
4
- 5 2. The principal, after obtaining the recommendation of the faculty and the director of schools,
6 shall determine which clubs and organizations will be permitted.
7
- 8 3. Each student activity must be under the guidance and direction of a Cumberland County
9 school employee, who must be present at all times, to include on-board student
10 transportation.
11
- 12 4. All student activities must have the approval of the principal.
- 13
- 14 5. Student activities occurring before or after regularly scheduled school hours must be under
15 the supervision of the principal or his/her designee.
16
- 17 6. Secret organizations shall not be operated in any school.
- 18
- 19 7. A student shall not be required to attend a school-sponsored student activity that is scheduled
20 at a time, which conflicts with his religious practices.
21
- 22 8. School-sponsored student activities during vacation periods shall be restricted to regularly
23 scheduled athletic programs and major events, which cannot be scheduled otherwise.
24
- 25 9. Student groups shall not participate in state or national activities, which are not listed as,
26 approved activities by regional accrediting associations or state and national principals'
27 associations without the approval of the director of schools.
28
- 29 10. A student on in-school or out-of-school suspension shall not be permitted to participate in
30 school- sponsored activities.
31
- 32 11. Activities, which restrict participation because of race, color, religion, sex, disabilities, or
33 national origin, are forbidden.¹
34
- 35 12. Activities sponsored by outside groups or agents will be approved only if they are co-
36 sponsored by the school.
37
- 38 13. Students must have attended school at least one-half day to participate in extracurricular

1. activities on any given day.

Legal References

1. 20 USC § 1703

Cross References

Interscholastic Athletics 4.301
Field Trips and Excursions 4.302
Accidents and Illnesses 6.410
Student Clubs and Organizations 6.702
Extracurricular Activity Drug Testing 6.3071

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 10/28/21
		Rescinds: 4.406	Issued: 11/29/12

1 ~~The Board supports the right of staff and students to have reasonable access to various information~~
2 ~~formats and believes it incumbent upon.~~ Staff and students shall to use technology, including the internet,
3 this privilege in an appropriate and responsible manner.

4 **Employees**

5 ~~Before any Employees that is allowed~~ use of the district's Internet or intranet access, ~~the employee~~ shall
6 sign a written agreement, developed by the Director/designee that sets out the terms and conditions of
7 such use. ~~Any Employees who accessing~~ the district's computer system ~~for any purpose~~ agrees to be
8 bound by the terms of that agreement. ~~even if no signed written agreement is on file.~~

9 The Director of Schools shall develop and implement procedures for appropriate Internet use which shall
10 address the following:

- 11 1. Development of the Network and Internet Use Agreement.
- 12 2. General rules and ethics of Internet access.
- 13 3. Guidelines regarding appropriate instruction and oversight of student Internet use.
- 14 4. A uniform signature block for use by all district employees; and
- 15 5. Prohibited and illegal activities, including but not limited to the following:¹

- 16 • Sending or displaying offensive messages or pictures
- 17 • Using obscene language
- 18 • Harassing, insulting, defaming or attacking others
- 19 • Damaging computers, computer systems or computer networks
- 20 • Hacking or attempting unauthorized access to any computer
- 21 • Violation of copyright laws
- 22 • Trespassing in another's folders, work or files
- 23 • Intentional misuse of resources
- 24 • Using another's password or other identifier (impersonation)
- 25 • Use of the network for commercial purposes; and
- 26 • Private or Personal buying or selling on the Internet

1 Students

2 The Director of Schools shall develop and implement procedures for appropriate Internet use by students.
3 Procedures shall address the following:

4 1. General rules and ethics of Internet use.

5
6 2. Prohibited or illegal activities, including, but not limited to:¹

- 7 • Sending or displaying offensive messages or pictures
- 8 • Using obscene language
- 9 • Harassing, insulting, defaming or attacking others
- 10 • Damaging computers, computer systems or computer networks
- 11 • Hacking or attempting unauthorized access
- 12 • Violation of copyright laws
- 13 • Trespassing in another's folders, work or files
- 14 • Intentional misuse of resources
- 15 • Using another's password or other identifier (impersonation)
- 16 • Use of the network for commercial purposes
- 17 • Buying or selling on the Internet

19 INTERNET SAFETY MEASURES²

20 Internet safety measures shall be implemented that effectively address the following:

- 21 • Controlling access by students to inappropriate matter on the Internet and World Wide
- 22 Web;
- 23 • Safety and security of students when they are using electronic mail, chat rooms, and
- 24 other forms of direct electronic communications;
- 25 • Preventing unauthorized access, including "hacking" and other unlawful activities by
- 26 students on-line;
- 27 • Unauthorized disclosure, use and dissemination of personal information **including**
- 28 **non-approved photos** regarding students; **and**
- 29 • Restricting students' access to materials harmful to them.

31 The Director of Schools/designee shall establish a process to ensure the district's education technology
32 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process shall
33 include, but not be limited to:

34 Utilizing technology that blocks, or filters, **or otherwise prevents** Internet access (for both
35 students and adults) to material that is obscene, **child pornography or harmful to students**
36 **or pornographic;**³

37
38 **Prohibiting and preventing a user from sending, receiving, viewing, or downloading**
39 **materials that are deemed to be harmful to minors;**⁴

40

1 Maintaining and securing a usage log; and

2
3 Monitoring on-line activities of students²

4 The Board shall provide reasonable public notice of, and at least one (1) public hearing or meeting to
5 address and communicate, its Internet safety measures.²

6
7 A **required** written parental consent, **on a written permission agreement form** shall be **completed** ~~required~~
8 prior to the student being granted access to electronic media or **technology** involving district
9 ~~technological~~ **property or** resources. ~~This~~ ~~The required permission/agreement form, which~~ shall specify
10 acceptable uses, rules of on-line behavior, access privileges, and penalties for policy/procedural
11 violations. ~~This document shall~~ **must be completed each school year and is valid only in the school year it**
12 **was** signed by the parent/legal guardian of ~~minor~~ **and the student.** ~~(those under 18 years of age) and also~~
13 ~~by the student. This document shall be executed each year and shall be valid only in the school year in~~
14 ~~which it was signed unless parent(s) provide written notice that consent is withdrawn.~~ In order to rescind
15 the agreement, the student's parent/guardian **or adult student, shall provide written notice to the Director**
16 **of Schools that consent is withdrawn.** ~~In order to rescind the agreement, the student's parent/guardian~~
17 ~~(or the student who is at least 18 years old) must provide the Director of Schools with a written request.~~

18 E-MAIL

19 Users with network access shall not utilize district resources to establish electronic mail accounts through
20 third-party providers or any other nonstandard electronic mail system. All data including e-mail
21 communications stored or transmitted on school **system** **district** computers shall be monitored.
22 Employees/students have no expectation of privacy with regard to such data. E-mail correspondence
23 may be a public record under the public records law and may be subject to public inspection.^{3 5}

24 INTERNET SAFETY INSTRUCTION^{4 6}

25
26 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
27 computer resources. **The Director of Schools shall provide adequate in-service instruction on internet**
28 **safety.** Parents/**guardians** and students will be provided with material to raise awareness of the dangers
29 posed by the internet and ways in which the internet may be used safely.

30 SOCIAL NETWORKING

- 31
32
33
34
35
36
37
38
39
40
41
1. District staff who have a presence on social networking websites are prohibited from posting data, documents, photographs or inappropriate information that is likely to create a material and substantial disruption of classroom activity.
 2. District staff are prohibited from accessing personal social networking sites on school computers or during school hours except for legitimate instructional purposes.
 3. The Board discourages district staff from socializing with students on social networking websites. The same relationship, exchange, interaction, information, or behavior that would be unacceptable in a non-technological medium is unacceptable when done through the use of technology.

1 **VIOLATIONS**

2 Violations of this policy or a **corresponding administrative** procedure **promulgated under its authority**
3 shall be handled in accordance with the existing disciplinary procedures of this District.

4 **VENDOR CONTRACTS** ³

5
6 **Prior to entering into any contract for the provision of digital or online materials created or**
7 **marketed for kindergarten through grade twelve (K-12), the district shall obtain an assurance**
8 **that the vendor shall adhere to state law. This determination includes ensuring that the vendor**
9 **filters, blocks, or otherwise prevents access to pornography or obscenity and verifying that the**
10 **technology prevents a user from sending, receiving, viewing, or downloading materials that are**
11 **harmful to minors.**

Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(I); 47 CFR § 54.520(c)(1)(i); 20 USCA § 7131
3. **TCA 10-7-512** Public Acts of 2022, Chapter No. 1002
4. **TCA 49-1-221** TCA 39-17-901; Public Acts of 2022, Chapter No. 1002
5. TCA 10-7-512
6. TCA 49-1-221

Cross References

- Use of Email 1.805
- School and System Websites 4.407
- Controversial Materials 4.801
- Student Publications 6.704

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200	Issued Date: 10/28/21
		Rescinds: 5.200	Issued: 07/22/21

1 SUSPENSION PENDING AN INVESTIGATION¹

2 The Director of Schools may suspend a **tenured** teacher at any time that may seem necessary, pending
3 investigation or final disposition of a case before the board or an appeal. If the matter under investigation
4 is not the subject of an ongoing criminal investigation or a Department of Children's Services
5 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
6 not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend
7 a **tenured** teacher with pay. If vindicated or reinstated, the **tenured** teacher shall be paid full salary for
8 the period of suspension.

9 SUSPENSION OF THREE DAYS OR LESS^{2,3}

10 A Director of Schools/designee may suspend a **tenured** teacher for incompetence, inefficiency, neglect
11 of duty, unprofessional conduct and insubordination. Before a **tenured** teacher is suspended he/she shall
12 be: (1) provided with written notice, including the reasons for the suspension along with an explanation
13 of the evidence; (2) given an opportunity to respond to the Director at a conference, if requested within
14 five (5) **business-working** days; and (3) given a written decision of the suspension within ten (10)
15 **working business** days. Both parties may be represented by counsel at the conference, which shall be
16 recorded.

17 Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated,
18 the tenured teacher shall be paid full salary for the period of suspension, unless suspension without pay
19 is deemed to be an appropriate penalty.

20 DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS⁴

21 When a **tenured teacher is charged** ~~are made against a tenured teacher, charging the teacher~~ with
22 offenses, **which that** may justify dismissal or a suspension greater than three (3) days, the charges shall
23 be made in writing, specifically stating the offenses **which that** are charged, and shall be signed by the
24 party or parties making the charges.

25 If, in the opinion of the Board, the charges are of such nature as to warrant the **release dismissal** or a
26 suspension greater than three (3) days of the teacher, the Director of Schools shall give the teacher a
27 written notice of this decision, a copy of the charges against the **tenured** teacher, and a copy of a form
28 provided by the Commissioner of Education advising the **tenured** teacher of his/her legal duties, rights,
29 and recourse.

30 A **tenured** teacher who has been given notice of charges against him/her may within thirty (30) days after
31 receipt of notice give written notice to the Director of Schools of his/her request for a hearing.

1 The Director of Schools shall, within five (5) **working business** days after receipt of request, assign a
2 hearing officer **from the list maintained by the Board.**

3 ~~The Board will appoint an impartial hearing officer, to conduct hearings as defined under Tennessee law.~~

4 The Board shall maintain a list of qualified individuals who have indicated a willingness to act as
5 impartial hearing officers as defined under Tennessee law.

6 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the
7 parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of
8 issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following
9 receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any
10 prehearing conference may be conducted by telephone if each participant has an opportunity to
11 participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered
12 to issue appropriate orders and to regulate the conduct of the proceedings.

13 Either party may appeal to the Board **of Education** an adverse ruling by giving written notice of appeal
14 within ten (10) **business working** days of the hearing officer's delivery of the hearing officer's written
15 findings and conclusions. The Director of Schools shall prepare a copy of the proceedings, including all
16 transcripts and evidence, documentary or otherwise, and transmit the same to the Board within twenty
17 (20) **working** days of the receipt of the notice of appeal.

18 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party.
19 The appealing party may appear before the Board to argue why the adverse ruling should be overturned.
20 In no event should such argument last more than fifteen (15) minutes, unless the Board should vote to
21 extend additional time. At the conclusion of the hearing, ~~any member of~~ the Board may vote to sustain
22 the decision of the hearing officer, send the record back for additional evidence, revise the penalty or
23 reverse the decision. The Board shall render its decision within ten (10) **business working** days after the
24 conclusion of the hearing. In the event that the decision of the Board is appealed to the chancery court,
25 the Board shall transmit the entire record prepared by the Director of Schools and reviewed by the Board
26 to the chancery court for its review.

27 **RESIGNATION**

28 A **tenured** teacher shall give the Director of Schools notice of resignation at least thirty (30) days before
29 the effective date of the resignation. A **tenured** teacher who fails to give such notice, in the absence of
30 justifiable extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30)
31 days' notice requirement and permit a teacher to resign in good standing.⁵

32 The conditions under which it is permissible to break a contract with the board are as follows:⁶

- 33 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
34 statement of a physician approved by the Board; and
- 35 2. The release by the Board of the **tenured** teacher from the contract, which the **tenured** teacher has
36 entered into with the Board.

1 Any **tenured** teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior
2 to the date of return if the **tenured** teacher does not intend to return to the position from which he/she has
3 taken leave. Failure to render such notice may be considered a breach of contract.⁷

4 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
5 the State Board of Education and request the suspension of a **tenured** teacher's license. After the State
6 Board of Education has provided the **tenured** teacher an opportunity for defense during a hearing, the
7 State Board of Education may suspend the license for no less than thirty (30) and no more than three
8 hundred sixty-five (365) days.⁸

9 RETIREMENT

10 Retirement is a termination of services under conditions which will allow the employee to draw benefits
11 from retirement plans and/or Social Security benefits. **Employees Tenured teachers** eligible for
12 retirement benefits may elect to retire at any age according to the provisions of the retirement system.

13 Central office personnel shall assist **employees tenured teachers** in securing retirement benefits; however,
14 it shall be the responsibility of the retiring **employee tenured teacher** to provide verification of eligibility
15 in writing from **the Tennessee Consolidated Retirement System (TCRS)** to the central office. It shall be
16 the responsibility of the retiring **employee tenured teacher** to file for benefits.

17 **Teachers who retire under TCRS may be employed up to one hundred twenty (120) days per year without**
18 **loss of retirement benefits. Retired teachers may substitute teach for additional days if the Director of**
19 **Schools certifies in writing to the Division of Retirement that no other qualified personnel are available**
20 **to substitute teach.**⁹

21 **The Director of Schools may employ teachers retired for at least one year for full-time employment as a**
22 **kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits will not be lost**
23 **or suspended under certain conditions, which include but are not limited to the following:**¹⁰

24 1. **The Director of Schools of the employing system must certify in writing that no other qualified**
25 **individuals are available to fill the position;**

26 2. **The Commissioner of Education must certify that the employing school system serves an area**
27 **that lacks qualified teachers to serve in the position to be filled;**

28 3. **The retired teacher must hold a valid license and shall not be entitled to tenure status;**

29 4. **The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or**
30 **receive medical insurance coverage; and**

31 5. **The salary paid to the retired member shall not be less than the rate of compensation set by the**
32 **board for teachers with no experience filling similar positions, nor more than eighty five**
33 **percent (85%) of the rate of compensation set by board for teachers with comparable training**
34 **and years of experience filling similar positions.**

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b); **Public Acts of 2021, Chapter No. 493**
9. TCA 8-36-805
10. TCA 8-36-821

Cross References

Public Hearings 1.401.
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Separation Practices for Non- Tenured Teachers	Descriptor Code: 5.201	Issued Date: 10/28/21
		Rescinds: 5.201	Issued: 07/22/21

1 SUSPENSION PENDING AN INVESTIGATION¹

2 The Director of Schools may suspend a **non-tenured** teacher at any time that may seem necessary,
3 pending investigation or final disposition of a case before the Board or an appeal. If the matter under
4 investigation is not the subject of an ongoing criminal investigation or a Department of Children's
5 Services investigation, and if no charges for dismissal have been made, a suspension pending
6 investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of
7 Schools suspend a non-tenured teacher with pay. If vindicated or reinstated, the non-tenured teacher
8 shall be paid full salary for the period of suspension.

