

Board of Education
January 9, 2024 4:00 PM
Central Services Board Room

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

BOARD MEMBERS:

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

1. Call to Order-Chairman Vice Chairman Safdie called the meeting to order at approximately 4pm.
2. Pledge of Allegiance/Moment of Silence-Chairman Vice Chairman Safdie opened the meeting with a moment of silence followed by the pledge of allegiance.
3. **Policy Committee-Mrs. Rebecca Hamby**Safdie presented the policy committee portion of the agenda and asked Stull to lead since Hamby was not present.
 - 3.A. *Approval of Policy MinutesStull asked for a motion to approve the last set of policy committee minutes. Nichols moved to approve and Stull gave the second.

Motion to approve minutes.

VOICE VOTE: (mover-yes) Nichols

(seconder-yes) Stull

Yes: 6, No: 0

MOTION: Motion Carried

3.B. Policy 2.200 Annual Operating Budget Stull presented policy 2.200 with changes to the committee. Nichols made a motion to approve. Safdie said this policy was revised to assist new board members in better understanding what will take place during the budgetary period. He said although this policy was clearer than previous one, it's lacking a set of procedures. He asked Stepp if there were procedures designed for this policy. Stepp said once this was approved they would work on one. Safdie asked if Stepp had a draft of said procedures. Stepp said no-he would do it if they approved this policy. Stull said this past year they moved from BEP to TISA funding and the timeline has been pushed further and further so is there anything that can be put in place for things like that, that can come up. Stepp said they have no way to predict when TDOE will release that first estimate. And no idea how they will do it next year. He said he's already starting getting information together as to what each department budget needs look like so he can create an executive summary for the board. He said he can't put timelines in procedures because TDOE controls that. Stull said that is her concern with putting the dates in the policy. She said with some of that info not set in stone from the State but the district setting dates within the policy, she doesn't want that to cause issues. Stout asked when they got TISA last year? Stepp said September. Stout asked when they are predicting the district would have it this year. Stepp said Jan/Feb. Stull said if the March 1st date gives him enough time. Stepp said yes, they would work on projections. He said each year the schools will work on what they project. Stull asked if he was confident that the dates in the policy would still be good for him to work with. Stepp said yes, it's standard operating procedure. Stull asked if they needed to put something in the policy for adjustments? He said again it's standard operating procedures, and they could write it down if they wanted. King said some of the dates within the policy are deadlines by the state so you have to backwards plan and those dates need to be there. Safdie said when elections take place in September and the new board comes in, they are going to be blind and they aren't going to know what procedures are being followed and he would hope in the next few weeks that Stepp would provide the board with a schedule of tentative event that gives the new board members an idea of where they are going and where they fit in. Stout said the Google Drive that Stepp shared on the Drive was great last year. Stull seconded the motion made by Nichols.

Motion to approve policy as presented.

VOICE VOTE: (mover-yes) Nichols

(seconder-yes) Stull

Yes: 6, No: 0

MOTION: Motion Carried

3.C. Policy 4.700 Testing Programs Stull presented this policy to the committee. She asked for a motion to approve. Nichols made a motion to approve. Stull said she found on line 18, page 2, a grammatical error that she requested to change. "If" changed to "of". Safdie asked Stepp, was here anything the board needed to understand about the testing programs? Stepp said this was basically covering operating procedures at each grade level. Stull gave the second on this.

Motion to approve as presented with grammatical correction.

VOICE VOTE: (mover-yes) Nichols

(seconder-yes) Stull

Yes: 6, No: 0

MOTION: Motion Carried

3.D. Policy 6.312 Use of Personal Communication Devices in School Stull presented this policy to the committee for review. Stepp told everyone this was previously brought up in a policy meeting to see about updating it to be a little more inline with where we are now in terms of this technology. He said this change lines up with TSBA's policy. Stull asked if this was the same policy that had been previously discussed about different grades having cell phones. Stepp said yes. Stull then said there is nothing in this update to talk about how far down (grade wise) this policy goes. Stepp said that would be in procedures. Stull asked about not having kindergarten having cell phones and will procedures cover that for principals or should that be covered within the policy. Stepp said it's part of the procedures and then asked Homestead's principal Edmonds to comment on that. Edmonds said they don't typically see kindergartners with cell phones, but if they do, the teacher just holds onto the phone, and they usually aren't activated. She said a parent can pick it up, or they just send it back home, but it's not an issue they typically see at that grade level. Stull asked what grade level she sees cell phones being an issue. Edmonds said 2nd grade they can see students with active cell phones. She said that grade level is more structured, and they don't have the free time like standing at lockers that the older grades have. She said 5-8 is more where they see their issues with cell phones. Stepp said most of the time, elementary students keep their phones in bags, and they are not out while in school. Stull said on line 16/17 she thinks that portion should stay in the policy instead of removing it. Stepp said in the student conduct books, they address cheating with cell phones. Stull said it's not just cheating, but also students' individual privacy. Stout said that a lot of policies reference TCA so could this policy reference procedures? Stepp said yes, they could do that. Safdie asked if anyone knew how the reference should look. Stout said it can be under cross-references like other policies. Maddox said this is straight from the TSBA model policy, and he can get those cross-references added. Patton said line 13 should read "or" and not "of". Stout asked if they could approve with the additions of adding the references? Stull said she did like that idea. She asked for a motion to approve with the recommended changes. Nichols made that motion and Stull with the second. Safdie asked Stepp to follow through with those changes. Stull then told everyone that concluded the policy portion of the committee agenda.

Motion to approve policy with recommended changes.

VOICE VOTE: (mover-yes) Nichols

(seconder-yes) Stull

Yes: 6, No: 0

MOTION: Motion Carried

4. **Building and Grounds Committee/Safety Committee-Mr. Robert Safdie** Safdie presented this portion of the agenda. He said since Hamby was not present for the safety portion, and he was the last chairman of the building and grounds committee, he would act as facilitator. Stull said she thought the

board discussed and they were advised at the last board meeting that the chairs from last year were staying in place for this year's committees per the board chair. Safdie said he would need to look at the reference on that. He feels that since safety and building and grounds are 1 committee now, he feels there should be 1 chairperson. He said he would proceed with the agenda, and they would discuss it at the board meeting for clarification.

4.A. *Approval of Building and Grounds Minutes Safdie asked for a motion to approve minutes. Stull made a motion to approve and Safdie made the second. Stout asked didn't it need to be members that were on that committee last time. Safdie said that is what he needs clarification on and in order to keep the meeting moving...Stout said she would think the members that were on the committee when it took place would need to approve the minutes from that meeting and then they could move forward. Safdie said he would go along with that in order to keep going. Stull said when they (new board members) came on board last year, there were new members approving minutes because some members were no longer on the board. Stout said she don't remember having carry over from last year but however Safdie wanted to proceed. Stout said she was willing to attest that she has reviewed the minutes, she was part of that committee and she was there and they are accurate. Safdie said he accepted that. Stull again moved to approve minutes.