9 SUSPENSION OF THREE DAYS OR LESS²

10 A Director of Schools/designee may suspend a **non-tenured** teacher for incompetence, inefficiency,
11 neglect of duty, unprofessional conduct and insubordination. Before an **employee non-tenured teacher** is
12 suspended, he/she shall be: (1) provided with written notice, including the reasons for the suspension
13 along with an explanation of the evidence; (2) given an opportunity to respond to the Director of Schools
14 at a recorded conference, if requested within five (5) **working business** days; and (3) given a written
15 decision of the suspension within ten (10) **working business** days. Both parties may be represented by
16 counsel at the conference, which shall be recorded.

17 **Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If**
18 **reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension**
19 **without pay is deemed to be an appropriate penalty.**

20 DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²

21 The Director of Schools may dismiss or suspend for more than three (3) **working business** days any non-
22 tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper
23 conduct, or neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

24 The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing
25 before an impartial hearing officer.

26 The Board will appoint an impartial hearing officer to conduct such hearings, **as defined under Tennessee**
27 **Law**. The hearing officer will hear the case and the **employee non-tenured teacher** shall have the right
28 to:

- 29 1. Be represented by counsel;
- 30 2. Call and subpoena witnesses;
- 31 3. Examine all witnesses; and

1 4. Require that all testimony be given under oath.

2 Factual findings and decisions in all dismissal cases shall be ~~reduced to~~ **provided in** written form and
3 delivered to the affected **employee non-tenured teacher** within ten (10) **business working** days following
4 the close of the hearing. The **non-tenured** teacher may appeal the decision to the Board within ten (10)
5 **business working** days of the hearing officer rendering the written decision to the **employee non-tenured**
6 **teacher**. Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty
7 (20) **business working** days of receipt of notice, the Director of Schools shall prepare a copy of the
8 proceedings **including all** transcripts, documentary and evidence **or otherwise** presented and provide the
9 Board a copy of the same.

10 The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in
11 same manner as the non-tenured teacher.

12 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may
13 appear in person or be represented by counsel and argue why the decision should be modified or reversed.
14 The Board shall take one of the following actions:

- 15 1. Sustain the decision;
- 16 2. Send the record back if additional evidence is necessary; or
- 17 3. Revise the penalty or reverse the decision.

18 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
19 sustaining the charges. The Board shall render a decision on the appeal within ten (10) **business working**
20 days after the conclusion of the hearing.

21 Within twenty (20) **business working** days after receipt of notice of the decision of the Board, either
22 party may appeal to the chancery court in the county where the school **system district** is located. The
23 Board shall provide the entire record of the hearing to the court.

24 **NON-RENEWAL**

25 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
26 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
27 or tenure protections.

28 The principal is responsible for discussing deficiencies as part of the evaluation process with the non-
29 tenured teacher and providing assistance for overcoming these deficiencies.

30 The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their
31 contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher,[†]
32 the following action shall be taken:

- 33 1. The Board shall be notified at the next regular board meeting; and
- 34 2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier or
35 by email within five (5) business days following the last instructional day for the school year.³ **If**
36 **the reason for the non-renewal is due only to a loss of funding for the position, then the notice**
37 **shall include a statement listing it as the cause for non-renewal.**⁴

1 RESIGNATION

2 A non-tenured teacher shall give the Director of Schools notice of resignation at least thirty (30) days
3 before the effective date of the resignation.⁴⁵ The Board may waive the thirty (30) days-notice
4 requirement and permit a non-tenured teacher to resign in good standing.

5 The conditions under which it is permissible to break a contract with the board are as follows:⁵⁶

- 6 1. The incapacity on the part of the non-tenured teacher to perform the contract as evidenced by the
7 certified statement of a physician approved by the Board; and
- 8 2. The release by the Board of the non-tenured teacher from the contract, which the non-tenured
9 teacher has entered into with the Board.

10 Any non-tenured teacher on leave shall notify the Director of Schools in writing at least thirty (30) days
11 prior to the date of return if the non-tenured teacher does not intend to return to the position from which
12 he/she has taken leave. Failure to render such notice may be considered a breach of contract.⁶⁷

13 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
14 the State Board of Education and request the suspension of a non-tenured teacher's certificate license.
15 After the State Board of Education has provided the non-tenured teacher an opportunity for defense
16 during a hearing, the State Board of Education may suspend the certificate license for no less than thirty
17 (30) days and no more than three hundred sixty-five (365) days.⁷⁸

18 RETIREMENT

19 Retirement shall mean a termination of services under conditions, which will allow the non-tenured
20 teacher employee to draw benefits from retirement plans and/or Social Security benefits.

21 Employees Non-tenured teachers eligible for retirement benefits may elect to retire at any age according
22 to the provisions of the retirement system. Central office personnel shall assist employees non-tenured
23 teachers in securing retirement benefits; however, it shall be the responsibility of the retiring employee
24 non-tenured teacher to provide verification of eligibility in writing from the Tennessee Consolidated
25 Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring non-tenured
26 employee teacher to file for retirement benefits.

27 Teachers who retire under TCRS may be employed up to one hundred twenty (120) days per year without
28 loss of retirement benefits. Retired teachers may substitute teach for additional days if the Director of
29 Schools certifies in writing to the Division of Retirement that no other qualified personnel are available
30 to substitute teach.⁸

31 The Director of Schools may employ teachers retired for at least one year for full-time employment as a
32 kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits will not be lost
33 or suspended under certain conditions, which include but are not limited to the following:⁹

- 34 1. The Director of Schools of the employing district shall certify in writing that no other qualified
35 individuals are available to fill the position;
- 36 2. The Commissioner of Education must certify that the employing school district serves an area
37 that lacks qualified teachers to serve in the position to be filled;

- 1 ~~3. The retired teacher must hold a valid license and shall not be entitled to tenure status;~~
- 2 ~~4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or~~
- 3 ~~receive medical insurance coverage; and~~
- 4 ~~5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the~~
- 5 ~~Board for teachers with no experience filling similar positions, nor more than eighty-five percent~~
- 6 ~~(85%) of the rate of compensation set by Board for teachers with comparable training and years~~
- 7 ~~of experience filling similar positions.~~

8 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*
 9 *does NOT follow the suspension/dismissal ~~procedures~~ **guidelines** outlined in this policy. Rather,*
 10 *nonrenewal of non-tenured teachers after the contract year follows the nonrenewal ~~procedures~~*
 11 ***guidelines** outlined in this policy.)*

Legal References

- 1. TCA 49-5-511(a)(3)
- 2. TCA 49-2-301(b)(1) (EE); TCA 49-5-512
- 3. ~~TCA 49-5-409~~ **Public Acts of 2021, Chapter No. 378**
- 4. ~~TCA 49-5-508~~ **Public Acts of 2022, Chapter No. 678**
- 5. TCA 49-5-411(a) ~~508~~
- 6. TCA 49-5-706 ~~411(a)~~
- 7. ~~TCA 49-5-411(b)(4)~~ **Public Acts of 2021, Chapter No. 493** ~~706~~
- 8. TCA ~~8-36-805~~ **49-5-411 (b)**
- 9. TCA 8-36-821 ~~805~~

Cross References

- Public Hearings 1.401
- Teacher Tenure 5.117
- Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: 03/17/22
		Rescinds: 5.701	Issued: 12/02/21

1 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies **until**
2 **a licensed teacher is available.** ^{1,2} All Substitute teachers ~~shall~~ **may** be employed **by the Director of Schools**
3 and paid **directly** by the Board or by a third party ~~public or private~~ employer through an agreement
4 between such third party employer and the Board **of education.**

5 Substitute teachers employed by third party entities shall be subject to the same unemployment
6 benefit eligibility conditions as substitute teachers employed directly by the Board **of education.**²

7 APPLICATION/QUALIFICATIONS

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

10 Applicants **with revoked licenses or certificates according to** ~~whose records with~~
11 ~~the State~~ the Department of Education ~~indicate a license or certificate currently in revoked status~~
12 shall not be hired.⁴

13 **Qualifications for substitute teacher shall be determined by the Director of Schools in compliance with**
14 **board policy, state laws, and State Board of Education rules and regulations.**

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

18 **A list of substitute teacher(s)** will be prepared by the **Human Resource Personnel** Director, who will
19 maintain ~~a complete~~ file(s) **which may on all substitute teachers.** This file will include transcripts,
20 credentials, recommendations, and other pertinent information. ~~A list of all approved substitutes shall be~~
21 ~~provided to all building principals. Only those persons on the approved substitute list shall be employed~~
22 ~~to substitute teach.~~

23 COMPENSATION

24 **If employed directly by the district,** the compensation of substitute teachers ~~is~~ **shall be** determined
25 annually by the Board.

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

1 CERTIFICATION

2 When substituting for a regular teacher who has been absent for twenty (20) consecutive days, a
3 substitute teacher ~~must~~ shall possess a teaching certificate with endorsement in the discipline(s) to be
4 taught ~~or shall be retired teacher that held the appropriate endorsement.~~⁶

5 When substituting for a teacher without sick leave, the substitute shall be certified and paid according to
6 the state salary schedule.¹

7 ~~Retired teachers may substitute one hundred twenty (120) days per year without loss of retirement~~
8 ~~benefits,⁴ and may substitute for additional days if the director of schools certifies in writing to the Division~~
9 ~~of Retirement that no other qualified personnel are available to substitute teach.⁷~~

10 EMERGENCY NEEDS

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

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

17 TRAINING AND ORIENTATION

18 The Director of Schools shall be responsible for ~~providing~~ ensuring that there are
19 appropriate training and development programs for substitute teachers.

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

22 RESPONSIBILITIES

23 Substitute teachers shall assume the same responsibilities ~~and have the same authority~~ as the regular
24 teacher, including ~~but not limited to~~ bus duty and playground supervision.

25 RE-EMPLOYMENT/TERMINATION

26 On an annual basis, the Director of Schools, with input from the principals, shall determine which
27 substitute teachers performed at an acceptable level. Substitute teachers who performed below an
28 acceptable level shall not be re-employed.

29 All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying
30 the principal ~~and/or third party employer~~ if they wish to terminate their service as substitutes.

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

Legal References

1. TRR/MS 0520-01-02-.04(5)
2. TCA 49-5-709
3. TCA 49-5-413(a)(2)
4. TCA 49-2-203(a)(15)(14)
5. TCA 49-3-312(b)
6. TCA 49-3-312(a); TRR/MS 0520-01-02-.04(5)(b)
7. ~~TCA 8-36-805~~

Cross References

Background Investigations 5.118

Employment of Retirees 5.119

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Admission of Suspended or Expelled Students	Descriptor Code: 6.318	Issued Date: 02/23/17
		Rescinds: 6.318	Issued: 10/01/98

1 The Board may deny admission of any student (except those in state custody) who has been expelled
 2 or suspended from another school system in Tennessee or another state even though the student
 3 has established residency in the ~~system~~ **district** in which ~~he/she seeks~~ enrollment **is sought**.

4 After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding
 5 the suspension/expulsion from the former school ~~system~~ **district** and make a recommendation to the
 6 Board to approve or deny the request.

7 The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

8 ~~If the action of the Board is to deny admission, the director of schools shall, on behalf of the Board~~
 9 ~~of Education, notify the Commissioner of Education of the decision.~~

10 ~~Any school system that accepts enrollment of a student from another school system~~ **A student may be**
 11 ~~dismissed~~ **the student** if it is determined subsequent to the enrollment that the student has been
 12 suspended or expelled from the former school ~~district~~ **system**.¹

13 ~~* When a student has been remanded to alternative school, he or she is not permitted at any time to be~~
 14 ~~on any Cumberland County School campus. This includes extracurricular events.~~

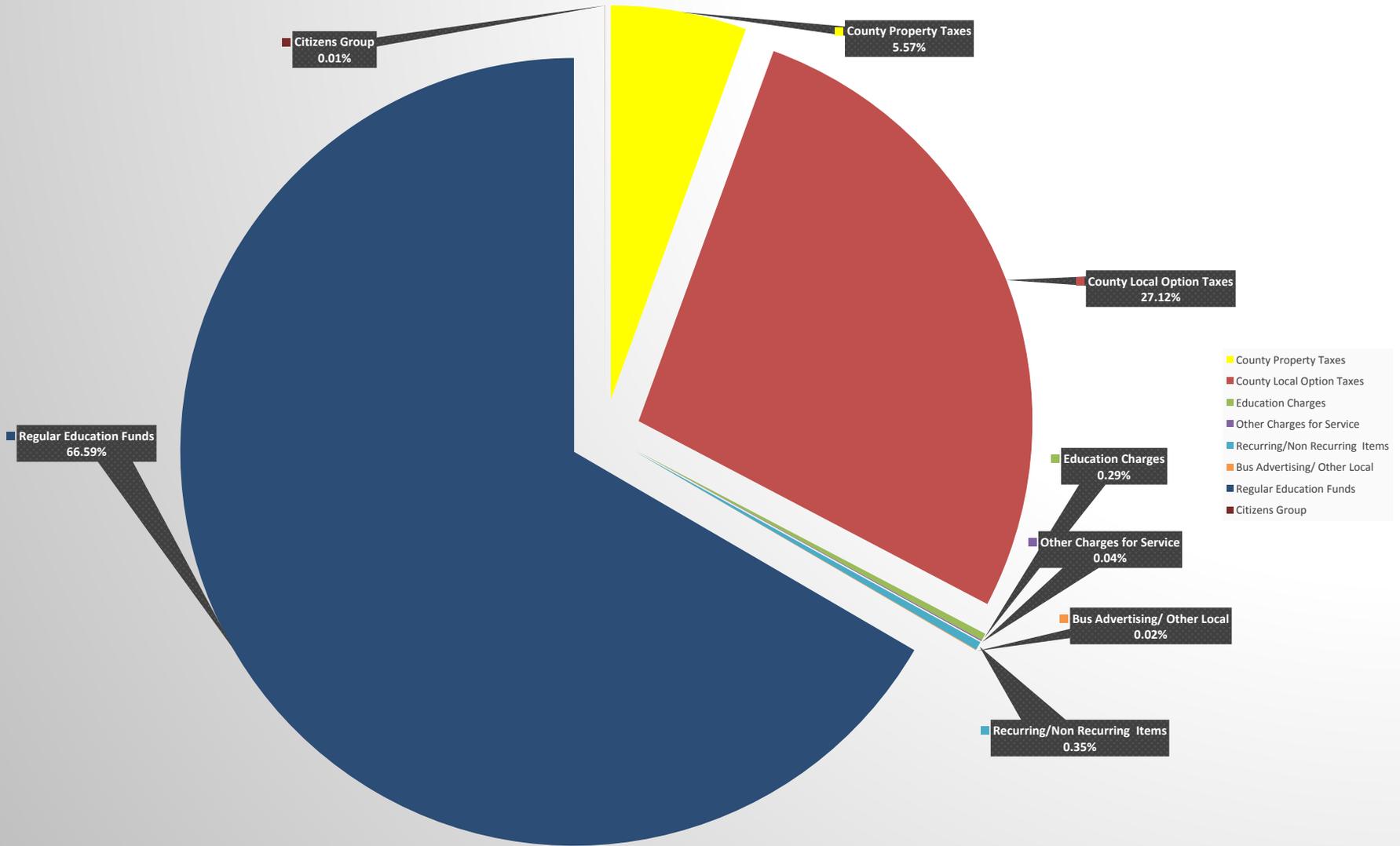
Legal References

1. TCA 49-6-3401(f); **Public Acts of 2022 Chapter No. 868**; 20 USCS § 1232g(b)(4), (h)

Cross References

- School Admissions 6.203
 Student Records 6.600-~~604~~

**CUMBERLAND COUNTY FINANCE
BUDGETED REVENUE FY 2023**



**Cumberland County Finance
Summary Financial Statement
August 2022**

DRAFT / PRELIMINARY

Printed: 9/12/22

141 General Purpose School		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget Estimate	Total	Actual	Encumbered	% of Avg
							Avg/Mth				
Revenues											
40110	Current Property Tax	2,818,910.00	9.06	9.06	0.00	0.00%	234,909.17	0.00	0.00	0.00	0.00%
40120	Trustee's Collections - Prior Year	220,379.00	31,865.27	31,865.27	0.00	14.46%	18,364.92	0.00	0.00	0.00	0.00%
40130	Cir Clk/Clk & Master Collections-Pr Yr	97,098.00	6,468.29	6,468.29	0.00	6.66%	8,091.50	6,468.29	6,468.29	0.00	0.00%
40140	Interest And Penalty	100,108.00	7,506.68	7,506.68	0.00	7.50%	8,342.33	5,254.36	5,254.36	0.00	0.00%
40210	Local Option Sales Tax	15,683,100.00	1,351,767.26	1,351,767.26	0.00	8.62%	1,306,925.00	1,351,767.26	1,351,767.26	0.00	0.00%
40270	Business Tax	4,249.00	820.42	820.42	0.00	19.31%	354.08	433.39	433.39	0.00	0.00%
40275	Mixed Drink Sales	67,928.00	7,482.23	7,482.23	0.00	11.01%	5,660.67	7,482.23	7,482.23	0.00	0.00%
43517	Tuition - Other	110,000.00	14,885.09	14,885.09	0.00	13.53%	9,166.67	8,740.75	8,740.75	0.00	0.00%
43570	Receipts From Individual Schools	60,000.00	0.00	0.00	0.00	0.00%	5,000.00	0.00	0.00	0.00	0.00%
43990	Other Charges For Services	26,000.00	0.00	0.00	0.00	0.00%	2,166.67	0.00	0.00	0.00	0.00%
44120	Lease/Rentals	8,000.00	650.00	650.00	0.00	8.13%	666.67	0.00	0.00	0.00	0.00%
44145	Sale Of Recycled Materials	7,500.00	541.90	541.90	0.00	7.23%	625.00	301.50	301.50	0.00	0.00%
44170	Miscellaneous Refunds	170,000.00	146,515.39	146,515.39	0.00	86.19%	14,166.67	75,621.04	75,621.04	0.00	0.00%
44530	Sale of Equipment	0.00	632.00	632.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00%
44560	Damages Recovered From Individuals	1,500.00	0.00	0.00	0.00	0.00%	125.00	0.00	0.00	0.00	0.00%
44570	Contributions & Gifts	15,000.00	0.00	0.00	0.00	0.00%	1,250.00	0.00	0.00	0.00	0.00%
44990	Other Local Revenues	14,000.00	0.00	0.00	0.00	0.00%	1,166.67	0.00	0.00	0.00	0.00%
46511	Basic Education Program	36,787,000.00	3,681,700.00	3,681,700.00	0.00	10.01%	3,065,583.33	3,681,700.00	3,681,700.00	0.00	0.00%
46515	Early Childhood Education	1,059,450.00	0.00	0.00	0.00	0.00%	88,287.50	0.00	0.00	0.00	0.00%
46590	Other State Education Funds	597,026.00	59,702.57	59,702.57	0.00	10.00%	49,752.17	59,702.57	59,702.57	0.00	0.00%
46591	Coordinated School Health - ARRA	100,000.00	0.00	0.00	0.00	0.00%	8,333.33	0.00	0.00	0.00	0.00%
46594	Family Resource Centers - ARRA	29,611.00	0.00	0.00	0.00	0.00%	2,467.58	0.00	0.00	0.00	0.00%
46610	Career Ladder Program	117,000.00	0.00	0.00	0.00	0.00%	9,750.00	0.00	0.00	0.00	0.00%
48610	Donations	5,000.00	0.00	0.00	0.00	0.00%	416.67	0.00	0.00	0.00	0.00%
49600	Proceeds from Sale of Caopital Assets	0.00	8,557.00	8,557.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00%
49700	Insurance Recovery	0.00	38,649.25	38,649.25	0.00	0.00%	0.00	38,649.25	38,649.25	0.00	0.00%
Total	Revenues	\$ 58,098,859.00	\$ 5,357,752.41	\$ 5,357,752.41	\$ -	9.22%	\$ 4,841,571.60	\$ 5,236,120.64	\$ 5,236,120.64	\$ -	108.15%

**Cumberland County Finance
Summary Financial Statement
August 2022**

DRAFT / PRELIMINARY

Printed: 9/12/22

141 General Purpose School		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget Estimate	Total	Actual	Encumbered	% of Avg
							Avg/Mth				
Expenditures											
71100	Regular Instruction Program	(28,516,794.00)	2,670,391.98	2,663,286.85	7,105.13	-9.36%	2,376,399.50	2,145,293.51	2,226,505.04	(81,211.53)	-90.27%
71150	Alternative Instruction Program	(340,501.00)	23,923.24	23,923.24	0.00	-7.03%	28,375.08	20,514.44	20,514.44	0.00	-72.30%
71200	Special Education Program	(4,190,504.00)	376,000.96	375,452.00	548.96	-8.97%	349,208.67	318,942.53	318,729.51	213.02	-91.33%
71300	Career And Technical Education	(3,572,393.00)	371,662.04	360,423.91	11,238.13	-10.40%	297,699.42	285,339.75	275,566.42	9,773.33	-95.85%
71400	Student Body Education Program	(647,203.00)	0.00	0.00	0.00	0.00%	53,933.58	0.00	0.00	0.00	0.00%
72110	Attendance	(211,782.00)	16,222.07	16,129.11	92.96	-7.66%	17,648.50	12,019.38	11,926.42	92.96	-68.10%
72120	Health Services	(733,330.00)	68,372.01	68,135.51	236.50	-9.32%	61,110.83	56,737.18	56,680.68	56.50	-92.84%
72130	Other Student Support	(1,854,042.00)	130,436.25	130,436.25	0.00	-7.04%	154,503.50	106,543.49	106,543.49	0.00	-68.96%
72210	Regular Instruction Program	(1,224,076.00)	131,360.04	131,360.04	0.00	-10.73%	102,006.33	75,474.72	75,474.72	0.00	-73.99%
72220	Special Education Program	(777,709.00)	80,831.20	80,631.20	200.00	-10.39%	64,809.08	59,928.45	59,728.45	200.00	-92.47%
72230	Career And Technical Education	(418,078.00)	53,702.03	53,652.03	50.00	-12.84%	34,839.83	34,973.41	34,923.41	50.00	-100.38%
72250	Technology	(1,441,550.00)	795,601.70	667,589.67	128,012.03	-55.19%	120,129.17	104,816.07	616,840.44	(512,024.37)	-87.25%
72310	Board Of Education	(1,121,950.00)	336,334.44	335,682.80	651.64	-29.98%	93,495.83	33,546.17	33,207.56	338.61	-35.88%
72320	Office Of The Superintendent	(297,811.00)	50,590.54	50,367.58	222.96	-16.99%	24,817.58	25,815.80	25,592.84	222.96	-104.02%
72410	Office Of The Principal	(4,511,649.00)	443,840.71	443,840.71	0.00	-9.84%	375,970.75	358,772.89	358,772.89	0.00	-95.43%
72510	Fiscal Services	(202,296.00)	23,165.72	22,956.22	209.50	-11.45%	16,858.00	13,687.23	13,477.73	209.50	-81.19%
72520	Human Services/Personnel	(203,126.00)	41,242.57	40,731.26	511.31	-20.30%	16,927.17	12,928.95	13,582.14	(653.19)	-76.38%
72610	Operation Of Plant	(5,634,530.00)	1,248,102.66	1,210,169.88	37,932.78	-22.15%	469,544.17	390,362.54	376,501.76	13,860.78	-83.14%
72620	Maintenance Of Plant	(3,771,325.00)	322,069.99	174,330.68	147,739.31	-8.54%	314,277.08	195,688.81	104,549.36	91,139.45	-62.27%
72710	Transportation	(3,637,152.00)	413,089.71	365,818.22	47,271.49	-11.36%	303,096.00	266,423.32	247,217.13	19,206.19	-87.90%
73300	Community Services	(172,962.00)	17,610.61	17,610.61	0.00	-10.18%	14,413.50	11,835.90	11,934.90	(99.00)	-82.12%
73400	Early Childhood Education	(1,294,093.00)	117,293.91	117,293.91	0.00	-9.06%	107,841.08	97,333.79	97,333.79	0.00	-90.26%
76100	Regular Capital Outlay	(240,000.00)	5,755.92	4,705.97	1,049.95	-2.40%	20,000.00	5,755.92	4,705.97	1,049.95	-28.78%
82130	Education Debt Service	(288,372.00)	72,093.00	72,093.00	0.00	-25.00%	24,031.00	0.00	0.00	0.00	0.00%
82230	Education Debt Service	(4,524.00)	1,131.00	1,131.00	0.00	-25.00%	377.00	0.00	0.00	0.00	0.00%
99100	Transfers Out	(1,000,000.00)	0.00	0.00	0.00	0.00%	83,333.33	0.00	0.00	0.00	0.00%
Total Expenditures		\$ (66,307,752.00)	\$ 7,810,824.30	\$ 7,427,751.65	\$ 383,072.65	11.78%	\$ 5,525,645.98	\$ 4,632,734.25	\$ 5,090,309.09	\$ (457,574.84)	-83.84%

**Cumberland County Finance
Summary Financial Statement
August 2022**

DRAFT / PRELIMINARY

Printed: 9/12/22

141 General Purpose School		Year-To-Date					Month-To-Date				
Account	Description	Budget Estimate	Total	Actual	Encumbered	% of Budget	Budget Estimate	Total	Actual	Encumbered	% of Avg
							Avg/Mth				
Total	141 General Purpose School	\$ (8,208,893.00)	\$ (2,453,071.89)	\$ (2,069,999.24)	\$ (383,072.65)	-29.88%	\$ (684,074.38)	\$ 603,386.39	\$ 145,811.55	\$ 457,574.84	88.20%

BOE APPROVED: NO COMMISSION ACTION REQUIRED
RESOLUTION # _____
Cumberland County, Tennessee
General Program School Fund

WHEREAS, the General budget requires revision to reallocate resources to ensure all IDEA requirements are met.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September, 2022, that the following budget amendment be adopted:

General Budget Amendment

Decrease Expenditures:

141-71200-116	Teachers	\$ 92,592.00
141-71200-201	Social Security/Medicare	\$ 4,186.89
141-71200-204	State Retirement	\$ 5,017.33
141-71200-206	Life Insurance	\$ 94.00
141-71200-207	Medical Insurance	\$ 292.84
Total Decrease Expenditures		\$102,183.06

Increase Expenditures:

141-71200-163	Educational Assistants	\$ 41,361.46
141-71200-429	Instructional Supplies & Materials	\$ 13,797.70
141-71200-499	Other Supplies & Materials	\$ 10,000.00
141-72220-124	Psychological Personnel	\$ 6,000.00
141-72220-201	Social Security/Medicare	\$ 502.50
141-72220-204	State Retirement	\$ 521.40
141-72220-355	Travel	\$ 5,000.00
141-72220-399	Other Contracted Services	\$ 20,000.00
141-72220-524	In-Service & Staff Development	\$ 5,000.00
Total Increase Expenditures		\$ 102,183.06

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: _____

BOE APPROVED: NO COMMISSION ACTION REQUIRED
RESOLUTION # _____
Cumberland County, Tennessee
Special Education Federal Budget

WHEREAS, the Federal IDEA Part B grant budget requires revision to move Medicare Liability to be combined with Social Security on the budget.

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

Federal IDEA Part B

Decrease Expenditures:

142-901-71200-212	Employer Medicare Liability	\$ 12,164.47
142-901-72220-212	Employer Medicare Liability	\$ 2,151.61
142-901-72710-212	Employer Medicare Liability	\$ 398.70
142-911-71200-212	Employer Medicare Liability	\$ 434.45
Total Decrease Expenditures		\$ 15,149.23

Increase Expenditures:

142-901-71200-201	Social Security	\$ 12,164.47
142-901-72220-201	Social Security	\$ 2,151.61
142-901-72710-201	Social Security	\$ 398.70
142-911-71200-201	Social Security	\$ 434.45
Total Increase Expenditures		\$ 15,149.23

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: _____

RESOLUTION # _____
Cumberland County, Tennessee
Federal Programs Fund

WHEREAS, the Federal Title IC Budget required a revision to add salary and benefit line items for tutoring and to decrease instructional supplies line item,

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September 2022, that the following budget amendment be adopted:

Federal Title 1C Budget Amendment

Decrease Expenditures:		
142-130-71100-429	Instructional Materials	\$ 4,537.26
Total Decrease Expenditures		\$ 4,537.26

Increase Expenditures:		
142-130-71100-189	Other Salaries and Wages	\$ 3,900.00
142-130-71100-201	Social Security	\$ 298.35
142-130-71100-204	State Retirement	\$ 338.91
Total Increase Expenditures		\$ 4,537.26

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _ Nays: _ Abstain: _____

RESOLUTION # _____
 Cumberland County, Tennessee
 Federal Programs Fund

WHEREAS, the Federal Consolidated Admin Pool Budget required a revision to match ePlan approved line items,

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September 2022, that the following budget amendment be adopted:

Federal Consolidated Admin Budget Amendment

Decrease Expenditures:		
142-011-72210-105	Supervisor/Director	\$ 1,045.61
142-011-72210-161	Secretary	\$ 12,907.43
142-011-72210-201	Social Security	\$ 1,051.12
142-011-72210-204	State Retirement	\$ 1,056.43
142-011-72210-299	Other Fringe Benefits	\$ 54.00
142-011-72210-355	Travel	\$ 3,000.00
Total Decrease Expenditures		\$ 19,114.59

Increase Expenditures:		
142-011-72210-399	Contracted Services	\$ 10,000.00
142-011-72210-499	Other Supplies and Materials	\$ 3,000.00
142-011-72210-524	In-Service/Staff Development	\$ 4,500.00
142-011-72210-790	Other Equipment	\$ 1,614.59
Total Increase Expenditures		\$ 19,114.59

Federal Consolidated Admin Budget Amendment

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _ Nays: _ Abstain: _____

BOE APPROVED: NO COMMISSION ACTION REQUIRED

RESOLUTION # _____

Cumberland County, Tennessee

Special Education Federal Budget

WHEREAS, the Federal IDEA Part B Preschool grant budget requires revision to allocate carry over amount of \$27,888.55.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September, 2022, that the following budget amendment be adopted:

Federal IDEA Part B PreSchool 911

Increase Revenue:

142-911-47145	Carryover	<u>\$27,888.55</u>
		\$27,888.55

Increase Expenditures:

142-911-71200-116	Teachers	\$ 1,198.45
142-911-71200-201	Social Security/Medicare	\$ 91.68
142-911-71200-204	State Retirement	\$ 104.14
142-911-71200-429	Instructional Supplies & Materials	\$ 11,994.28
142-911-71200-499	Other Supplies & Materials	\$ 11,500.00
142-911-71200-725	Special Education Equipment	<u>\$ 3,000.00</u>
Total Increase		\$ 27,888.55

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: _____

BOE APPROVED: NO COMMISSION ACTION REQUIRED
 RESOLUTION # _____
 Cumberland County, Tennessee
 Special Education Federal Budget

WHEREAS, the Federal IDEA Part B grant budget requires revision to allocate carry over amount of \$551,298.46

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September, 2022, that the following budget amendment be adopted:

Federal IDEA Part B 901

Increase Revenue:

142-901-47143	Carryover	<u>\$551,298.46</u>
		\$551,298.46

Decrease Expenditures:

142-901-71200-599	Other Charges	\$ 6,000.00
142-901-72220-189	Other Salaries & Wages	\$ 1,034.84
142-901-72220-201	Social Security/Medicare	\$ 79.17
142-901-72220-204	State Retirement	\$ 1,319.41
142-901-72220-207	Medical Insurance	<u>\$ 2,519.11</u>
Total Decrease Expenditures		\$ 10,952.53 (10,952.53)

Increase Expenditures:

142-901-71200-116	Teachers	\$ 15,449.57
142-901-71200-163	Educational Assistants	\$ 22,521.69
142-901-71200-195	Substitute Teachers Certified	\$ 4,000.00
142-901-71200-198	Substitute Teachers Non-Certified	\$ 3,500.00
142-901-71200-201	Social Security/Medicare	\$ 1,095.50
142-901-71200-204	State Retirement	\$ 1,252.23
142-901-71200-207	Medical Insurance	\$ 37,971.92
142-901-71200-312	Other Contracted Service	\$ 15,000.00
142-901-71200-336	Maintenance & Repair Services	\$ 4,500.00
142-901-71200-429	Instructional Supplies & Materials	\$150,000.00
142-901-71200-499	Other Supplies & Materials	\$ 17,000.00
142-901-71200-725	Special Education Equipment	\$ 49,500.00
142-901-72220-312	Contracted Services	\$180,035.90
142-901-72220-355	Travel	\$ 18,045.31
142-901-72220-499	Other Supplies & Materials	\$ 8,000.00
142-901-72220-524	In-Service/Staff Development	\$ 34,000.00
142-901-72710-189	Attendants	\$ 327.60
142-901-72710-201	Social Security	\$ 20.31
142-901-72710-204	Retirement	\$ 26.21
142-901-72710-212	Employee Medicare	<u>\$ 4.75</u>
Total Increase Expenditures		\$ 562,250.99 <u>562,250.99</u>
Total Carryover Amount		\$551,298.46

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: _____

RESOLUTION # _____
Cumberland County, Tennessee
Federal Programs Fund

WHEREAS, the Federal TAG 1.0 Budget required a revision to add salary and benefit line items, equipment, to decrease instructional supplies line item, and to decrease the revenue,

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September 2022, that the following budget amendment be adopted:

Federal TAG 1.0 Budget Amendment

Decrease Expenditures:	A	\$ 36,500.00
Decrease Revenue:	B	\$ 5,462.67
Increase Expenditures:	C	\$ 31,037.33

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: _ Nays: _ Abstain: _____

RESOLUTION # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the Federal ESSER 3.0 Budget required a revision to match ePlan approved line items,

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 22nd day of September 2022, that the following budget amendment be adopted:

Federal ESSER 3.0 Budget Amendment

Decrease Expenditures:	A	\$2,921,923.72
Decrease Revenue:	B	\$280,151.66
Increase Expenditures:	C	\$2,641,772.06

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Director of Schools

Ayes: ___ Nays: ___ Abstain: ___

Budget Amendum Entry
For
Cumberland County

BE# _____

Fund: Federal Programs Fund No.: 142 Date: 9/22/2022
Explanation: To Revise ESSER 3.0 Budget to Match Eplan Budget

For NextGen Accounting

Funct-Obj	Sub Funct Sub-Obj	Debit	Credit
71100-163 Aides	933	\$663,518.13	
71100-188 Bonus Payments	933	\$6,000.00	
71100-189 Other Salaries	933	\$970,448.00	
71100-198 Non-Certified	933	\$200,000.00	
71100-201 Social Security	933	\$97,937.33	
71100-204 Retirement	933	\$120,406.04	
71100-206 Life Insurance	933	\$29,952.00	
71100-207 Medical Insurance	933	\$527,250.00	
71100-208 Dental Insurance	933	\$17,700.00	
71100-210 Unemployment	933	\$32,633.39	
71100-299 Other Fringe Benefits	933	\$331.60	
71100-399 Other Contracted	933	\$200,000.00	
72120-131 Medical Personnel	933	\$3,339.84	
72120-201 Social Security	933	\$283.65	
72120-204 State Retirement	933	\$356.64	
71200-116 Special Education Program-Teachers	933	\$23,936.00	
71200-163 Special Education Program-Aides	933	\$14,313.60	
71200-201 Social Security	933	\$2,883.12	
71200-204 State Retirement	933	\$2,976.39	
72710-146 Bus Drivers	933	\$3,888.00	
72710-189 Other Salaries and Wages	933	\$2,880.00	
72710-201 Social Security	933	\$517.75	
72710-204 State Retirement	933	\$372.24	
47401	933	B	\$280,151.66
71100-116 Teachers	933		\$548,813.00
71100-429 Instructional Supplies	933		\$401,981.38
71100-471 Software	933		\$10,000.00
71100-599 Other Charges	933		\$229,009.94
71100-722 Equipment	933		\$170,616.22
72510-119 Accountants/Bookkeepers	933		\$34,660.00
72510-201 Social Security	933		\$2,640.19
72510-204 State Retirement	933		\$2,763.00
72510-206 Life Insurance	933		\$48.00
72510-207 Medical Insurance	933		\$9,152.00
72510-208 Dental insurance	933		\$360.00
72510-210 Unemployment Compensation	933		\$105.00
72510-299 Other Fringe Benefits	933		\$135.10
72510-355 Travel	933		\$1,500.00
76100 -706 Capital Outlay-Building Construction	933		\$756,714.57
72210-355 Travel	933		\$3,000.00
72210-499 Other Supplies and Materials	933		\$5,132.77
99100-504 Indirect Cost	933		\$465,140.89
Total Expenditure Increases	C		\$2,641,772.06
	A	\$2,921,923.72	\$2,921,923.72

Recorder _____

Bookkeeper _____
Federal Programs



William G. Stepp • Director of Schools

Jim Inman • Board Chair

Cumberland County BOE
368 4th Street
Crossville, TN 38555

Dean Patton
Cumberland County
Athletic Director

I sincerely request approval of Eric Davis as a level III non-faculty volunteer coach. With your approval, he will be working with CCMS Football.

Thank you for your consideration

A handwritten signature in cursive script that reads 'Dean Patton'.

Dean Patton



South Cumberland Elementary School

3536 Lantana Rd.

Crossville, TN 38572

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

Principal: Dawn Hall

To: Cumberland County Board of Education

Mr. William Stepp, Director of Schools

From: Dawn Hall

Date: September 12, 2022

Re. Volunteers

Please approve the following additional volunteer(s) for the 2022-2023 school year. The appropriate volunteer application is on file and references have been checked.

LEVEL I

None

LEVEL II

Minnie L. Shadden

LEVEL III

None

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

Dawn Hall

Principal

***Frank P. Brown
Elementary School***



3766 Dunbar Road
Crossville, Tennessee 38572
Phone (931) 788-2248
Fax (931) 788-2554

Dr. Stephanie L. Speich
Principal

Mr. Stepp and CCBOE:

Please approve the attached list of volunteers for Brown Elementary.

Thank you,

Stephanie L. Speich

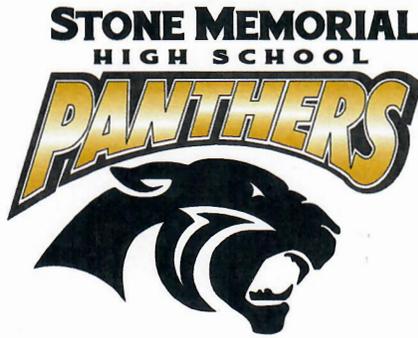
Brown Elementary Volunteer Applications
September 2022

Level 1

Deita Branstetter
Judy Dawson
Davis J Babcock

Level 2

Kenneth Cope
Tina Hyde
April Linton
Virginia Martin
Tracy Stephens
Skye Thomason
Joani Trout
Toni Wilson
Kayla Woods
Heather Alcorn
Jenna Brownfield
Crystal Bruce
Jessica Dillon
Mary Jo Downs
Rene Oberer



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

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

FROM: Kelly J. Smith, Principal

DATE: September 12, 2022

RE: SMHS Volunteers

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

Jeremiah Ott Baseball Level III

Thank you,

A handwritten signature in blue ink, appearing to read "Kelly Smith". The signature is stylized and cursive.

Kelly Smith
KJS/dms



Mrs. Kara Spicer, Principal
Pine View Elementary School
349 Daysville Road
Rockwood, TN 37854
spicerk1@ccschools.k12tn.net
School: (865) 354-1986

September 13, 2022

Attention CCBOE:

For the month of September, I am including the current list of volunteer applications for Levels 1 & 2. Please review the following volunteers from Pine View Elementary for your consideration and approval:

Pine View Elementary
September 2022 Volunteers

Level 1

Paige Beaty
Harley Yarnell
Brandi Carter
Justin Mills
Brittany Cobb
Sondra Brown
Cynthia Hadley
Holly Morris
Niki VanHoose
Jesse DeRossett
Patsy Mullins
Christine Garcia
Roy Schrade
Sam Newcome

Dawn Guzicki
Dwight Edington
Hayleigh Goad
Brittany Yarber
Carly Schrade

Level 2

Marsha Sebok
Tristen McCloud Templeton



North Cumberland Elementary School

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

Thomas Fuhrman, Principal

September 9, 2022

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

Mr. Stepp and Board Members,

Please approve the following requests for the 2022-2023 school year.

Thank you,

Thomas Fuhrman
Principal
North Cumberland Elementary

“CHILDREN FIRST — EXCELLENCE ALWAYS”

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

**North Cumberland Elementary
September 2022 Volunteers**

Level 1

Jason Allred

LeeAnn Atkinson

Arianna Bogard

Tracy Bottoms

Nicole Bowles

Cory Burgess

Kristen Burgess

Cheyenne Carmack

Marsha Clouse

Stephen Coley

Rachel Dalton

Michaela Davis

Mandy Frailey

Jessica Hale

Whitney Hannah

Karissa Haskell

Ashley Hicks

Nicole Langly

Victoria Matthews

Keri Miller

Melissa Minard

Delous Morgan

Michelle Netherton

Taeko Ordway

Delores Pennington

Stephanie Quinones

Lesha Richards

Tana Roberts

Tiffany Robinson

Miranda Sherrill

Tiffany Sisco

Nicole Slaven

Heather Smith

Misty Smith

Kimberly Stults

Chandra Thompson

Kelsey Tollett

**North Cumberland Elementary
September 2022 Volunteers**

Level 2

Amber Adams

Kristin Armstrong

Casey Bowman

Donna Bowman

Susan Bowman

Keith Carroll

Aimee Coley

Susyn Davis

Natasha Deck

Sarah Fuhrman

Shannon Ferguson

Jennifer Gibson

Heaven Haney

Casey Hannah

Jessica Hayes

Whitney Henry

James Lance

Marlena Lane

Erika Leffew

Steven Lewis

Rachel Medley

John Neal

Lacie Neal

Latisha Neal

Jennifer Norrod

Ashley Phillips

Christenner Sherrill

Erica Sisco

Kristin Stafford

Jan Strickland

Shannon Taylor

Heather Threet

Norman Walker

Nathalie Williams

Level 3

Rusty Bowman



Pleasant Hill Elementary School
486 E. Main Street
Crossville, TN 38571
(931)277-3677
Ms. Tracie Buckner, Principal
Mrs. Cristyn Diana, Assistant Principal

To Whom It May Concern:

Pleasant Hill Elementary would like to submit the following people for volunteer approval at the September board meeting.

Level I:

Darrell Moore
Angela Moore
Carlie Desabrais
Rebecca Zeno
Lori Truax
Joedie Brown
Brad Brown
Amy Elmore
Julie Webb

Level II:

Mary Kristen Griffith
Beth Pickell

Thank you,

Kelli Hill
Volunteer Coordinator

Tracie Buckner
Principal, Pleasant Hill Elementary

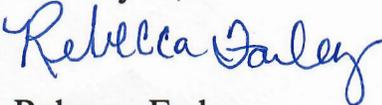


William G. Stepp • Director of Schools

To: Cumberland County Board of Education and
William Stepp, Director of Schools
From: Rebecca Farley, Ed.D. Supervisor of Instruction

Mr. Stepp and Board Members,
Please approve the following volunteers working with the Youth Achievement
Foundation. They have completed the necessary paperwork. Please feel free to
reach out to me with any questions.

Patrick Erikson
Kayla Hahn
Julie Shanks

Thank you,

Rebecca Farley



1219 Cook Road, Crossville, TN 38555

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

Stephanie R. Barnes, Principal

stoneel.ccschools.k12tn.net

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

From: Stephanie Barnes, Principal

Date: September 14, 2022

Re: Stone Elementary Volunteers

Please approve the following additional volunteers for the 2022-2023 school year (see attached). The appropriate volunteer application is on file in our school office.

Thank you,

Stephanie Barnes
Principal

**Stone Elementary Volunteers
September 2022 Board Meeting**

Level 1

Ashburn, Ryan
Bloese, Sadie
Bowers, Frances
Bowman, Catherine
Hjort, Brittanie
Hoose, Mary Jo
Miller, Lisa
Momim, Madima Zehra
Moore, Jessica
Smith, Jayden
Stephens, Sean
Stone, Cassie
Wilson, Debra

Level 2

Apuzzo, Megan
Carletti, Alaine
Catherwood, Sheila
Clodfelter, Brittany
Fuentes, Jessica
Jackson, Jerry
Johns, Elizabeth
King, Donna
Lefebvre, Henry E (Butch)
Lopez, Travis
Mims, Kaley
Overton, Jennifer
Owens, Daniel
Peebles, James Howell
Thomas, Keshia

Level III

Wilson, James (Jim)

Homestead Elementary School

3889 Hwy127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

To: CCBOE
Mr. William Stepp

From: Ashlee Watts, Homestead Elementary School

Date: September 22, 2022

RE: September Volunteer Approval

Please approve the following volunteers for the 2022-2023 school year. The appropriate volunteer applications are on file and background complete. (List attached)

Thank you,

A handwritten signature in black ink that reads "Ashlee Watts". The signature is written in a cursive, flowing style.

Ashlee Watts
Assistant Principal
Homestead Elementary School

Last Name	First Name	Level
Crawford	Erika	1
Croley	Bethany	1
Croley	Mike	1
Cross	Jennifer	1
Davis	Megan	1
Day	Lisa	1
Day	Shane	1
Frady	Debbie	1
Green	Kelsey	1
Hamby	Karen	1
Harrison	James	1
Hinch	Kellye	1
Hinch	William Keith	1
Holtcamp	Meagan	1
Howard	Tom	1
Hurd	Tanner	1
Jasenski	Susan	1
Kemmer	Destiny	1
Kemmer	Fallin	1
Kemmer	Charlie Leko	1
Leverich	Danielle	1
Leverich	Danielle	1
Marlow	Debroah	1
Mountian	Melody	1
Parham	Courtney	1
Price	Valerie	1
Rodriguez	Jose	1
Rollins- Hayes	Amber Lynn	1
Schablaske	Shelby	1
Schablaske	Brent	1
Silton	Stuart	1
Silton	Stacy	1
Tupou	Connie	1
Turner	Hannah	1
Worsham	Casey	1
Worsham	Jill	1
Wright	Marlo	1
Wyatt	Tonya	1
Last Name	First Name	Level
Cannon	Sarah	2
Borland	Brianne	2
Bradford	Mary Rose "Rosie"	2
Brown	Tara	2
Brown	Michael	2
Dickerson	Emma	2
Dunn	Kelly	2
Fouty	Sarah	2
Harshaw	Gina	2
Hawkins	Heather	2
Hayes	Katie	2
Hayes	Kayla	2
Holton	Joshua	2
Hood	Hailey	2
Howard	Traci	2
Hutchinson	Robin	2
Marsee	Jessica	2
Oaks (Bruce)	Tara	2
Reece	Jessica	2
Sellers	Stephanie	2
Thompson	Lindsey	2



**CRAB ORCHARD
ELEMENTARY SCHOOL**

240 School Road

Crab Orchard, TN 37723

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

Principal: Debbie Beaty

Asst. Principal: Todd Kuffel

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

From: Debbie Beaty

Date: September 13, 2022

Re: Volunteers

Please approve the attached Volunteer applicants for the 2022-2023 school year. The applications are on file in the school office.

Thank you,

Debbie Beaty
Principal

Crab Orchard Elementary
September 2022

Level 1

Shana Corbin
Felicia Davis
Wintrice Dyson
Joshua Meadows
Cory Pruett
Kevin P Reagan
Apryl Shaffer
Eric Bogle
Christopher Young
Tracy Musser
David Musser Jr.
Ashley Pelfrey
Shirley Harrison

Level 2

Judy Atkinson
Sandra Jenkins
Kayleigh Pruett
Marcia Ardis
Janice A Botbyl
Kayla Cooper
Annette Phillips
Kristy Meadows
Judith Wyrick

Level 3

Cody Christopher
Amanda Newcome



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

Date: August 22, 2022

To: Mr. William Stepp and CCBOE

From: Mrs. Kelly Smith, Stone Memorial HS Principal
Mr. Nathan O. Brown, Stone Memorial VP/ AD
Coach Neil Capps, Stone Memorial HS Head Coach

Subject: Request for an overnight trip

The SMHS Boys Basketball team is requesting permission to travel and stay overnight for an athletic event.

SMHS Boys Basketball will travel on November 18th - 19th to Johnson City, TN for a Hall of Fame Tournament. Eighteen student athletes will travel with three coaches and multiple parent chaperones to and from the event.