Motion to approve minutes from last meeting.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Safdie

Yes: 6, No: 0

MOTION: Motion Carried

Motion to approve minutes.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Safdie

Yes: 6, No: 0

MOTION: Motion Carried

4.B. Pineview Elementary Roof Repair Safdie presented this item to the committee. He asked for the update on the Pine View elementary roof repair. Stepp said this was a temporary fix and principal Spicer shared with them that it's back leaking again. Safdie asked Stepp where the money would be coming from for the repair. Stepp said a couple of options are: TISA funding outcomes-there is money that was not budgeted last year and they might could use that. He could line item that for the roof. He said the bid is about \$150,000-\$200,000. Stout said last year it was around \$150,000. Safdie asked if the \$601,000 from TISA would be reimbursed. Stepp said it's already paid to the county but has not come to the school system yet. The board will have to vote where to put that money. Safdie asked if that amount would be in the '24-'25 school year. Stepp said it would happen again. Safdie said at this point did Stepp feel the B&G committee should approve the roof repair and let the budget committee deal with the funding. Stepp said yes, that was one way. He said he

might could get this bid out and present at next board meeting. Safdie said the executive committee could approve the bidding process and then come back to full board to approve executive committees action. Stepp said yes, could also do that. Stout asked if there had to be an approval for a bid. Safdie told her anything over \$25,000 has to be bid out. Stout asked if they had to approve the executive committee to get the bid and Nichols asked if they have to pay for the bid. Stepp said yes there is a cost. Nichols asked what the fastest way to do this was. Stepp said the executive committee. Safdie said the B&G committee asks for the executive committee to bid this out and then present to full board when bids are in.

4.C. Homestead Elementary Safdie presented this item and asked Stepp to give the rundown of what he feels/wants to take place at HES and what timeline he's thinking. Stepp said there are a couple of different approaches to this. He said if they put the entire school under 1 key, during budget time they would discuss saving a certain amount of money each year on a Homestead line item to get that done. He said even though principal Edmonds and the adults are doing everything to ensure the safety of the students, Sheriff Cox and Edmonds still have concerns. Safdie asked if the district took money and put it in a separate account as a capital expense, and it took 6–8 years to complete the process unless there were grant opportunities. Stepp said they are currently looking at grants. Safdie wanted everyone to be aware this is what they were looking at but told everyone the full board would have to discuss it, and they would have to have recommendations from Stepp and Bray on how much money would need to be removed from the budget to fund this project. King asked if they had an idea on cost. Stepp said Chamberlin said between 8-10 million. King said if they wait 5 years it will be \$20 million. Safdie said the only solution would be to ask the county commission to provide the funds to make that happen. He said he does not know what the county's sentiments are. He has not asked. He said he doesn't believe they can come up with an \$8 million dollar grant. Stout said they may have to piecemeal. Stull said at the annual TSBA convention they listened to a presentation from Wayne Gregory with EverSafe, and they work with getting grants for safety projects. She said his presentation would be beneficial to the district. Safdie told Stepp that the general consensus from present board members were they would like to explore options. He said he wasn't sure this needed to go to the building and grounds committee again or just straight to the board meeting. He said Stepp could work that out with the chairman of the board.

4.D. CCHS Fire Alarm

North Elementary Fire Alarm Safdie asked Stepp to explain what is being done. Stepp said both of these are going to take an extensive amount of time. He said CCHS could be bid out at an appropriate time so that it could be bid out over the summer. He said they couldn't buy parts last year and the Fire Marshall understood their situation and worked with their maintenance crew to get it running. He said North the Fire Marshall is concerned about it not having parts but understands and makes sure it's running like it needs to run. Stepp recommends that would go on the budget next year since renovations are going on at North next year and it would just be a line item within the budget. Stull asked what the cost was for both of them. Stepp said between \$300,000-\$400,000. Stout said last year the budget worksheet gave the estimates of \$300,000 at CCHS and \$350,000 at North. She said this estimate was probably not considering the new auditorium at CCHS. Stepp said that was correct. Stull asked if the fire alarm at the auditorium was part of that project and Stepp said yes, it would all be keyed in with the current system but the current system was not expandable. It was full. Stepp said he wasn't worried about the safety side unless it goes down and they have to wait 2 weeks to fix it. Stout asked Stepp to explain to everyone how it works during a fire alarm if it is functioning properly. Stepp told everyone that the Fire Marshall required them to do fire walks every 15 minutes and they sign off that the areas of the building had been covered. Safdie said that is what the budget next will see year. Stepp said he would recommend bidding CCHS out so that it can be complete this summer during the construction phase of the auditorium. Safdie asked Bray if she had anything to add. Bray said she

feels the price could come in a bit higher because it's been a year since the project was bid out-for both of the alarms. She said it could even be beyond \$400,000. Safdie told everyone this competed the portion of the building and grounds section of the agenda.

5. **Athletic Committee-Mr. Nick Davis**Safdie presented this item due to the absence of Board member Davis who was the athletic chair.

- 5.A. *Approval of Athletic MinutesSafdie asked King what his recommendation was to approve the minutes and King said he thought those present should approve them. Safdie made a motion to approve minutes and King with the second. Safdie then told everyone he had nothing else for the athletic committee.

Motion to approve athletic committee minutes.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) King

Yes: 6, No: 0

MOTION: Motion Carried

6. Other DiscussionSafdie brought up the tennis courts under this portion of the agenda. He asked the question of how we are going to handle the tennis courts. Stepp said they would be looking at it in the budget next year and see if they could line item to take care of 1 school, and then he would recommend the following year taking care of the other school. Safdie asked if there was any way to reduce the numbers of courts from 6 to 4. Stepp said he would have to talk to the coaches, principals and athletic director. Stout asked if tournaments might dictate that. Stepp said you needed 8 courts to run a tournament. Safdie said tournaments can be done somewhere else. Stout said maybe they could look into a shared court between the schools to make it cost effective. Safdie asked if Stepp had spoken with the State Park or FFG to see if there were other courts in the county that our students can use until this is figured out. Stepp deferred to AD Maddox. Maddox said SMHS has access to the majority of their courts and they aren't utilizing the ones that are really bad. CCHS has worked out a deal with Pepe Perron at Camp Nakinawa to use their facility for practice. Hale asked why they are considering limited the courts. Safdie said costs. Hale asked if this would take away tennis meets. Safdie referred that question to the DOS and Finance officer along with the maintenance supervisor and principals because he had no answer for that. Stull asked if the overage amount that was factored into the CCHS auditorium build was still available if they could use that to build those courts since that was previously discussed. Stepp said the board would have to vote on that. Stull said that was an option they initially discussed. Stepp said he could talk to Upland Design about that. Stull asked if that was quoted at \$500,000 and Stout said a couple of years ago, yes. She feels that could go up in price as well. Safdie said he was optimistic. Safdie then asked if there were any other questions. Safdie asked Stepp how the SMHS field house was coming along. Stepp said he believes they have a spring/March complete date. Bray said it's based on the weather but they are laying the block now. Stout had a couple of things she wanted to address with everyone and asked all the members that were present to please consider adding the outstanding budget minutes from the May 2023 meetings to the upcoming board meeting. Safdie said he's of the opinion that if the budget committee doesn't meet before the full board meeting that this is taken up as a voting and approving issue at the full board meeting. Stout said she asked for that in Dec and was told no-the budget committee would take care of it the next time they met which would have been tonight. She then said since the budget committee was canceled tonight she would like to see

this done. Safdie said they would get it settled. Stout then asked if the members could settle on a standing date for the committees to take place. Stull said they wanted to initially do them earlier in the month to give enough time for any approvals to get to the full board meeting. The members agreed that the second Tuesday of each month worked and Stepp gave the date of February 13th. Everyone also agreed to start the meetings at 4pm. King asked in the meantime if they were still planning on voting on the budget minutes at the next meeting. Safdie said unless there was a budget committee called between now and then. He said his question was directed to Stepp and asked if he foresaw a reason to have a budget committee meeting before the next full board meeting. Stepp said he only planned on showing everyone different sample salaries at the upcoming board retreat on Saturday. Safdie asked Stepp to verify and coordinate with Boston and it would all work out.

Safdie then asked for questions from the media or the audience. Linda Clark spoke up and told everyone that she had been doing a lot of reading on Robert's Rules of Order. She said when committees don't meet for a substantial length of time, they can appoint a minutes committee to approve minutes without holding a meeting. She wanted to encourage the board to look into that. Safdie asked her to send him a copy of the Robert's Rules of Order she was referencing. Karen Frantzen then asked how the bidding for projects were determined and is that factored in to final costs. Stepp said that was law from the comptroller's office but asked Bray to elaborate. Bray said anything over \$25,000 has to run through a contractor and has to go out for bid. She said they use Upland Design and they take care of all of that. It then goes to the county finance director and it's sent out to the bidders on the bid list. Then they submit bids and the district opens the sealed bids on the designated day and then the bid is awarded. Frantzen then asked what the cost of the actual bid was. Bray said the architect gets a fee, not the bidder. Safdie said the standard architectural fee was about 7% and Bray said anywhere from 6-7%.

7. Adjournment Safdie thanked everyone for being present and asked for a motion to adjourn. King made the motion and Stout with the second. The meeting was adjourned at approximately 4:48 p.m.

Motion to to ajourn.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 6, No: 0

MOTION: Motion Carried

(* Indicates Board Approval Required

Board of Education
November 30, 2023 6:15 PM
Central Services Board Room

The Policy Committee met on Thursday, November 30, 2023, in the Central Services Board Room where Ms. Rebecca Hamby called the meeting to order at the approximate hour of 6:15 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

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

OTHERS PRESENT: Earl Patton, Attorney
Cheryl Duncan, Media

1. **Call to Order** - Ms. Rebecca Hamby
2. **Moment of Silence / Pledge of Allegiance** - Ms. Rebecca Hamby
3. **Approval of Committee Minutes**-Hamby made a motion to approve the committee minutes from the previous meeting. Stull with the second.
4. **TSBA Recommendations**-Hamby moved on to the lists of policy recommendations coming from TSBA. She told the committee that these had already been signed into law, and they would be looking to send these to the full board as a first and final reading.
 - 1.105-School Board Legislative Involvement. Safdie asked if they would consider changing line 1 and line 2 words "shall", which was TSBA recommendation, back to "will" as the policy previously read. Hamby asked Patton if he had any recommendations and Patton said, from a legal perspective, they needed to know the very subtle difference between the 2 words. Hamby then made a motion to keep the word "will" in lines 1 and 2. Stull seconded the motion.
 - 1.701-School District Planning. Hamby asked Patton if it looked ok to him. Patton replied yes. Hamby made a motion to pass along to full board. Stull with second.
 - 2.400-Revenues. Hamby said she didn't see anything that stood out as a concern. Patton said in his

review he didn't have any suggestions. The board had to decide on page 2, line 17 if processing fees shall/shall not be charged for online payments. After discussion, they decided the policy would read as "shall". Hamby made the motion to send changes to full board. Stull with the second.

2.601-Fundraising Activities-Hamby asked Stepp if he had any input in this policy. Stepp said there are procedures in place that follow this. Hamby made a motion to push this on the full board. Stull with the second. Boston asked a follow up question that asked if it was statute that Board had to approve all fundraising activity? She said she was fine either way, she just wondered if it was necessary to have board approval when the Director and his team was signing off on them.

2.8051 Debit Cards, Credit Cards and Credit Lines-Hamby told everyone about the changes TSBA recommended. She asked if Stepp was ok with the changes. Stepp said yes. Hamby made a motion to send to full board and Stull with the second.

4.603-Promotion and Retention. Hamby introduced the changes and made a motion to send to full board. Stull with the second.

Motion to to keep the words shall in lines 1 & 2 as "will" for policy 1.105. Policy 1.701 as presented, Policy 2.400 to choose "shall" on page 2 line 17. Policies 2.601, 2.8051 and 4.603 as presented.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 4, No: 0

MOTION: Motion Carried

5. **District Recommendations**-4.301 Interscholastic Athletics-Hamby introduced the changes requested by Dr. Maddox that aligns with TMSAA bylaws. Hamby made a motion to send to full board. Stull with the second.

Motion to send recommended changes to full board.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 4, No: 0

MOTION: Motion Carried

6. **Other Discussion**-Stout asked if a chairman had to be voted on. Hamby said no, according to Robert's Rules of Order, that since she was still on the policy committee, and she was the previous chairman, they did not have to re-elect. Stout asked if they were skipping that step on all committees now? Hamby said it depends on who is on the committees. If there is a question about who is to chair the committees, the board chair has a right to select the chairman of the committee. Stout asked if someone wanted to be the chairman of a particular committee, how did they go about doing so. Hamby said they needed to let the board chairman know that they would be interested in that. Stull asked if they were able to vote on a chairman for the committee. Hamby said they could but there was no reason to do so. Boston said it

would clean it up. Hamby asked if there was a nomination for Policy Committee Chair. Stull said she nominated Hamby. Hamby made the second and accepted the position.

7. **Adjournment**-Stull made a motion to adjourn and Hamby with the second. The meeting was adjourned at approximately 6:39pm.