Respectfully submitted,

Nathan O. Brown

Stone Memorial High School
Assistant Principal / Athletic Director
2800 Cook Rd, Crossville, TN 38571
931-484-5767

**Cumberland County Schools
Field Trip Request**

In State/ Pre-approved _____

Overnight _____

Out of State _____

This form is to be submitted to the principal for approval and forwarded to the Transportation Department 2 weeks prior to the date of the trip for approval. OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.

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

School: STONE Memorial Subject/ Grade Level: _____
 Trip Requested By: Neil Capps Date of Trip: Nov 18 - 19th
 Destination: Science Hill HS City: Johnson City State: TN
 Departure Time: _____ Return: _____ Admission per student _____

Special Services: Check ALL that apply. Explain further if needed. Prior approval is required.

- School Nurse SpEd Bus SpEd Assistant Students have 504 Plan Bus with Lift

Please check type of activity:

- Academic Field Trip Competition
 Incentive Field Trip Sports
 School Clubs Special Classroom Trip (description) _____
 Band/ Chorus Other _____

Teachers: Neil Capps # of Students 15
Jess Kalam
Matt Trainor

Please check this box if # of students is less than 14 and if you would prefer a SpEd Bus

Total: 18 Total # of Students: 15

Additional Chaperones (if needed) _____

- Cafeteria notified Purchase order requested Permission slip obtained (should be taken on trip)
 Substitute requested (if needed) Teacher of record must communicate special needs (504 plans, health plans, etc.) to the driver and other appropriate persons.

Neil Capps (931) 200-4643 K. Smith 8/22/22
 Sponsoring Teacher's Signature Cell Phone Number Principal's Signature Date

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

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

This request must come to Transportation first. Requests needing BOE approval will then be forwarded on to Central Services for processing.



1219 Cook Road, Crossville, TN 38555

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

Stephanie R. Barnes, Principal

stoneel.ccschools.k12tn.net

September 7, 2022

Dear Mr. Stepp and Board Members:

The Stone Elementary Jr. Beta Club would like to request permission to participate in an upcoming convention. The annual Jr. Beta Club convention is being held in Nashville at Gaylord Opryland Resort and Convention Center. We would like for our students to participate beginning Sunday, November 20th through Tuesday, November 22nd. This is a two-night overnight trip.

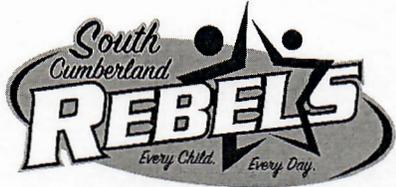
We are extremely proud of these students in their desire to serve and lead academically. Attending and participating in the Jr. Beta Club Convention brings a unique opportunity to these young leaders. We appreciate your consideration and support.

Sincerely,

Mrs. Michelle Wilson.
Jr. Beta Club Sponsor

Mrs. Brandi Wilson
Jr. Beta Club Sponsor

Mrs. Stephanie R. Barnes
Principal, Stone Elementary School



South Cumberland Elementary School

3536 Lantana Rd.

Crossville, TN 38572

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

Principal: Dawn Hall

September 1, 2022

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

From: Dawn Hall, South Elementary Principal

Re: South Cumberland Elementary 8th Grade Washington Trip

South Cumberland Elementary is requesting permission to attend an overnight field trip to Washington D.C. from May 4-8. We are using Educational Travel Adventures for our tour reservations. Eight grade students and parents are allowed to register and attend the trip.

This trip will be a wonderful opportunity for our students to expand their knowledge and understanding of our national government and the history of the formation of our country. We also hope the trip will encourage our students to study harder in their social studies classes and motivate them, not only to be more patriotic but to continue to gain more interest in matters concerning our government.

Thank you for your consideration in this matter.

Sincerely,

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

Dawn Hall
Principal, South Cumberland Elementary



Cumberland County Board of Education
Administrative Procedures

Table with 3 columns: Issued: July 2004, Procedure: Field Trip and Excursions, Policy Reference: 4.302 Exhibit B

Cumberland County Schools
Field Trip Request

In State/Pre-approved _____ Overnight [checked] Out of State [checked]

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

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

School: South Subject/Grade Level: 8th Grade
Trip Requested By: D. Hall Date of Trip:
Destination: Washington DC City: State:
Departure time: May 4 Return: May 8 Admussion per student: \$ see attached
Special Services needed such as school nurse, handicap vehicle, etc.

Please check type of Activity:

- Academic Field Trip
Incentive Field Trip
School Clubs
Band/Chorus
Competition
Sports
Special Classroom Trip (description): 8th Grade Trip
Other

Teachers: Blake Allen # of Students: registration ongoing
Total: Total:

Additional Chaperones (if needed)

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

Blake Allen 260-0609100111 9-13-02
Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

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

This section to be completed for out-of-state or overnight school sponsored trips only
Approved Denied
Director of Schools Signature
Date of Board Approval

no buses needed



Educational Travel Adventures

Trip Details for SOUTH CUMBERLAND DC23

Travel Dates: May 4th-8th, 2023

Destination: Washington, DC

Package Pricing

	Trip Price	Trip Cxl	Ins Price*
Quad (4 people / 2 beds)	\$669.00	\$119	
Triple (3 people / 2 beds)	\$691.00	\$119	
D people / 2 beds)	\$734.00	\$119	
Single (1 person / 1 bed)	\$888.00	\$119	

*Optional Trip Cancellation Insurance

Trip Terms & Conditions

Group Payment Due Dates

An initial non-refundable deposit of \$99.00 per person is required when you sign up. You must sign up and register by 9/14/22.

Additional non-refundable payment of \$99.00 due no later than 10/14/22

Additional non-refundable payment of \$99.00 due no later than 11/14/22

Additional non-refundable payment of \$99.00 due no later than 12/14/22

Additional non-refundable payment of \$99.00 due no later than 1/14/23

Additional non-refundable payment of \$99.00 due no later than 2/14/23

Total balance is due no later than 3/14/23

There will be a **\$25 late charge** for any payments not made on time. There will also be a **\$25 returned item charge** for any returned checks or denied e-check payments. If payments are not received on dates due, your reservation may be cancelled. If cancelled, there will be a **\$50 fee to reinstate** the reservation if space is still available.

Package Includes & Itinerary

Package Includes:

- Bus transportation throughout your tour
- Professional tour manager with your group throughout the tour
- Two nights Hotel Accommodations in the Washington DC Area

-
- 3 Breakfasts
 - 3 Lunches
 - 3 Dinners



South Cumberland Elementary School

3536 Lantana Rd.

Crossville, TN 38572

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

Principal: Dawn Hall

September 1, 2022

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

From: Dawn Hall, South Elementary Principal

Re: South Cumberland Elementary 7th Grade Charleston Trip

South Cumberland Elementary is requesting permission to attend an overnight field trip to Charleston, SC. from May 11-14. We are using Educational Travel Adventures for our tour reservations. Seventh grade students and parents are allowed to register and attend the trip.

This trip will be a wonderful opportunity for our students to expand their knowledge and understanding of the history of our country. We also hope the trip will encourage our students to study harder in their classes. This trip is a wonderful opportunity to have a hands on experience with history. Thank you for your consideration in this matter.

Sincerely,

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

Dawn Hall
Principal, South Cumberland Elementary



Cumberland County Board of Education
Administrative Procedures

Table with 3 columns: Issued: July 2004, Procedure: Field Trip and Excursions, Policy Reference: 4.302 Exhibit B

Cumberland County Schools
Field Trip Request

In State/Pre-approved _____ Overnight [checked] Out of State [checked]

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

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

School: South Subject/Grade Level: 7th Grade
Trip Requested By: D. Hall Date of Trip: May 11-14
Destination: Charleston City: State: SC
Departure time: May 11 Return: May 14 Admission per student: \$ See attached
Special Services needed: such as school nurse, handicap vehicle, etc.

Please check type of Activity:

- Academic Field Trip
Incentive Field Trip
School Clubs
Band/Chorus
Competition
Sports
Special Classroom Trip (description): 7th Grade
Other

Teachers: Dawn Hall, Stacy Dykes # of Students: on going registration

Total: Total:

Additional Chaperones (if needed): depending on numbers

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

Sponsoring Teacher's Signature: Dawn Hall Cell Phone #: 931-265-4178 Principal's Signature: [Signature] Date:

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

This section to be completed for out-of-state or overnight school sponsored trips only
[] Approved [] Denied
Director of Schools Signature
Date of Board Approval

No buses needed



Educational Travel Adventures

Trip Details for SOUTH CUMBERLAND 7TH GR CHS 23

Travel Dates: May 11th-14th, 2023

Destination: Charleston, SC

Package Pricing

	Trip Price	Trip Cxl	Ins Price*
Quad (4 people / 2 beds)	\$769.00	\$85	
Triple (3 people / 2 beds)	\$795.00	\$85	
Double (2 people / 2 beds)	\$846.00	\$85	
Single (1 person / 1 bed)	\$1,000.00	\$85	

*Optional Trip Cancellation Insurance

Trip Terms & Conditions

Group Payment Due Dates

An initial non-refundable deposit of \$119.00 per person is required when you sign up. You must sign up and register by 9/12/22.

Additional non-refundable payment of \$109.00 due no later than 10/12/22

Additional non-refundable payment of \$109.00 due no later than 11/12/22

Additional non-refundable payment of \$109.00 due no later than 12/12/22

Additional non-refundable payment of \$109.00 due no later than 1/12/23

Additional non-refundable payment of \$109.00 due no later than 2/12/23

Total balance is due no later than 3/12/23

There will be a **\$25 late charge** for any payments not made on time. There will also be a **\$25 returned item charge** for any returned checks or denied e-check payments. If payments are not received on dates due, your reservation may be cancelled. If cancelled, there will be a **\$50 fee to reinstate** the reservation if space is still available.

Package Includes & Itinerary

Package Includes:

- Bus transportation throughout your tour
- Professional tour manager with your group throughout the tour
- Two nights Hotel accommodations in the Charleston area

-
- 2 Breakfasts
 - 1 Lunch
 - 3 Dinners

September 9, 2022

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

From: Martin Elementary Beta Sponsors

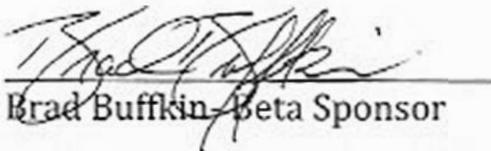
Re: Junior Beta Club Trip

Please accept this as a request for the Martin Elementary Junior Beta Club to take an end of the year trip to Washington D.C/Hershey, PA/Lancaster, PA from May 9, 2023- May 13, 2023, that will be booked through Educational Travel Adventures. I have attached the itinerary which is subject to minor changes.

This will be a four-night overnight trip with an early departure time on Tuesday, May 9, 2023, and a late return time on May 13, 2023.

Attending this trip is great for our Beta students and would be a wonderful opportunity.

Thank you,


Brad Buffkin- Beta Sponsor


Melissa Buffkin- Beta Sponsor


Christie VanWinkle- Principal

**Cumberland County Schools
Field Trip Request**

In State/Pre-approved _____

Overnight

Out of State

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

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

School Martin Elementary School Subject/Grade Level Junior Beta Club
 Trip Requested By Melissa Buffkin Date of Trip May 9 - May 13, 2023
 Destination Washington D.C./Lancaster/Hershey, PA State _____
 Departure time 6:00 am Return 11:00 pm Admission per student: \$ _____
 Special Services needed such as school nurse, handicap vehicle, etc. _____

Please check type of Activity:

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

Teachers: Brad Buffkin # of Students approx 30-50
Melissa Buffkin

 Total: 2 Total: _____

Additional Chaperones (if needed) _____

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

Melissa Buffkin (931)200-3226 Christie VanDunkle
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

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

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



TOUR INCLUDES

- Bus transportation throughout your tour
 - Professional tour manager with your group throughout the tour
 - Two nights Hotel Accommodation in the Washington DC Area (inside pool requested if available)
 - Two nights Hotel Accommodations in Lancaster PA (pool requested if available)
-
- Breakfast included at the hotel daily
 - \$ Lunches
 - \$ Dinners
-
- Guided tour of the Battlefields at Gettysburg
 - Admission to "New Birth of Freedom" and the Cyclorama at the Gettysburg Visitor Center
 - Photo stop outside the White House
 - Performance of a Visit with Mr. Lincoln
 - Tour at Arlington National Cemetery
 - Visit to the two Jima Memorial
 - Visit to the Smithsonian Museums
 - Visit to Ford's Theatre and the Petersen House
 - Tour of the memorials including the World War II, Vietnam War Memorial, Lincoln Memorial and the Korean War Memorial
 - Visit to the Memorials including the FDR, Jefferson and Martin Luther King Jr Memorials
 - Walk by the Supreme Court
 - You'll walk by the Library of Congress
 - Tour at the Capitol Building
 - Uniformed security on duty at the hotel so your chaperones can rest at night
 - Amish Farmhouse tour on your bus with a local guide
 - Admission to Hersheypark (open 11AM-7:00 PM Fri, Sat)
 - Security at the hotel for your group so chaperones can sleep easy at night
 - Gratuities for the bus driver
 - Gratuities for the tour manager
 - One free place in double occupancy for every 10 paying passengers
 - FREE website where travelers can register and pay online with no monthly fees

TOUR PRICING

Prices are per person and based on a minimum of 35 paying passengers per bus.

Quad Room	Triple Room	Double Room	Single Room
\$1195	\$1247	\$1352	\$1667
<small>4 people / 2 beds</small>	<small>3 people / 2 beds</small>	<small>2 people / 2 beds</small>	<small>1 person / 1 bed</small>

Helpful Tips & Documents for Planning Your Trip

We have provided you with some documents that will help you in the planning, fundraising, and execution of your trip as well as information about our company.

- [Download our Trip Planning Manual](#)
- [Download our Fundraising Guide](#)
- [Download our Sample Parent Trip Information Letter](#)
- [Download our Introduction Packet](#)

WHY CHOOSE EDUCATIONAL TRAVEL ADVENTURES?

Our dedicated team has been traveling with students for over 22 years! Let us make your trip perfect from the planning to the registration and payments to travel time. We offer competitive pricing with no hidden costs or unexpected fees. You're making the right choice with ETA!

We can supply you with flyers and PowerPoint presentations.
You can use these for parent meetings to get the word out about your trip.

Customized Website with Online Registration & Payments - FREE.

Registration and payments are simple with an easy online website customized with all of your trip details. We accept all major credit cards, debit cards, e-checks and if preferred, checks or money orders can be mailed to our office.

Itineraries are Customized for You and Your Group is Never Combined with Another!

You'll have a tour manager and bus dedicated to your group. If you need to make minor changes along the way, that's ok and there are no worries about students from other schools that you have never met before.

Enjoy Sit Down Dinners in Restaurants!

Unless otherwise requested, you won't have to eat all your meals in food courts.

Sleep Easy with Night Security at the Hotel.

If desired, this can be included with your trip.

Cancel For Any Reason Insurance!

For a small charge you can add optional insurance that allows individuals to cancel with little or no penalty.

TOUR ITINERARY

Tuesday, May 9, 2023

You'll depart on the bus for your trip. The bus should arrive 15 minutes prior to this departure time.

You will meet your tour manager.

You will have lunch with an allotment en-route.

You will have dinner allotment en-route-\$15.

You'll arrive at your hotel.

Uniformed security guard will be at the hotel to monitor the hallways during the night.

Wednesday, May 10

You'll have breakfast.

You'll board your bus and depart the hotel for the day.

You will visit Arlington National Cemetery where you will take a tour and see the Tomb of the Unknown Soldier, the Changing of the Guard Ceremony, the Challenger Memorial and the Kennedy Grave Sites.

You'll see the two Jim Memorial also known as the Marine Corps War Memorial. It is located near Arlington National Cemetery.

You'll have free time to explore the Smithsonian Museums of your choice such as the National Air & Space Museum, National Museum of the American Indian, the Museum of Natural History, the Museum of American History and the American Art Museum.

You will have lunch.