Motion to to adjourn.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Hamby

Yes: 4, No: 0

MOTION: Motion Carried

William Stepp
Director of Schools

Ms. Rebecca Hamby
Chairman of the Policy Committee

Diane McCartney
Executive Assistant for the Director of Schools and BOE

Cumberland County Board of Education

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

1 *General*

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

4 *Central Office*

5 **PREPARATION PROCEDURES**

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

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

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

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

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

25 **HEARING AND REVIEWS**

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

28 **FINAL ADOPTION PROCEDURE**

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

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

Legal References

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

Cumberland County Board of Education

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

1 *General*

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

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

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

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

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

3 **WEIGHTING TCAP SCORES**

4 TNReady⁴ and End of Course (EOC)⁵ scores shall be included in students' final grades as follows:

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

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

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

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

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

20 **INTEREST INVENTORIES AND CAREER ASSESSMENTS⁶**

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

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

27 **TESTING INFORMATION AND PARENTAL CONSENT**

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

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

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

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

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

21 **TESTING TRANSFER STUDENTS FOR GRADE PLACEMENT OR AWARDED CREDIT⁹**

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

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

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

32 **HIGH SCHOOL CREDIT EXAM FOR ELIGIBLE COURSES¹⁰**

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

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

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

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

Legal References

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

Cross References

Student Surveys, Analyses, and Evaluations 6.4001
Student Records 6.600

Cumberland County Board of Education

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

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

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

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

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

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

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

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

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

Board of Education
October 2, 2023 4:30 PM
Central Services Board Room

The Building and Grounds Committee met on Wednesday, XX, in the Central Services Board Room where Mr. Robert Safdie called the meeting to order at the approximate hour of 4:30 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

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

OTHERS PRESENT:

William Stepp, DOS
Kim Bray, COO
Mary Kington, Director of Maintenance
Scott Humphrey, Media

1. **Call to Order** - Mr. Robert Safdie-The Building and Grounds Committee met on Monday, October 2, 2023, in the Central Services Board Room where Mr. Robert Safdie called the meeting to order at the approximate hour of 4:31 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.
2. **Moment of Silence and Pledge** - Mr. Robert Safdie
3. **Approval of Committee Minutes** - Mr. Robert Safdie-Safdie asked for a motion to approve previous minutes. Stout made the motion and Davis with the second.

Motion to approve previous committee minutes.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Davis

Yes: 3, No: 0

MOTION: Motion Carried

4. **Maintenance Projects Schedule Update**-Safdie presented this agenda item. He said several board members were interested in getting an overview of maintenance projects. Safdie turned it over to Stepp. Stepp said the first attachment was the renovation and maintenance schedule. He said this had previously been shared with the board. It highlights the rotations and goes over when the board decides when each school will get what items. Safdie asked what renovations are taking place at North and are they done yet? Bray replied no, they have not started those renovations yet. She explained about the uncertainty of rolling South into the renovation schedule so they didn't get skipped and having everyone else move ahead of year. This way, no school was skipped completely, but rather North just rolled ahead a year. Safdie asked which renovations North had requested. Bray said, normally, bathrooms are a big ticket item. She said usually new flooring, environmental cleaning, bathroom partitions and door replacements. North has chosen new front doors. Safdie asked what the estimated cost of those renovations would be. Bray confirmed approximately \$750,000 for bathrooms and Kington has everything else itemized. Davis asked if the renovations looked the same at every school. Bray and Kington said, mostly. Safdie asked how renovations that had not been done were going to fit into the budget next year. Bray said these were budgeted but the question is, are they doing North this year or put South into North's place, so they aren't skipped and move North to next year. That is what they need to know. Safdie asked if the South renovations were different than the building of classrooms they were looking at. Bray said, correct. She walked around the school with principal Hall and talked about the renovation that she was due 2 years ago and got postponed because it was going to be rolled into the new classroom construction projects. Safdie asked Stepp to verify that the growth has not occurred at South like they originally thought 2 years ago and Stepp said as a whole, the numbers were down across the board. Safdie asked if anyone had spoken with Hall regarding changes to building the extra classrooms. Bray said all she has asked is, "if you were doing a renovation today, what would you want" ? Bray said it's 2 separate buckets. They did not discuss construction, only renovation that Hall thought she was getting 2 years ago. Stout asked what few things Hall had received. Bray said she received some painting, new front doors and steps redone. Kington said this is how the renovation rotation follows. That new painting and doors and things of that nature are usually done within that rotation and Hall did receive those smaller items. Stout verified not the big bulk of the reno. She asked if North was postponed, then would the same amount be what the board would be looking at for South? Bray confirmed yes, that is correct, that is the amount they always budget for that type of reno and everyone would just move forward a year. Stout said they could do some miscellaneous things for North, but not the big \$750,000 project. Bray said Kington had been a very good steward of her money and been able to do some things at North, but it's one of our schools that is aging and their bathrooms could be some of the worst that need replaced the most. Kington told everyone that North was built in 1980 and South in 1981 so they have some things that need updating. Davis asked what the list of things are that need to be renovated? He said if it's not painting and flooring and roof then what is it? Kington replied interior, bathrooms. Pouring flooring over old tiles. New flooring in kitchen. Davis asked if this was just earmarking \$750,000 for each school and then asking what needs to be replaced. Bray replied interior wise. Roofs are on the rotation. Or if they are damaged in weather, they are dealt with at that time. Safdie asked if the several roofs that were damaged recently had all been taken care of by insurance money. Bray replied no, not all of them. Safdie asked if the \$750,000 at North was

excluding the 50k for flooring, 20k for environmental cleaning, and etc and he said he is hearing that some of that money can be split with South. Bray said no, she is saying to slide South in where North is at and move North out to the next year. She said everyone will be moved a year on the maintenance schedule. Stepp said this way not anyone is left out and skipped over. Safdie said in '24-'25 that he sees no one is scheduled. Bray replied it's a roof year. Kington said that if it's in good enough shape, the roof can be skipped that year. Safdie said the money that would be applied to roofs next year would have to be accompanied by \$750,000 for North renovations. He said it would have to go North if the board approved and that's a million plus. Kington said her thought was take the money for North (from last year) plus the 200,000 for Pine View for the roof. Stout asked if there was any other chance of suffering water damage through the leaks from the roof at Pine View? Kington, replied no. King said as he looks at the budget for year to year he sees bathroom partitions at every school but bathrooms are not all the same size and he wants to know how the district got that figure? Kington said that this is a generic figure and usually does most bathrooms, except for the longer bathrooms that are newer. She said they do as much as they possibly can. Safdie let everyone know that this comes under items 4 & 5 on the agenda. He asked if more time needed to be spent or take it home and let them look over everything and then come back. Stout said she feels they can break in up to bits and chunks. Stepp reminded the committee that there is a supporting document that is active and live so that every school project is tracked. Stout asked if all these items in green and red are all items that have been budgeted for, funds have been allocated from the general fund or federal. Bray said yes and blue was more needs. Alarm systems that are needed eventually. Davis said it's more like a want then. Bray and Kington said no, the alarms at CCHS are a necessity. Kington said they would see this on her budget next year. Stout said these have not been approved by the county commissioners in this year's budget and Bray confirmed. She asked if it was a need that has to be taken care of this year, since it wasn't budgeted, it would have to come from the general fund and Davis said that is what they don't want to happen. Kington said she never tries to take anything away out of this year's budget, if it can wait. Like for instance the CCHS alarms-she has worked on it to last for one more year until it can be budgeted for replacement and it was inspected and passed. Safdie said they were saying it is operating but needs to be updated. Davis asked if the Pine View roof on the old part was different than the schedule for Pine View's roof. Kington said this was actually due to wind damage. Stout asked if there was anything they needed to let the board know before they took this home and studied it. Bray said the roof at Stone Elem was complete and new flooring was also given. Some painting at South. The gym at North. Many projects are completed. Safdie asked in order to move some renovations from North to South would take board approval? Stepp said that the intent in the budget committee was moving forward with the South renovation. Stout said a couple of meetings discussed this because some were concerned about South getting skipped if the addition wasn't going to happen. Stepp and Bray confirmed again that they didn't want anyone getting skipped. Safdie asked if they could do half of North and half of South. Bray said she believed it would be better to do 1 project and get more bang for the buck. Stout said that doesn't negate North from getting their bathroom partitions and doors. Bray replied, correct. Safdie asked if the North Reno would be the \$750,000 but then still get some other things. Bray said she would get flooring. Safdie asked what step in the process does this committee have? Stepp said this was previously voted on this is how they decided on the line items. Safdie asked about swapping North to South-if that was a board decision or a Director of Schools decision? Stepp said the board can vote on it but he feels most everyone would agree. It's just rotating the entire renovation cycle for 1 year. Bray said nothing moves quickly and with this being October and going before another board meeting and waiting for all the bids and specs to come, best case scenario is this is going to be January or February before it can even get started. Safdie asked Bray what her recommendations were? Bray said what would be best would be for them to say they have appropriated the funds and South got skipped because they thought they were going to roll it, but now they are going to put South before North and roll North out 1 year and everyone else will move forward a year. Safdie asked if they would want to start the bidding process immediately? Kington and Bray responded yes. Bray said it takes a while for