You will learn about the assassination of President Lincoln as you visit Ford's Theatre and the Petersen House. If available, you will attend a park ranger lecture inside the theatre and see where the President was shot. You will learn the story about John Wilkes Booth and why he shot the President. Then you will continue to the Petersen House where President Lincoln was taken and eventually passed away. You may also visit the Museum at Ford's Theatre and the Center for Education and Leadership adjacent to the Petersen House. Reservations for these sites are required and subject to availability.

You'll have dinner at the Hard Rock Cafe.

You will take a guided tour of the Memorials including visits to the World War II Memorial, Vietnam War Memorial, Lincoln Memorial and the Korean War Memorial.

You will return to your hotel for the evening.

Thursday, May 11

You'll have breakfast.

You'll check out of your hotel room.

You will take a guided tour of the Memorials including visits to the FDR Memorial, the Jefferson Memorial and the Martin Luther King, Jr. Memorial.

You'll walk by the Supreme Court.

You'll walk by one of the most magnificent buildings in Washington the Library of Congress on Capitol Hill.

You will visit the The United States Capitol, a monument, a working office building, and one of the most recognizable symbols of representative democracy in the world. Your tour will begin with a short introductory film and include stops at the Rotunda and National Statuary Hall.

You'll have a box lunch from Jimmy John's while en-route to Lancaster.

You'll begin your drive to Lancaster

The White House is the official residence and workplace of the President of the United States, first occupied by John Adams in 1800. You will have a chance to see the North Front of the White House from Lafayette Park where you can take photos and enjoy the view.

You'll begin your drive to the next stop.

You'll enjoy Pennsylvania Dutch cooking at the Plain & Fancy farm.

You'll arrive at your hotel and check in.

Friday, May 12

You'll have breakfast.

You'll board your bus and depart the hotel for the day.

You'll enjoy a guided bus tour of the Amish countryside. You'll see Amish people working in the fields with horses, local shops, and more.

You'll begin your drive to the next stop.

You'll spend the day at one America's favorite theme parks! Packed with 11 thrilling coasters, 20+ rides for kids, live entertainment, and nine water-play attractions, Hershey Park is too much happy for just one day!

You will receive \$15 per person for lunch.

You'll enjoy the parks for the rest of the afternoon.

You will receive \$15 per person for dinner.

You will return to your hotel for the evening.

Saturday, May 13

You'll have breakfast.

You'll check out of your hotel room.

You'll board your bus and begin your way to Gettysburg PA.

You'll arrive at the Gettysburg Visitor Center. The Cyclorama, Film and Museum Experience at the center includes the film narrated by Morgan Freeman, A New Birth of Freedom (sponsored by The History Channel); the massive Cyclorama painting, which literally surrounds visitors with a magnificent visual of the day of Pickett's Charge, and the Gettysburg Museum of the American Civil War, featuring 12 exhibit galleries that contain artifacts and interactive displays.

You'll take a two hour guided tour of the battlefield. Fought during the first three days of July 1863, the Battle of Gettysburg was one of the most crucial battles of the Civil War having occurred at a time when the fate of the nation literally hung in the balance.

You'll enjoy the lunch buffet at the Historic Dobbins House Tavern, Gettysburg's oldest, most historic home.

See a performance of "A Visit With Mr. Lincoln" where an actor and historian will speak to you and your group as Mr. Lincoln. You'll hear a monologue and then have a chance to ask questions.

You'll board your bus and begin the return trip home.

You will have dinner with allotment en-route home.

You will arrive at home.

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Enjoy Sit Down Dinners in Restaurants!

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Sleep Easy with Night Security at the Hotel.

If desired, this can be included with your trip.

Cancel For Any Reason Insurance!

For a small charge you can add optional insurance that allows individuals to cancel with little or no penalty.

WHAT DO I DO NEXT?

If you like the proposal, we can set up a tour agreement and confirm your group. If there is something you want to change, let us know and we can send you a revised quote. Everything is completely customized and we would be happy to make any changes that you wish. Once you decide on a final trip itinerary we will issue a tour agreement that will outline the payment terms for your group. At that time you can choose to handle the participant registration yourself or via a customized trip website that we can create.

RESERVATIONS / BOOKING CONDITIONS

- This quote is valid for fifteen days. We will issue a tour agreement and confirm all services upon your request. No space is currently reserved and prices are not guaranteed until the tour agreement is signed by both parties and your deposit is received.
- Prices are based on the number of paying passengers specified and are subject to change if the minimum number indicated is not booked. Prices vary based on the number of people sharing each room. Each room will hold up to four people and prices have been given based on either one, two, three or four people sharing a room.
- There are no hidden costs or extra fees. If an attraction or location with an admission charge is listed on "Package Includes" then the cost to enter is included. We do not charge higher prices for adults. All participants pay the same price! Current volatility and extreme increases in the cost of fuel has made it necessary to let you know about the possibility of a fuel surcharge. In the past we have always absorbed these charges but we do reserve the right to pass increases (due to fuel costs) imposed by our transportation suppliers on to you. These surcharges have typically been between 1% to 4% of your trip cost.
- A deposit is required with your signed tour agreement to confirm space.
- Final balances and a final rooming list are due sixty days prior to departure.
- Travel insurance is available and strongly recommended. It enables individuals to cancel and receive a full refund due to a family or medical emergency or to cancel for any reason at all and receive a 75% refund. It is also provides trip delay coverage in the event of service delay or cancellation by a common carrier.

REFERENCES

Educational Travel Adventures has been in business for more than twenty years and has planned successful and memorable tours for thousands of student travelers. Please ask for references so that you may speak with a fellow tour planner about their experiences with our company.



Homestead Elementary School

3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

September 14, 2022

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

Dear Mr. Stepp and Board of Education,

I am submitting Homestead Elementary's request for an out of state, overnight field trip to Washington, D.C. for May 3 – 7, 2023. We are working with Educational Travel Adventures to plan this trip for qualifying 6th – 8th grade students. Families have agreed to the conditions of participation and understand that grades, behavior, and attendance must all be maintained at an exemplary level to be included.

Students will be chaperoned by Mary Elizabeth Edmonds, Patty Cooper, and other teachers, staff, and parents with BOE Level 2 approval. We appreciate your consideration of this opportunity for our students.

Sincerely,

Mary Elizabeth Edmonds

Mary Elizabeth Edmonds
Principal

Cumberland County Board of Education Administrative Procedures

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

In State/Pre-approved _____ Overnight Out of State

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

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

School Homestead Elem. Subject/Grade Level 6-8 grades
 Trip Requested By Mary Elizabeth Edmonds Date of Trip May 3-7, 2023
 Destination Washington, D.C. City _____ State _____
 Departure time 5/3/23 6:00 pm Return 5/7/23 8:00 a.m. Admission per student \$ _____
 Special Services needed such as school nurse, handicap vehicle, etc. _____

Please check type of Activity:

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

Teachers: Mary Elizabeth Edmonds # of Students 65+
Paty Cooper (Approx)

 Total: 2 Total: _____

Additional Chaperones (if needed) 25+ (Approx) BOE Approved Level 2 Volunteers

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

Mary Edmonds Mary Edmonds 9/14/22
 Sponsoring Teacher's Signature Cell Phone # Principal's Signature Date

* <u>No transportation needed - Charter Bus</u> For transportation Department Only			
Drivers: (1) _____	(2) _____	(3) _____	(4) _____
Beginning Mileage _____	Ending Mileage _____	Total miles _____	
Amount to be paid driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____		Director of Schools _____	

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



PROPOSED FUNDRAISING ACTIVITIES

School: Pleasant Hill

Fund/account name: PBS

Proposed fundraising activities: Pleasant Hill Princess, Pleasant Hill Junior Princess, Pleasant Hill We-Miss Princess

Proposed uses of funds raised: to buy prizes for students' positive behavior, to provide ~~dinners~~ for teachers during parent teacher meal conference

Planned purchase date: 10-1-22

Contingency for funds not utilized: PBS field trip

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

Method by which school will receive profit: the PBS leader will collect money from the students at school.

Requested by: Allysa Atkinson Date: 8-18-22

Name/Title

Approved by: Travis Bush Date: 8-24-22

Principal

Approved by: _____ Date: _____

Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.

Updated 8/19/2021



PROPOSED FUNDRAISING ACTIVITIES

School: Pine View Elementary

Fund/account name: Library

Proposed fundraising activities: Scholastic Book Fair
(October 24-28)

Proposed uses of funds raised: Funds raised will go
towards books and library supplies and
equipment.

Planned purchase date: when funds reach desired level

Contingency for funds not utilized: roll over

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

Method by which school will receive profit: Scholastic dollars

Requested by: Lynne Speich Date: 9/2/22
Name/Title

Approved by: [Signature] Date: 9-6-22
Principal

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.



PROPOSED FUNDRAISING ACTIVITIES

School: HES

Fund/account name: Varsity Cheer

Proposed fundraising activities: Beanie Baby Grams

Proposed uses of funds raised: Use to buy banquet materials, food, drink, & trophies for athletes.

Planned purchase date: 2/1 - 2/14

Contingency for funds not utilized: Use to buy eighth grade gifts for banquet.

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

Method by which school will receive profit: cash 50% + profit

Requested by: Chelsey Burgess Coach Date: 8/12/22

Approved by: Mary Edmonds Date: 8/16/22
Name/Title
Principal

Approved by: _____ Date: _____

Director of Schools*

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Updated 8/19/2021



PROPOSED FUNDRAISING ACTIVITIES

School: Brown Elementary

Fund/account name: Fundraising

Proposed fundraising activities: School-wide cookie Dough - Mtn. Empire

Proposed uses of funds raised: instructional supplies and incentives for students

Planned purchase date: 22-23 school year

Contingency for funds not utilized: all funds will be utilized

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

Method by which school will receive profit: check

Requested by: Stephanie Speich / Principal Date: 9-9-22

Approved by: [Signature] Name/Title: Principal Date: 9-9-22

Approved by: _____ Date: _____

Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.

MOUNTAIN EMPIRE



PROMOTIONS
"Your Local Advantage"

FUND RAISING
AGREEMENT

Mountain Empire Promotions

4521 Bristol Hwy.
Johnson City, TN 37601
1-800-940-9032 Office
1-423-283-8822 Fax
www.MtEmpire.com

Date: 7/19/22

Salesperson: Jim Pollock

Call 2022

School: Brown Elementary

Sponsor: Stephanie Speich

Phone #: (931) 708-2107

Phone #: () _____

Fax #: _____

Email Address: _____

Address: 7766 Dunbar Rd

Product: American Made 9/19/22

City/State/Zip: Carsville TN 38592

Kick-Off Date: ~~8/22/22~~ MEGA:

of Participants: 100

Anticipated Sale: \$ 20,250.00

• We Refuse to Be Undersold! • Show Us Any Written & Signed Proposal from Any Competitor and We Will Meet It or Beat It!

MOUNTAIN EMPIRE PROVIDES AT NO COST TO YOU:

1. FREE Custom-Designed Awards Program Including Grand Prizes for Top Sellers.
2. FREE Computer Pre-Pack & Tally Services (Hard Goods Frozen)
3. FREE Samples for Evaluation at Staff/Executive Officers' Meeting.
4. FREE Materials to Run Sale (Colorful Brochures, Order Forms, Collection Envelopes).
5. FREE Information Letter Detailing Instructions & Awards Program for Parents/Students.
6. FREE Inside Delivery of All Materials, Merchandise, and Prizes to Your Location.
(*Delivery Time from Our Local Warehouse Is Approximately 3-4 Weeks.)
7. FREE Enthusiastic Kick-Off to Inform and Motivate the Participants!

Oct. 15

All Merchandise Is Fully Guaranteed! • No Investment Is Required! • Guaranteed Profit!

M.E.P.'s CUSTOM PROMOTIONAL PACKAGE:

1. "MEGA PARTY" Reward Party (Info Enclosed)! *Includes All Cash and Prizes!
2. "MOUNTAIN OF PRIZES" - Accumulative Prize Program (Envelope) for Each Student!
3. Daily Drawings During Sale - i.e. 5 Large/5 Small Licensed Plush Characters!
4. Top Seller Awards!
5. Local Service/Exclusive Brochures
6. Fall/Spring Carnival Option (1/2 Price Rates!)

MOUNTAINEMPIREPROMOTIONS is an Approved Supplier for the National PTA, the National PTO, the Southern Association of Colleges and Schools, The National Christian Education Association and various other Local, State, and National Organizations and Associations.



**MOUNTAIN EMPIRE PROMOTIONS
MEANS SUCCESS, EXPERIENCE, SERVICE, AND A QUALITY REPUTATION!**

***Frank P. Brown
Elementary School***



3766 Dunbar Road
Crossville, Tennessee 38572
Phone (931) 788-2248
Fax (931) 788-2554

Dr. Stephanie L. Speich
Principal

Mr. Stepp and CCBOE:

Please approve the Mountain Empire school-wide fundraiser for Brown Elementary. The funds received from this fundraiser will be used on instructional supplies and student incentives.

Thank you,

Stephanie L. Speich



PROPOSED FUNDRAISING ACTIVITIES

School: PineView Elementary

Fund/account name: PTO

Proposed fundraising activities: Fall Festival Bounce house, Dunk Booth and Silent Auction

Proposed uses of funds raised: Teacher Resources

Planned purchase date: The 2022 - 2023 school year

Contingency for funds not utilized: PTO Bank account for next years start up funds for fall festival

Expected student involvement (school-wide or specific school organization) School wide, Staff students and Community

Method by which school will receive profit: Tickets purchased for Fall Festival

Requested by: Brandi Carter PTO President Date: 9-12-22

Approved by: Kara Spicer Date: 9-12-22
Name/Title
Principal

Approved by: _____ Date: _____

Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.



PROPOSED FUNDRAISING ACTIVITIES

School: Crab Orchard

Fund/account name: Crab Orchard General Fund

Proposed fundraising activities: Chick-Fil-A

Proposed uses of funds raised: Student / Teacher Incentives
Attendance Awards

Planned purchase date: October / November 2022

Contingency for funds not utilized: School / Classroom Supplies

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

Method by which school will receive profit: 40%

Requested by: Debbie Beatz Date: 9-13-22

Approved by: Debbie Beatz Date: 9-13-22
Name/Title
Principal

Approved by: _____ Date: _____

Director of Schools*

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Updated 8/19/2021



PROPOSED FUNDRAISING ACTIVITIES

School: South Cumberland

Fund/account name: School Wide Positive Behavior

Proposed fundraising activities: Selling concessions during Renaissance Rally

Proposed uses of funds raised: Money will be used for student rewards for academics, behavior, attendance and A.R.

Planned purchase date: Through out school year

Contingency for funds not utilized: Balance will roll over to next school year

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

Method by which school will receive profit: 100% of profit

Requested by: Jamie White (RTI Coordinator) Date: 9/15/2022

Approved by: Naum Hall Name/Title Date: 9/15/22
Principal

Approved by: _____ Date: _____
Director of Schools*

*The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising efforts.



William G. Stepp Director of Schools

Jim Inman Board Chair

September 2, 2022

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

Dear Mr. Stepp and Board of Education,

I am submitting to you the CTE, Food Service and General Department's list of items to be retired by the BOE at September's regular scheduled board meeting. Please include these lists on the consent agenda. If you have any further questions or concerns, please contact Linda Tucker.