all the specs to come together and get it to county finance and then go out to bid publicly. She said the process is quite lengthy and does not move quickly. Stout said as a board they would still have to accept the bids when they come in. Safdie said yes and they would have to approve them to bid on the project. Stout said processes are in place, so the board would still be involved but if the money was already lined up, that would allow Bray and Kington to get going on everything. She also feels that with Brock retiring as County Finance Director, and no one currently named to fill the position, that could also potentially be another slowdown. Safdie said he is yielding to Stout's understanding along with Bray, Kington and Stepp as he isn't sure this committee is in place to approve or disapprove that process. Stepp said with the money having already been approved by the board for renovations, South is the next school for renovations, they are just changing the year. Stout said and we are also trusting our experts. Stepp said they have already been talking to Hall about the things she is hoping to have within the renovations at South. Safdie said this is not a voting item. But he is also unsure if these issues were brought up at the Sept 27th meeting under South Renovations. Stout said that conversation was just regarding the addition at South for \$2.2. Safdie said he can't make a recommendation but the committee understands and is appreciative of North for their willingness to delay their renovations. Stout said once they look this over and come back, it would help if (Bray and Kington) could let her know the items that weren't budgeted but would be a priority in their professional opinion.

5. **Maintenance Projects In Process Update**-The projects in process were previously discussed in the scheduled updates portion of the agenda.
6. **ESSER Timeline for Projects Update**-Safdie moved on to this item and said the last set of minutes indicated that Chamberlin with Upland Design said end of September was deadline for ESSER 2. Stepp said that Bray has talked to Chamberlin and they have worked to have that process locked in place so that they are not returning any Federal money. He said they are working together on timelines and deadlines. Bray and Kington said they are on schedule. Bray said things have moved regarding getting supplies and parts and she feels good about it. Safdie said was it her opinion that they are in a good situation and they will be given a time extension for Federal monies? Bray said she thinks it's going to work out. Stepp said they will meet the deadline. Stout she didn't know if it was so much a time extension as it is just getting it done by the deadline. Bray said they have one invoice left and she's hoping to have that in her hand soon. Stepp said Whittenbarger has a live document on ESSER updates and the board has access to that on Google Drive.
7. **Fire Alarms Update**-This was previously discussed during the scheduled projects portion of the agenda.
8. **Other Discussion**-Safdie asked for any other discussion. Davis asked what the update was for the completion of the Jet project. Stepp said they were waiting for decals. It's painted and it needs decals and a clear coat. He said they were missing the 2 large Navy decals that go underneath the jet. The district has requested them from the DOD and Blue Angels, but this is currently when the Blue Angels are touring.
9. **Adjournment**-Davis made a motion to adjourn. Stout with the second. The meeting was adjourned at approximately 5:25 p.m.

Motion to adjourn.

VOICE VOTE: (mover-yes) Davis

(seconder-yes) Stout

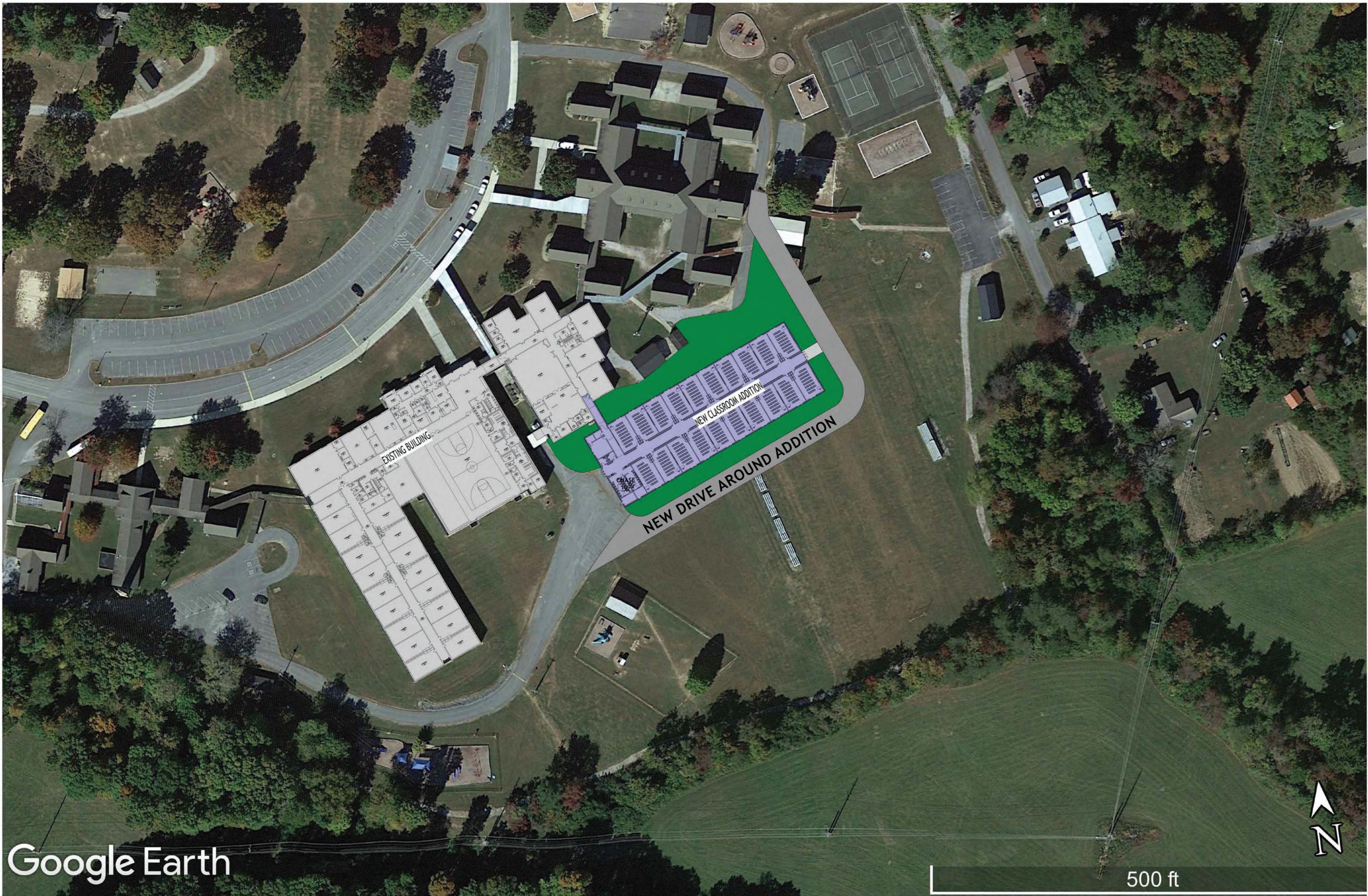
Yes: 3, No: 0

MOTION: Motion Carried

William Stepp
Director of Schools

Mr. Robert Safdie
Chairman of the Building and Grounds Committee

Diane McCartney
Executive Assistant for the Director of Schools and BOE



Google Earth

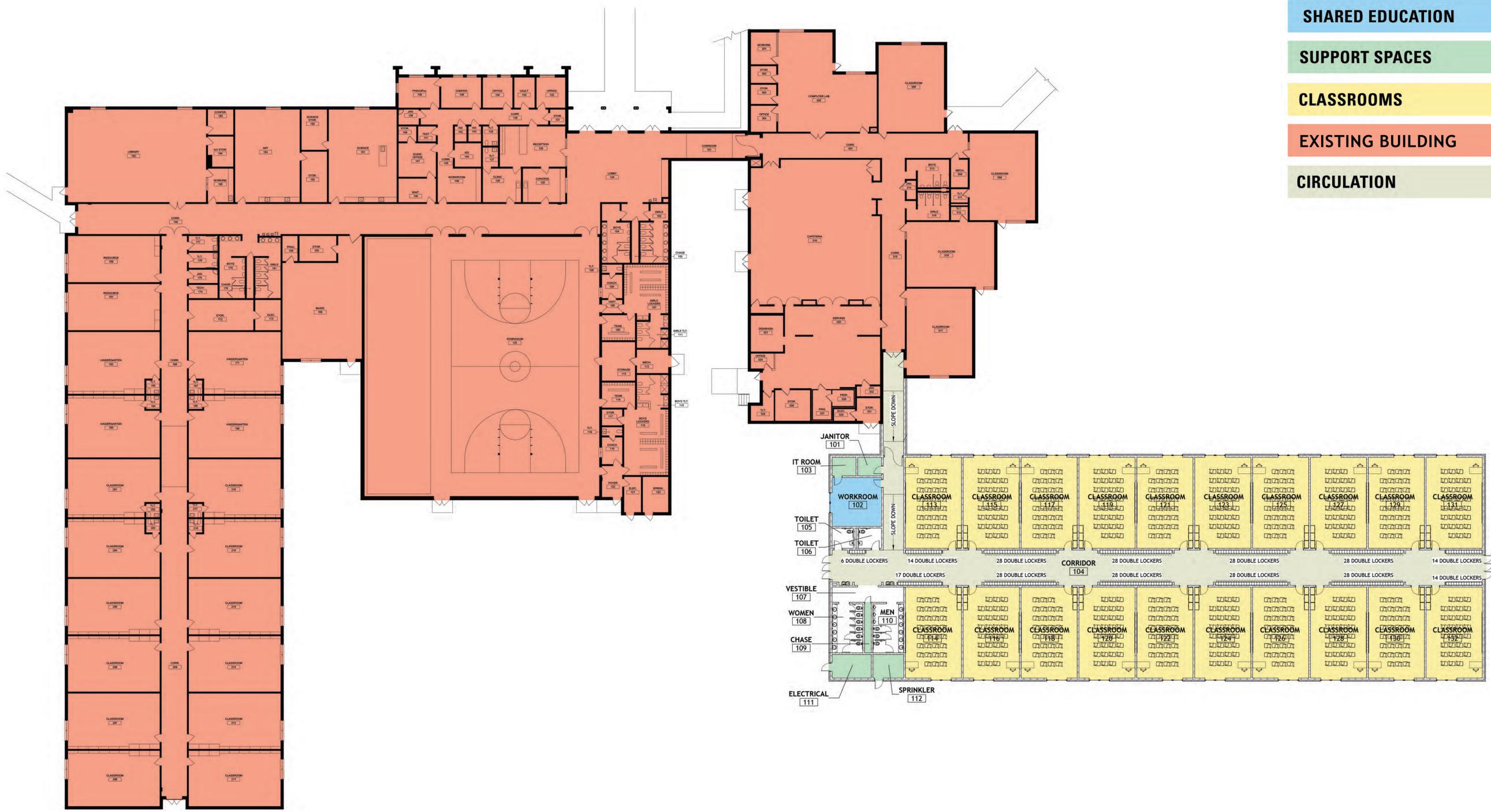
NEW CLASSROOM ADDITION FOR HOMESTEAD ELEMENTARY

PRELIMINARY FLOOR PLAN - 04.19.23

TOTAL SQ. FT. : 23,489



- SHARED EDUCATION
- SUPPORT SPACES
- CLASSROOMS
- EXISTING BUILDING
- CIRCULATION



OVERALL FLOOR PLAN

1/16" = 1'-0"