Sincerely,

Linda Tucker 

Dr. Scott Maddox 

Kathy Hamby 

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

Central Services
Room Inventory Worksheet

9/2/2022

18-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
FOOD SERV. 100001	Westbend 110 cup Large Coffee Maker	unknown	APPLIANCE			\$0.00
FOOD SERV. 100013	Victor-Crescor D00595 Insulated Holding Cabinet	D00595	FURNITURE			\$0.00
FOOD SERV. 100054	Rubbermaid Storage Rack	unknown	STORAGE RACK			\$0.00
FOOD SERV. 100055	Rubbermaid Storage Rack	unknown	STORAGE RACK			\$0.00
CTE 1001439	Apple MacBook	unknown	LAPTOP		451342UGF5 W	\$0.00
FOOD SERV. 100380	EPCO P7239 Holding Cabinet	P7239	APPLIANCE		86889	\$0.00
FOOD SERV. 101207	Utility Cart	Stainless Steel	CART			\$0.00
FOOD SERV. 101209	Utility Cart	Stainless Steel	CART			\$0.00
FOOD SERV. 101994	Ekon-O-Pac EPAC4 Sealer	EPAC4	APPLIANCE			\$0.00
FOOD SERV. 102026	Central Restaurant Chrome Plated Rolling Cart	Chrome Plated	CART			\$0.00
FOOD SERV. 102054	Delfield Shelleysteel Serving Counter	Shelleysteel	CART		14011500011 17	\$0.00
FOOD SERV. 27522	Cashier Cart	unknown	CART		27522	\$0.00

GENERAL's Retirement List for September 2022

Asset Tag	Location	Description	Model Name	Manufacturer	Serial Number	Department	Funding Source
44645	CCHS	MacBook Air	Air	MacBook	C1MX15YNJ1WL	GENERAL	GENERAL



**CRAB ORCHARD
ELEMENTARY SCHOOL**

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

September 9, 2022

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

Cumberland County Board of Education,

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

Thank you,

Todd Kuffel
AP Crab Orchard Elementary

Property #	Item Description	Reason to be retired	Purchase Fund	
36945	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36946	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36948	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36949	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36950	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36951	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36952	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36953	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36954	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36955	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36956	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36957	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36958	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36959	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36960	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36961	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36962	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36963	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36964	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36965	Lenovo N22's Chromebook	To old to repair/out of warranty	General	

36966	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36967	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36968	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36969	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36970	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36971	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36972	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36973	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
36974	Lenovo N22's Chromebook	To old to repair/out of warranty	General	
180003983	IMac 20	To old to repair	General	
41730	Ipad	To old to repair/won't hold charge	General	
37123	HP Printer	Broken/can't be repaired	General	
42765	Ipad Dock Station	Won't charge	General	
1558	VCR	Broken/eats tapes	General	
45939	Apple Laptop	Water damage/won't charge	General	
37139	Document Camera (elmo)	Broken/Flickering screen	General	
24343	Audio Set	Broken/headphones don't work	General	
44272	iMac Slim	Broken screen	General	
36166	Camcorder	Broken/don't record	General	
37186	Renaissance receiver	Broken	General	

37213	IPAD	won't hold charge	General	
37226	IPAD	won't hold charge	General	
S01067	Chromebook	Camera broken/no warranty	General	
24406	ipad	Broken/won't charge	General	
180151193	File cabinet	Old/drawers won't close	General	
180150579	table	broken beyond repair	General	
46190	Macbook Pro	Wont charge	General	
45079	Macbook Pro	Wont charge	General	



Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

Kelly J. Smith

Principal

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

FROM: Kelly Smith, Principal
April Moore, Assistant Principal
Stone Memorial High School

RE: Inventory Items for Retirement

DATE: September 07, 2022

Dear Mr. Stepp and B.O.E. Members:

Attached you will find a list of inventory items that are slated for retirement. Our SMHS Technology Technician and our School Inventory Auditor have inspected each item. The property no longer serves the staff or students of SMHS or would the property serve another Cumberland County student or staff member. Please accept our proposal to retire the items and know that we will follow all proper protocols to dispose of them once approval is granted.

If you have any questions, please feel free to contact us. In an effort to ensure that our inventory is accurate and our school materials records are kept current with fidelity, Mrs. Moore is working diligently to collaborate with others to maintain accuracy through TIP-Web IT.

Respectfully submitted,

Kelly Smith
Principal

April Moore
Assistant Principal

Stone Memorial High School~SMHS

Room Inventory Worksheet

9/7/2022

79-TO RETIRE INVENTORY~BOE-RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price
___ 1000176	Apple 21 1/2 inch iMac Computer	unknown	COMPUTER		D25L206HFF YV	\$0.00
___ 1000178	Apple 21 1/2 inch iMac Computer	unknown	COMPUTER		D25L2057FF YV	\$0.00
___ 101000	Dell Computer	unknown	COMPUTER		H8CM3B1	\$0.00
___ 180003984	Apple iMac Computer	unknown	COMPUTER		YM9131KX6 MH	\$0.00
___ 180003988	Apple iMac Computer	unknown	COMPUTER		YM9130V26 MH	\$0.00
___ 32102	Epson EMP-S5 LCD Projector	EMP-S5	PROJECTOR		JWUF84581 5L	\$0.00
___ 32141	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8X3257 L	\$0.00
___ 32143	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8X3258 L	\$0.00
___ 32149	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8Y0182 L	\$0.00
___ 32152	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8Y0184 L	\$0.00
___ 32153	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8Y0181 L	\$0.00
___ 38360	Epson PowerLite 83plus LCD Projector	PL 83plus	PROJECTOR		KM3F82E58 OL	\$0.00
___ 39548	Dell Computer	unknown	COMPUTER		6595NU5	\$0.00
___ 39864	Samsung UN32EH5000F TV	UN32EH5000F	TV		z4mt3c2f310 309z	\$0.00

Stone Memorial High School~SMHS
Room Inventory Worksheet

9/7/2022

79-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price
42061	Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	A1124 EMC 2316	COMPUTER		YM11010BD WY	\$0.00
42686	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HTG6HD TY3	\$0.00
42741	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HTH4HD TY3	\$0.00
42742	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HTH67D TY3	\$0.00
42743	Apple MacBook Pro Core i5 2_5 GHz 13 inch A1278 Laptop	A1278 EMC 2554	LAPTOP		C17HTH74D TY3	\$0.00
46121	Apple iMac Computer	unknown	COMPUTER		SD25L20HJF FYV	\$0.00

Pleasant Hill School



486 East Main Street
Crossville, TN 38571

Phone (931) 277-3677
Fax (931) 277-3880
Tracie Buckner, Principal
Cristyn Diana, Assistant Principal

September 12, 2022

Board of Education
Cumberland County Schools

RE: Technology and Equipment To Be Retired

Dear Mr. Stepp and BOE,

Please remove the attached from our inventory. They are out of date and/or unrepairable.

Thank you,

A handwritten signature in blue ink that reads "Cristyn Diana". The signature is written in a cursive style.

Cristyn Diana
Assistant Principal

Room Number: 60-TO RETIRE
 Room Name: ITEMS TO BE RETIRED
 Room Type: VIRTUAL

Room Inventory Report
 Pleasant Hill Elementary
 Date Printed: 9/12/2022

Staff Verification

Apple 17 inch iMac Computer		Product No.: H137
  H137	Manufacturer: Apple	SKU:
	Model: unknown	Projected Life: 0
	Product Type: COMPUTER	Notes:
	Area: None	Hayes Conversion - 2020-09-02
	Price: \$0.00	
	Other 1:	
Other 2:		
Other 3:		

Tags	Count:	1	Accessories	Price	Units
180602654			No Accessories Issued With This Item		

Apple 20 inch iMac Computer		Product No.: H143
  H143	Manufacturer: Apple	SKU:
	Model: unknown	Projected Life: 0
	Product Type: COMPUTER	Notes:
	Area: None	Hayes Conversion - 2020-09-02
	Price: \$0.00	
	Other 1:	
Other 2:		
Other 3:		

Tags	Count:	1	Accessories	Price	Units
40219			No Accessories Issued With This Item		

Apple iMac Computer		Product No.: H192
  H192	Manufacturer: Apple	SKU:
	Model: unknown	Projected Life: 0
	Product Type: COMPUTER	Notes:
	Area: None	Hayes Conversion - 2020-09-02
	Price: \$0.00	
	Other 1:	
Other 2:		
Other 3:		

Tags	Count:	1	Accessories	Price	Units
45257			No Accessories Issued With This Item		

Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer Product No.: **H195**



H195

Manufacturer: Apple
 Model: A1124 EMC 2316
 Product Type: COMPUTER
 Area: None
 Price: \$0.00
 Other 1:
 Other 2:
 Other 3:

SKU:
 Projected Life: 0
 Notes:
 Hayes Conversion - 2020-09-02

Tags	Count:	4	Accessories	Price	Units
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40197	40203	No Accessories Issued With This Item			
40181	40182				

Apple iPad Wi-Fi Only 1_0 GHz A1395 Product No.: **H249**



H249

Manufacturer: Apple
 Model: A1395
 Product Type: iPad
 Area: None
 Price: \$0.00
 Other 1:
 Other 2:
 Other 3:

SKU:
 Projected Life: 0
 Notes:
 Hayes Conversion - 2020-09-02

Tags	Count:	1	Accessories	Price	Units
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26476	No Accessories Issued With This Item				
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Apple Mac mini Computer Product No.: **H266**



H266

Manufacturer: Apple
 Model: unknown
 Product Type: COMPUTER
 Area: None
 Price: \$0.00
 Other 1:
 Other 2:
 Other 3:

SKU:
 Projected Life: 0
 Notes:
 Hayes Conversion - 2020-09-02

Tags	Count:	1	Accessories	Price	Units
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180603289	No Accessories Issued With This Item				
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Apple MacBook Product No.: **H269**



H269

Manufacturer: Apple
 Model: unknown
 Product Type: LAPTOP
 Area: None
 Price: \$0.00
 Other 1:
 Other 2:
 Other 3:

SKU:
 Projected Life: 0
 Notes:
 Hayes Conversion - 2020-09-02

Tags	Count:	11	Accessories	Price	Units
40117	40119		No Accessories Issued With This Item		
40140	40122				
40123	40139				
40130	40133				
40120	40142				
40141					

Apple MacBook Core 2 Duo 2_26 GHz 13 inch A1342 Laptop			Product No.:	H279
  H279	Manufacturer:	Apple	SKU:	
	Model:	A1342 EMC 2350	Projected Life:	0
	Product Type:	LAPTOP	Notes:	
	Area:	None	Hayes Conversion - 2020-09-02	
	Price:	\$0.00		
	Other 1:			
Other 2:				
Other 3:				

Tags	Count:	1	Accessories	Price	Units
40127			No Accessories Issued With This Item		

Apple MacBook Pro			Product No.:	H281
  H281	Manufacturer:	Apple	SKU:	
	Model:	MacBook Pro	Projected Life:	0
	Product Type:	LAPTOP	Notes:	
	Area:	None	Hayes Conversion - 2020-09-02	
	Price:	\$964.05		
	Other 1:			
Other 2:				
Other 3:				

Tags	Count:	1	Accessories	Price	Units
45147			Power Cord	\$0.00	0

Dell 1707FPF 17inch Monitor			Product No.:	H920
  H920	Manufacturer:	Dell	SKU:	
	Model:	1707FPF	Projected Life:	0
	Product Type:	MONITOR	Notes:	
	Area:	None	Hayes Conversion - 2020-09-02	
	Price:	\$0.00		
	Other 1:			
Other 2:				
Other 3:				

Tags	Count:	1	Accessories	Price	Units
40501			No Accessories Issued With This Item		

Dell Monitor		Product No.:	H978
  H978	Manufacturer: Dell Model: unknown Product Type: MONITOR Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02	

Tags	Count:	7	Accessories	Price	Units
26386	26210		No Accessories Issued With This Item		
180352958	180602977				
26204	180603577				
26097					

Epson H569A PowerLite X17 LCD Projector		Product No.:	H1220
  H1220	Manufacturer: Epson Model: H569A Product Type: PROJECTOR Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02	

Tags	Count:	2	Accessories	Price	Units
26573	26560		No Accessories Issued With This Item		

Epson PowerLite 84 XGA 2600LUM LCD Projector		Product No.:	H1244
  H1244	Manufacturer: Epson Model: PL84 XGA 2600LUM Product Type: PROJECTOR Area: None Price: \$0.00 Other 1: Other 2: Other 3:	SKU: Projected Life: 0 Notes: Hayes Conversion - 2020-09-02	

Tags	Count:	1	Accessories	Price	Units
38793			No Accessories Issued With This Item		

Epson Projector		Product No.:	H1287
  H1287	Manufacturer:	Epson	SKU:
	Model:	unknown	Projected Life: 0
	Product Type:	PROJECTOR	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
Other 1:			
Other 2:			
Other 3:			

Tags	Count:	3	Accessories	Price	Units
26781	26780		No Accessories Issued With This Item		
26257					

Lenovo 80YS N23 Chromebook		Product No.:	H2127
  H2127	Manufacturer:	Lenovo	SKU:
	Model:	80YS N23	Projected Life: 0
	Product Type:	CHROMEBOOK	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
Other 1:			
Other 2:			
Other 3:			

Tags	Count:	1	Accessories	Price	Units
S01716			No Accessories Issued With This Item		

Lenovo N22-20 Touch Chromebook		Product No.:	H2140
  H2140	Manufacturer:	Lenovo	SKU:
	Model:	N22-20	Projected Life: 0
	Product Type:	CHROMEBOOK	Notes:
	Area:	None	Hayes Conversion - 2020-09-02
	Price:	\$0.00	
Other 1:			
Other 2:			
Other 3:			

Tags	Count:	6	Accessories	Price	Units
26660	26658		No Accessories Issued With This Item		
26664	26663				
26662	26661				

Optquest Q7 Monitor		Product No.:	H2606
  H2606	Manufacturer: Optquest	SKU:	
	Model: Q7	Projected Life: 0	
	Product Type: MONITOR	Notes:	
	Area: None	Hayes Conversion - 2020-09-02	
	Price: \$0.00		
	Other 1:		
Other 2:			
Other 3:			

Tags	Count:	1	Accessories	Price	Units
26634			No Accessories Issued With This Item		

Renaissance AlphaSmart REC-1001 NEO 2		Product No.:	H2881
  H2881	Manufacturer: Renaissance	SKU:	
	Model: REC-1001	Projected Life: 0	
	Product Type: ELECTRONIC	Notes:	
	Area: None	Hayes Conversion - 2020-09-02	
	Price: \$0.00		
	Other 1:		
Other 2:			
Other 3:			

Tags	Count:	1	Accessories	Price	Units
26528			No Accessories Issued With This Item		

Christle VanWinkle
Principal



Kasey Lowe
Assistant Principal

Glenn L. Martin Elementary School
1362 Miller Avenue * Crossville, TN 38555
Phone (931) 484-7547 Fax (931) 484-8785

September 12, 2022

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

Dear Mr. Stepp,

The attached list contains items we are requesting to be retired from Glenn L. Martin Elementary and declared surplus.

If you have any questions, please direct them to me at 931.484.7547.

Sincerely

Kasey Lowe
Assistant Principal

Model Description	Property#	Reason
RCA DRC6350N DVD/VCR Combo	15225	Obsolete
Epson PowerLite 97 XGA 2700LUM LCD Projector	10005574	Obsolete
Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	38822	Obsolete
Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	42415	Obsolete
Epson H429A PowerLite 511/x12 LCD Projector	24450	Obsolete
Apple iMac Core 2 Duo 2_26 GHz 20 inch 16GB A1224 Computer	38806	Obsolete
Apple iMac Computer	25871	Obsolete
Dell OptiPlex GX520 Computer	38490	Obsolete
HP 1022n LaserJet Printe	12728	Obsolete

Homestead Elementary School

3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

Mary Elizabeth Edmonds
Principal



Ashlee Watts
Assistant Principal

September 9, 2022

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

Dear Mr. Stepp and Board of Education,

I am submitting Homestead Elementary's list of items to be retired by the BOE at September's regular monthly meeting. Please include these lists on the agenda. If you have questions, please let me know.

Sincerely,

A handwritten signature in purple ink that reads "Mary Edmonds". The signature is written in a cursive, flowing style.

Mary Elizabeth Edmonds
Principal

General Equipment Retirement Request

**Cumberland County Schools
368 4th Street
Crossville, TN 38555**

Homestead Elementary School

September 2022

School Name

Date

Tag Number	Serial or ID Number	Description	Reason Retired
30632	s0904100007	Prom. Pen Pad	No longer in use
45868	C1MV45VTJ1WL	MacBook Air	Broken
42097	YM1040DKDWY	iMac Computer	Broken
42063	YM110117DWY	iMac Computer	Broken
46087	SD25L20GDFFYV	iMac Computer	Broken
44036	VNB311897	Printer	Broken
42090	YM10402BDWY	iMac Computer	Broken
38925	H00102ATDMV	Computer	Broken
45454	4972	Charge Cart	No longer in use
30488	LTHF983383L	Projector	Broken
42087	YM1040E4DWY	Computer	Old/too slow to run program
30417		mat cart & 20 mats	retire per Dr. Farley
30373	KMFF913252L	Projector	
1500S	CNHC5CH1QG	Printer	Broken
S03262	P202TTQZ	Chromebook	Broken
46540	LR048VE7	Chromebook	No longer in use
46542	LR048V3W	Chromebook	No longer in use

Mary E Edmonds
Principal Signature



William G. Stepp • Director of Schools

• Board Chair

September 14, 2022

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

Dear Mr. William Stepp and Board of Education,

Federal Programs is submitting a list of equipment to be retired by the BOE in this month's regularly scheduled board meeting. Please include the attached Equipment Retirement Requests on the consent agenda.