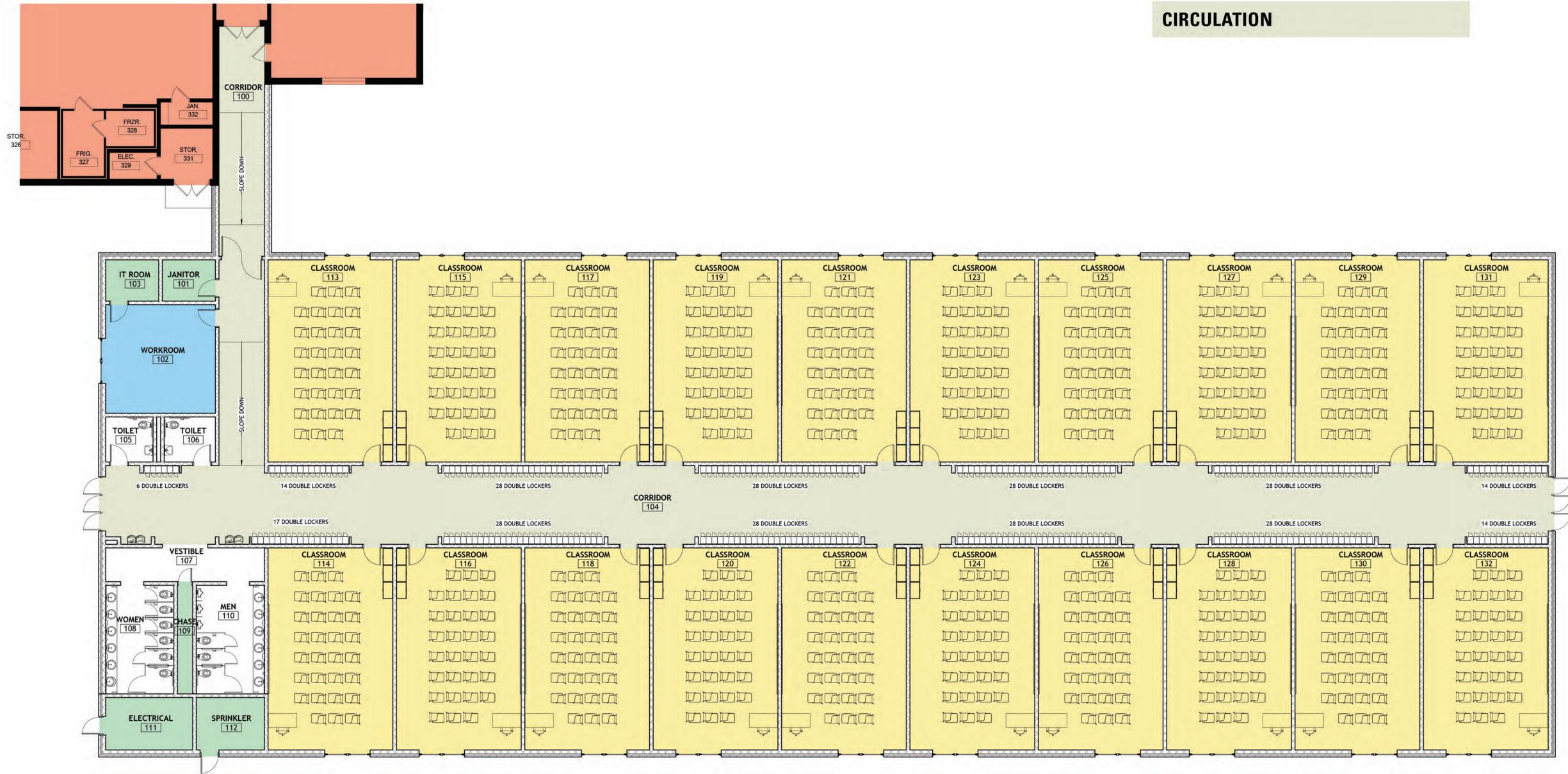
NEW CLASSROOM ADDITION FOR HOMESTEAD ELEMENTARY

PRELIMINARY FLOOR PLAN - 04.19.23

TOTAL SQ. FT. : 23,489



- SHARED EDUCATION
- SUPPORT SPACES
- CLASSROOMS
- EXISTING BUILDING
- CIRCULATION



NEW ADDITION FLOOR PLAN



NEW CLASSROOM ADDITION FOR HOMESTEAD ELEMENTARY

PRELIMINARY FLOOR PLAN - 04.19.23

TOTAL SQ. FT. : 23,489



Board of Education
June 21, 2023 5:00 PM
Central Services Board Room

The Athletic Committee met on Wednesday, June 21, 2023, in the Central Services Board Room where Mr. Nick Davis called the meeting to order at the approximate hour of 5:00 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

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

OTHERS PRESENT:

Rebecca Farley, CAO
Kim Bray, COO
Dean Patton, County AD
Mo Charnot, Media

1. **Call to Order-** Mr. Nick Davis
2. **Moment of Silence/Pledge-** Mr. Nick Davis
3. **Approval of Committee Minutes-**King made a motion to approve minutes from last meeting and Safdie with the second.
Davis then asked to look at the 1-23-23 minutes. He brought up that Safdie made the motion for a vote of confidence in the Director's future decision in TMSAA with others voting yes and the motion passing unanimously. He wanted to make sure that everyone understood what came out of the last meeting before moving forward on this decision.

Motion to approve 5-5-23 committee minutes.

VOICE VOTE: (mover-yes) King

(seconder-yes) Safdie

Yes: 3, No: 0

MOTION: Motion Carried

4. **Athletic Subcommittee for Strategic Plan Updates**-Davis brought up this item and told everyone that this is to make everyone aware that a strategic plan is being built for the county and within the steering committee is a sub committee focused on athletics. He said that the community structure is comprised of county commissioners, high school principals, current AD's, elementary school principals, and Davis himself as a BOE member. The supporting document that showed a wish list of what everyone would like to see was projected and Davis went item by item to explain what collectively the sub committee had come up with to be a springboard for the students. Boston asked if the district is taking the middle school grades, since the district doesn't technically have middle schools, and putting those grade levels at the feeder schools into CCHS and SMHS. Davis said yes potentially.
5. **Athletic Director Quarterly and Final Report**-Davis brought up this item and told everyone that Patton is retiring, and he ended up not asking Patton for this report so they could move on. Patton said he appreciated his 40 year career in the county and the last 6 as AD.
6. **TMSAA**
 - Potential Structures for Sports
 - Public Comments 30 minutes
 - Professional/ CC Staff Comments 30 minutes
 - Budgeting requirements Davis introduced this item and told everyone that he is giving a timed section for anyone that would like to comment on TMSAA. He said that the framework within TMSAA allows elementary V and JV to have sports seasons. Meaning 6-8 eligible student athletes can participate in TMSAA sports. Hamby asked him to verify that they had actually held 11 subcommittee meetings. He said yes, about that many. Hamby said she wasn't aware that there had been meetings called. The meeting was then open to public comments.

DAN SCHLAFER-He spoke in favor of having the county operate under TMSAA and told everyone that this would be a fantastic opportunity for the students. He said TMSAA was an organization that made sure everything was done right for kids in sports.

NATHAN CLOUSE-He said he didn't think it was a bad idea but the district is rushing into this. He said the \$2700 is not the amount the district would be spending. It's more along the lines of \$17,700. "We are begging for money for SPED teachers, but while athletics is important, it's not the key to the system". He said when we are struggling to add teachers in the system, this should be on the backburner. He said logistics are not going to work with having to have schools combined and parents trying to get students to schools out of the way. He told the committee that good athletes would be eliminated because of that fact alone. He said when schools have concessions and admissions, that TMSAA now gets a % of that, so now the county athletics are cutting a portion of their profits out.

JASON FUTTRELL-He told the committee that basketball was left out of middle school sports. And that students may not make the teams. That's just the nature of the sport. He said if the district is following the rules, then all the rules need to be followed and don't bend the rules for one. If you are doing football, then basketball and volleyball and all others need their fair opportunity.

BRIAN TEMPLETON-As a parent, he's all for it. And as a coach as well. He told the committee there's a struggle for finding umpires and all surrounding counties are associated with TMSAA, so they don't always want to compete against Cumberland County. He said for baseball, they don't get anything

at the end of the year to play for. This will make their season meaningful.

DARREN BARTON-Barton told the committee he was speaking as an orthopedic surgeon. He feels that the time off that TMSAA will require will cause the district to see fewer sports-related injuries among our students. He said evidence-based medicine benefits restrictions on athletes.

DUSTIN NORROD-Norrodd spoke in favor of TMSAA and did not see any cons of moving forward into middle school sports. He said the transportation to and from might be a problem for some students, but overall, if the kids could make a team, they could make the transportation happen. He said he feels it would take a lot of liability off of the county and put in onto the state with TMSAA.

HATHER JONES-She said that, as a PV parent, co-opting with Crab Orchard has been a concern for some parents, but she is seeing happier students playing with more kids their age/grade level. She feels TMSAA will actually pull more kids in and give opportunities to younger students sooner.

DAVE BRUNDIDGE-He said that as a parent of twin students that play sports, he's not set up his daughter to play with kids that are not her age, so he doesn't set her up for failure. His son is currently playing travel ball in Knoxville due to being able to play with students closer to his age. He feels this will allow students to play those middle school sports and not eliminate them.

STUART SITTON-He said he understands the concern about kids being cut from teams and he doesn't know that there's a solution to that. He said that in the county we have high-level athletes and they need something in place to let them excel. He said it's difficult to get the team chemistry and build the program to get the students ready to compete at a higher level.

CHRIS MOSLEY-He said that if the district goes for TMSAA then basketball needs to be added because it's been left out. He said he's trying to get kids ready for high school, but it helps to have everything cohesive. He said he's for TMSAA but that basketball must be included in that.

Patton clarified that Cross Country will not be cutting any students as some perceive that. Due to the structure of their meets, all students make the team.

NICOLE BARTON-She said, as a cross country coach, yes they have the ability to keep all students. She said she is a proponent of joining TMSAA. Her son runs cross country but only had the ability to run against students here and he needed to run against higher caliber athletes. TMSAA will allow our county to compete against other counties and other athletes. She said when she asked students to come to practices 5 times a week, she had many students quit the team and TMSAA would allow students to have the skills needed to excel at the high school level.

IVY MAYBERRY-She said the ultimate goal for the board is true middle schools and have that in their future vision. She said the opposition argument that she's heard the most is the numbers. She said that TMSAA will give over 1000 kids the opportunity to play basketball, which is way more than the district offers now. She said her team has beaten all surrounding schools they have played so far. If middle school is not implemented, then Cumberland Co athletes will not get the opportunities for scholarships that other county students are getting. Give kids the opportunity for kids to have a championship this year.

TRENT STOKES-He said participation should go up if the county adds middle school sports. He said at times cutting kids benefits the student in the long run. He said they are looking for governance and consistency which TMSAA will provide the students and the district instead of the free for all, that seems to be what they deal with now.

MIKE BUCK-He said he was excited to come to Cumberland County to coach and he went to all the elementary schools when he came here in 1996 and asked to get on the same page so we could teach the sports culture at a younger age to win championships. He said he was blown off and it led to some bad culture and he spoke to the point that middle schools would give the kids the best of the best. His son walked away from basketball as a sophomore due to not being that great of a player, but would have been given more a chance if he'd been given the sport in middle school grades. He encouraged the district to let the kids grow and mature, starting at a younger age.

NEIL CAPPS-He attested to coach Buck's statement that the athletes were not ready and the first 5 years were a struggle. He said that some of his better players played under him at North and then went

to the high school, as he was coaching both the elementary level and high school level. Due to those kids being given the opportunity at a younger middle school age, it made them better athletes at the high school level.

KIM CRAMM TORRES-She said she's had many opportunities to coach and coached in Southern Cal for 15 years and saw a lot of success and those kids played together in those middle school grades. She said we are underserving kids now unless they are super talented or genetically blessed athletically. She said that is frustrating to see other sports with so many athletes but basketball not being given the opportunity. She would like to move forward to let basketball join the others.

SCOTT CALAHAN-He said a great benefit of letting kids play at higher levels is letting our kids compete against those other states and cities. He said getting quality coaches into positions is getting tougher. Quality programs under quality instruction will help that situation. And it also allows struggling kids to play multiple sports and be protected.

MATT TROINO-He said was for middle school programs. And that as good as some athletes were, if they had been given 3 more years then the district might have more trophies in the case.

SCOTT MADDOX-He said, as an admin at SMHS, his primary goal was for the students' participation in athletics to increase. He said that in order to be successful, we must have the best athletes that are in school. TMSAA gives the guidelines to allow students to move from one sport to another. He told everyone that the best athletes that he ever had in his schools were multi-sport athletes and the district needed the governance brought about by TMSAA.

- 7. Board Recommendations to Full Board**-Davis brought up this item and asked the committee how we prepare/allocate funding that will allow admin and the community's voices to be heard and move forward to do their respective duties.

Boston said if the committee recommends it to the full board, then it would be passed on to the budget committee. She said funding would not be a problem.

Davis said that the \$17,700 is our portion of the obligation to join TMSAA. He asked if the district had the \$561,000 to pay for the supplements? Boston said yes, that was budgeted. He asked how \$61,000 was increased from last year to this year? Bray told him that years of experience with coaches has to be projected that they might move up the scale.

Hamby asked how this takes precedence over safety and teachers? They were begging for money for SPED teachers but wanted to know how this would rise above that? Boston said it was not an issue of more or less importance. She said you couldn't categorize one as being more important than the other. Cramm said the goal should always be to hire coaches who teach. Career teachers and career coaches who want to be invested in the school other than just coach. Someone who would contribute to the overall culture of the school. Davis said he's asking to make a motion and vote of confidence to allow the budget committee to provide funding to support the initiative that we've already allowed Mr. Stepp to move toward TMSAA. Boston said if he would make a recommendation one way of the other and send it to the full board, then once the board approves, the budget committee will come in and fund it. Davis tried to make a motion to make funding available to finance TMSAA. Safdie with the second. Boston asked if he was recommending that we go with TMSAA. He said yes. Boston said he needs to make a motion to send TMSAA to the full board, not make a motion for funding. He said he was under the impression that the board didn't have to make that decision. Boston said if it involves funding, they do. Davis retracted the previous motion. Safdie retracted his second. Davis asked why a motion has to be made for the board to approve. Stull said because money is involved. Hamby said also because the last time it was on an agenda meeting, they approved to table TMSAA until this meeting could be held and recommendation sent back to full board. Davis asked who determines that. Boston said money does. He then asked that for every dollar that has ever been spent, the board has made a recommendation to the full board for the approval of the item. Hamby said yes and if it wasn't handled that way then it was done incorrectly and against policy. He then asked if that if we find it wasn't done correctly then what happens? Boston asked if he was going to go back and do an audit? Davis finally

asked how he needed to make the correct motion. After Boston telling him that joining TMSAA just needed to be recommended to the board, Safdie made the motion to recommend joining TMSAA to the full board. Davis with a second.

Motion to recommended joining TMSAA

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Davis

Yes: 2, No: 1 King: No

MOTION: Motion Carried

8. Other Discussion-None

9. Adjournment-The meeting was adjourned at approximately 7:07 pm.

Motion to adjourn.

VOICE VOTE: (mover-yes) Davis

(seconder-yes) King

Yes: 3, No: 0

MOTION: Motion Carried

**William Stepp
Director of Schools**

**Mr. Nick Davis
Chairman of the Athletic Committee**

**Diane McCartney
Executive Assistant for the Director of Schools and BOE**

(* Indicates Board Approval Required