Sincerely,

A handwritten signature in black ink, appearing to read 'Justin Whittenbarger', is written over a large, stylized flourish that extends from the left side of the page.

Dr. Justin Whittenbarger
Federal Programs Coordinator

TagListing_9_14_2022 (September 2022 Federal Retire List)

Tag	Serial	Product Number	Product Name	Manufacturer	Product Type	Site Name	Location	Asset Type	Status	Vendor	Funding Source
10000092	U61444A8J454303	H634	Brother Printer	Brother	PRINTER	Glenn L. Martin Elementary~Martin	Room: 33-08	Standalone	In Use	CDW-G	TITLE I
10000467	24620218597	H965	Dell Laptop	Dell	LAPTOP	Central Services	Room: 18-110	Standalone	In Use	Dell	CONS ADMIN
10000564	LS6F971544L	H2746	PowerLite 84 LCD Projector	PowerLite	PROJECTOR	Stone Elementary	Room: 74-019C	Standalone	In Use	Unassigned	TITLE I
10001105	YM01202VDMV	H143	Apple 20 inch iMac Computer	Apple	COMPUTER	Glenn L. Martin Elementary~Martin	Room: 33-TO RETIRE	Standalone	Available	Apple	TITLE I
10001106	YM012033DMV	H143	Apple 20 inch iMac Computer	Apple	COMPUTER	Glenn L. Martin Elementary~Martin	Room: 33-TO RETIRE	Standalone	Available	Apple	TITLE I
10001110	YM01203YDMV	H143	Apple 20 inch iMac Computer	Apple	COMPUTER	Glenn L. Martin Elementary~Martin	Room: 33-TO RETIRE	Standalone	Available	Apple	TITLE I
10001121	YM01205QDMV	H143	Apple 20 inch iMac Computer	Apple	COMPUTER	Glenn L. Martin Elementary~Martin	Room: 33-TO RETIRE	Standalone	Available	Apple	TITLE I
10001132	H00322EPDWY	H159	Apple A1224 20 inch iMac Computer	Apple	COMPUTER	Cumberland County High School~CCHS	Room: 25-B107	Standalone	In Use	Apple	RTTT
10001133	H00322F8DWY	H159	Apple A1224 20 inch iMac Computer	Apple	COMPUTER	Cumberland County High School~CCHS	Room: 25-B107	Standalone	In Use	Apple	RTTT
10001134	H00322GTDWY	H159	Apple A1224 20 inch iMac Computer	Apple	COMPUTER	Cumberland County High School~CCHS	Room: 25-B107	Standalone	In Use	Apple	RTTT
10001135	H00322F7DWY	H159	Apple A1224 20 inch iMac Computer	Apple	COMPUTER	Cumberland County High School~CCHS	Room: 25-B107	Standalone	In Use	Apple	RTTT
10001136	H00322F5DWY	H159	Apple A1224 20 inch iMac Computer	Apple	COMPUTER	Cumberland County High School~CCHS	Room: 25-B107	Standalone	In Use	Apple	RTTT
10001137	H00322G4DWY	H159	Apple A1224 20 inch iMac Computer	Apple	COMPUTER	Cumberland County High School~CCHS	Room: 25-B107	Standalone	In Use	Apple	RTTT
10001258	YM0220C9DWY	H143	Apple 20 inch iMac Computer	Apple	COMPUTER	Glenn L. Martin Elementary~Martin	Room: 33-136	Standalone	In Use	Apple	TITLE IS
10001291	550319	H1161	Elmo TT02RX Document Camera	Elmo	CAMERA	Homestead Elementary	Room: 10-TO RETIRE	Standalone	In Use	Elmo Manufacturing	TITLE I
10001294	U61444E6J471332	H601	Brother HL5250DN Printer	Brother	PRINTER	Homestead Elementary	Room: 10-TO RETIRE	Standalone	In Use	Unassigned	TITLE I
10001771	DMQGTDE4DFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001782	DN6GT4FFDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-020	Standalone	In Use	Apple	TITLE I
10001783	DMPGTCQBDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001784	DMQGT4RFDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001843	DN6GTHAUDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001845	DMVGRRHDDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001846	DMVGRR4MDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001848	DM6GT1PRDFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001849	DMVGRUZ9DFHW	H209	Apple iPad 2	Apple	iPad	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Apple	TITLE I
10001925	P9FF153152L	H1223	Epson LCD Projector	Epson	PROJECTOR	Homestead Elementary	Room: 10-TO RETIRE	Standalone	In Use	CDW-G	TITLE I
10001979	DN6H98UDDFHW	H209	Apple iPad 2	Apple	iPad	Glenn L. Martin Elementary~Martin	Room: 33-130	Standalone	In Use	Apple	TITLE I
10001984	DN6H932FDFHW	H209	Apple iPad 2	Apple	iPad	Glenn L. Martin Elementary~Martin	Room: 33-TO RETIRE	Standalone	In Use	Apple	TITLE I
10005362	D25KL0L6FFYV	H144	Apple 21 1/2 inch iMac Computer	Apple	COMPUTER	Glenn L. Martin Elementary~Martin	Room: 33-136	Standalone	In Use	Apple	TITLE VI
10005495	VND3C88498	H1817	HP Printer	HP	PRINTER	Homestead Elementary	Room: 10-TO RETIRE	Standalone	In Use	HP	TITLE VI
10005663	UHVK4X00327	H1190	Epson BrightLink 485Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-023	Standalone	In Use	Epson	TITLE I
10005664	UHVK4X00314	H1190	Epson BrightLink 485Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-022	Standalone	In Use	Epson	TITLE I
10005665	UHVK4X00373	H1190	Epson BrightLink 485Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-020	Standalone	In Use	Epson	TITLE I
10005666	UHVK4X00061	H1190	Epson BrightLink 485Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-018	Standalone	In Use	Epson	TITLE I
10005672	UHVK4X00036	H1190	Epson BrightLink 485Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-205	Standalone	In Use	Epson	TITLE I
10005673	UHVK4X00666	H1190	Epson BrightLink 485Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-101	Standalone	In Use	Epson	TITLE I
10005726	DMRN7JYXFK10	H253	Apple iPad Wifi 16GB	Apple	iPad	Homestead Elementary	Room: 10-TO RETIRE	Standalone	In Use	Apple	TITLE I
10005930	C02Q55JKFYOT	H135	Apple 13 inch MacBook Pro Laptop	Apple	LAPTOP	Central Services	Room: FEDRL RETIRED	Standalone	Recycled	unknown	TITLE I
10005937	C02Q55LXFYOT	H135	Apple 13 inch MacBook Pro Laptop	Apple	LAPTOP	Glenn L. Martin Elementary~Martin	Room: 33-101	Standalone	In Use	unknown	TITLE I
10005941	C02Q55HBFYOT	H135	Apple 13 inch MacBook Pro Laptop	Apple	LAPTOP	Glenn L. Martin Elementary~Martin	Room: 33-123	Standalone	In Use	unknown	TITLE I
10005974	UHVK5702688	H1193	Epson BrightLink 585Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-203	Standalone	In Use	Epson	TITLE I
10005977	UHVK5702367	H1193	Epson BrightLink 585Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-021	Standalone	In Use	Epson	TITLE I

10006430	DMPSC7T0HG5D	H243	Apple iPad MNVF2LL/A	Apple	iPad	Homestead Elementary	Room: 10-154	Standalone	In Use	Apple	TITLE I
10006638	VNB3B28744	H1785	HP M452dn LaserJet Printer	HP	PRINTER	Glenn L. Martin Elementary--Martin	Room: 33-136	Standalone	In Use	HP	TITLE V
10007117	UK7K5500141	H1193	Epson BrightLink 585Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-102	Standalone	In Use	Epson	TITLE I
10007129	UHHK6602270	H1194	Epson BrightLink 595Wi LCD Projector	Epson	PROJECTOR	Pleasant Hill Elementary	Room: 60-206	Standalone	In Use	Epson	TITLE I
10007142	VNB3B02982	H1772	HP M230dw LaserJet Printer	HP	PRINTER	Glenn L. Martin Elementary--Martin	Room: 33-105	Standalone	In Use	CDW-G	TITLE I
10007232	SC02VD30BHV2R	H281	Apple MacBook Pro	Apple	LAPTOP	Central Services	Room: 18-203B	Standalone	In Use	Apple	CONSOLIDATED

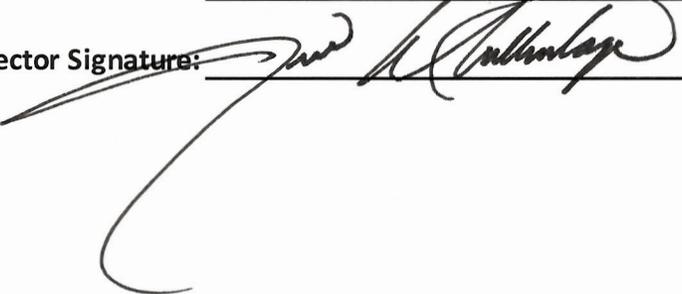
Cumberland County Federal Programs Equipment Retirement Request

**Cumberland County Schools
368 4th Street
Crossville, TN 38555**

School Name: Pleasant Hill 9/13/22

Tag Number	Serial or ID Number	Description	Reason Retired
10001771	DMQGTDE4DFHW	Ipad	obsolete
10001782	DN6GT4FFDFHW	Ipad	obsolete
10001783	DMPGTCQBDFHW	Ipad	obsolete
10001784	DMQGT4RDFDFHW	Ipad	obsolete
10001843	DN6GTHAUDFHW	Ipad	obsolete
10001845	DMVGRRHDDFHW	Ipad	obsolete
10001846	DMVGRR4MDFHW	Ipad	obsolete
10001848	DM6GT1PRDFHW	Ipad	obsolete
10001849	DMVGRUZ9DFHW	Ipad	obsolete
10005665	UHVK4X00373	ShortThrow Projector	obsolete
10005663	UHVK4X00327	ShortThrow Projector	obsolete
10005673	UHVK4X00666	ShortThrow Projector	obsolete
10005977	UHVK5702367	ShortThrow Projector	obsolete
10005666	UHVK4X00061	ShortThrow Projector	obsolete
10005664	UHVK4X00314	ShortThrow Projector	obsolete
10005672	UHVK4X00036	ShortThrow Projector	obsolete
10005974	UHVK5702688	ShortThrow Projector	obsolete
10007117	UK7K5500141	ShortThrow Projector	BROKEN/non-repairable
10017129	UHHK6602270	ShortThrow Projector	BAD HDMI/ non-repairable

Principal Signature: 

Federal Programs Director Signature: 

**Mrs. Karri Hobby, Principal
Cumberland County High School
660 Stanley Street
Crossville, TN 38555
School: (931) 484-6194**



September 2022

Mr. Stepp and the Cumberland County Board of Education:

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

September 2022 BOE RETIRE LIST

Property Tag Number	Item Description	Reason
180251061	Sand blast Cabinet	Surplus
1001407	Compressor	Obsolete- no longer works
1001359	Monitor	Obsolete
1001376	Monitor	Obsolete
1001366	Monitor	Obsolete
1001361	Monitor	Obsolete
1001360	Monitor	Obsolete
1002328	Computer	Obsolete
1000530	Computer	Obsolete

1000532	Computer	Obsolete
1002329	Computer	Obsolete
1000522	Computer	Obsolete
1001163	Overhead Projector	Obsolete and has been Replaced
1001805	Apple TV	Obsolete and has been Replaced

Respectfully,

Steven Miller

**Mrs. Karri Hobby, Principal
Cumberland County High School
660 Stanley Street
Crossville, TN 38555
School: (931) 484-6194**



September 2022

Mr. Stepp and the Cumberland County Board of Education:

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

September 2022 BOE RETIRE LIST

Property Tag Number	Item Description	Reason
S02281	Chromebook	Obsolete-No Longer Works
47191	Pitching Machine	Replaced with new one
13044	Printer	Obsolete-no longer works
10691	2 Tier Computer Cart	Obsolete
180256340	Computer table	Obsolete
38982	Mac PC	Obsolete
180251224	Apple Keyboard	Obsolete
42398	Mac Pro	Obsolete
180251860	Apple Keyboard	Obsolete

42179	Mac Pc	Obsolete
ky81905DRVZSB	Apple Keyboard	Obsolete
ky7430126VZSB	Apple Keyboard	Obsolete
7619802214360	Microsoft keyboard	Obsolete
180353870	File cabinet metal	obsolete
23733	Mac Pro	obsolete
42388	Mac Pro	obsolete
42149	Mac Pro	obsolete
ky74404LMVZSb	Mac Pro	obsolete
23755	Mac Pro	obsolete
25875	Mac Pro	obsolete
25851	Mac Pro	obsolete
25863	Mac Pro	obsolete
180256330	Computer table	obsolete
42362	Mac Pro	obsolete
180251424	Apple keyboard	obsolete
24299	Apple keyboard	obsolete
42189	Mac Pro	obsolete
180256332	Computer desk	obsolete
ky80800buyzsb	Apple keyboard	obsolete
72400	Mac Pro	obsolete
180152711	Apple Keyboard	obsolete
42370	Mac Pro	obsolete

180250141	Apple keyboard	obsolete
42353	Mac Pro	obsolete
180256341	Computer table	obsolete
ky74404MRVZSB	Apple keyboard	obsolete
42229	Mac Pro	obsolete
ky73907feyzsb	Apple Keyboard	obsolete
42372	Mac Pro	obsolete
180252424	Table 8'	Obsolete- broken
13038	Overhead projector	obsolete
13539	AV cart	obsolete
13404	RCA TV 25'	obsolete
180254994**	Overhead projector	obsolete
180251421	Apple keyboard	obsolete
182251020	Apple keyboard	obsolete
180251478	Microsoft keyboard	obsolete
180250626	Microsoft keyboard	obsolete
32089	Dell keyboard	obsolete
32000	Dell Keyboard	obsolete
23727	IMAC	obsolete
25893	IMAC	obsolete
23730	IMAC	obsolete
23752	IMAC	obsolete
23736	IMAC	obsolete

23720	IMAC	obsolete
30928	Monicom System	obsolete
180256373	Computer table	obsolete
42390	Mac Pro	obsolete
180251291	Apple Keyboard	obsolete
38969	Mac Pro	obsolete
180251226	Apple Keyboard	obsolete
ky80500MVVzsb	Apple keyboard	obsolete
3337	3 tier AV cart	obsolete
23729	IMAC	obsolete
180251276	Apple keyboard	obsolete
180251276	Apple keyboard	obsolete
180256335	Computer table	obsolete
180256328	Computer table	obsolete
180256338	Computer table	obsolete

38625 Canon Color Pro Printer obsolete-broken and replaced

Respectfully,

Steven Miller

Frank P. Brown Elementary School



3766 Dunbar Road
Crossville, Tennessee 38572
Phone (931) 788-2248
Fax (931) 788-2554

Dr. Stephanie L. Speich
Principal

Mr. Stepp and CCBOE:

Please retire the attached items from the Brown Elementary
inventory.

Thank you,

Stephanie L. Speich

Dukane	32505
White IMAC POLY	25686
XEROX	32423
IMAC	39016
IMAC	39022
IMAC	45748
IMAC	44232
IMAC	45786
IMAC	39019
WHITE IMAC POLY	32539
imac	39023
imac	39024
Promethean board	40545

FEDERAL	
NEO	10002310
NEO	10002356
NEO	10002384
NEO	10002397
NEO	10002304
NEO	10002309
NEO	10002383
NEO	10002288
NEO	10002283
NEO	10002299
NEO	10002289
NEO	10002301
NEO	10002353
NEO	10002303
NEO	10002346
NEO	10002296
NEO	10002300
NEO	10002263
NEO	10002285
NEO	10002001
NEO	10002297
NEO	10002293
NEO	10002294
NEO	10002292
NEO	10002011
NEO	10002379
NEO	10002393