

**Board of Education**  
**March 12, 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: Present  
Mr. Nick Davis: Present  
Ms. Anita Hale: Present  
Mrs. Rebecca Hamby: Present  
Mr. Chris King: Present  
Ms. Sheri Nichols: Present  
Robert Safdie: Absent  
Ms. Shannon Stout: Present  
Ms. Elizabeth Stull: Present

**1. Policy Committee-Mrs. Rebecca Hamby**

1.A. Call to OrderHamby called the meeting to order at approximately 4pm.

1.B. \*Approval of MinutesHamby asked for a motion to approve the minutes. Stull made the motion and Nichols with the second.

Motion to to approve minutes.

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

(seconder-yes) Nichols

Yes: 9, No: 0

**MOTION: Motion Carried**

1.C. Policy 4.602Hamby presented this policy. She told everyone that the district made a recommendation to reflect the national benchmark of 18. Maddox said this benchmark was not 18

and not 22, so the district recommenced to change to align with the national number. Hamby made the motion and Stull with the second to send recommendation on to full board.

Motion to send policy on to full board.

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

(seconder-yes) Stull

Yes: 8, No: 0

**MOTION: Motion Carried**

1.D. Policy 5.6001 Hamby presented this policy again this month to see what changes had been recommended from feedback. She said this needs to be concise across the county and not school to school. She opened the floor for discussion. Stout suggested that Stepp and his admin team take the feedback back and take a look at the policy and make changes and bring it back again with a new proposed policy. Davis asked if what they were discussing was on the agenda. Hamby said yes, the feedback was asked to be brought back to them for discussion, so it could be discussed. Stull said she wanted to discuss it but seeing the info that was just given today, there was not enough time to read it over and make a decision. Hamby said yes, they needed more time. Boston asked if what they were trying to do was relax the dress code. Hamby said yes. Boston said if they done that then they are giving the building principal guidelines and they follow that to the best of their ability-is that what they were heading towards? Hamby said one of the things that she and a few others have voiced is moving away from each individual principal saying what each school has to wear-each employee at their school has to wear. Uniformity across the district. Davis asked when they were using the word "we" who were they referring to? Several answered "the board". Nichols said they are trying to achieve uniformity and the employees are respectful people and they will dress appropriately. Hamby added and not be dictated like the current policy reads. Boston asked if they could look at violations as well. Stepp said those are in the procedures. Hamby said some of the procedure might have to be tweaked, but there is a procedure in place. Stepp said he can take the feedback and have another proposal ready for the next meeting. Davis asked how many people this was sent out to? Hamby said to the high schools and elementary, but she isn't sure how many. Davis said if they are going to make decision outside of opinions then why don't they use data and facts? Boston asked what data would he use for a dress code? He said if they are asking people, they should know how many people they are asking, how many responded. Stull said the info received seemed more like a group discussion between the administration and whoever they asked. Davis asked if she could summarize how people she was talking about. Stull said she didn't know. He said that is what he was getting at. Nichols said Stepp could get that for him. Hamby said she did want to make sure it was teachers, assistants and other staff and not only principal feedback. Davis said he thinks they decision-making process he thinks they should use is what is going to help the students learn. Hamby said making teachers more comfortable helped them perform better in the classroom and she had been told that by at least 10 teachers. Davis said he wasn't saying she was wrong, but instead of using hearsay and opinions, let's use data where people have actually ran reports and use that to make a decision, if they can come up with it. Hale asked how he would like to be a kindergarten teacher and wear a 3 pc suit and teach little ones and be on the floor and do all the things that go on in a kindergarten or pre-k classroom. Davis said the parallel she's drawing to his attire has nothing to do with what he's asking. He's asking that they use data to make a decision. He said she's alluding to the fact that the data may not suggest that they wear skinny jeans and shorts too short. He said if the data suggests they learn better underwater, then let's all go

swimming. Nichols said there are some that think the original policy is ok. Boston said it should reflect how kids learn. Davis said if they aren't the largest stakeholders in this environment, then he doesn't know who is. Boston said they are. Hamby made a motion to table this again until next month and allow Stepp and his team and get with all 12 schools and get the data from employees. Stull with the second. Motion passed to table.

Motion to table until next meeting.

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

(seconder-yes) Stull

Yes: 9, No: 0

**MOTION: Motion Carried**

Motion to table policy.

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

(seconder-yes) Stull

Yes: 8, No: 0

**MOTION: Motion Carried**

1.E. Policy 5.803 Hamby presented this policy and told everyone this was tabled because they had asked for more info from Patton to compare the current Director's contract and this policy to see if they needed to add this policy back to the manual. Patton said he reviewed the current contract, statutes, policy 5.802 which has some lighter language in it concerning evaluations. He said the statute in 5.803 basically says the evaluation plan for the Director of Schools shall include, but is not limited to, sections regarding job performance, student achievement, relationships with staff and personnel, relationships with board members and relationships with the community. He said the current contract, the language used in it says the Board shall annually review the Director's performance as Director of Cumberland County School District. The Director's progress toward goals established by the Board and Director, the working relationships of Director and Board, the staff, students, and the community at large and any other matters relative to the employment of the Director. The evaluation shall be completed by June 1st. Patton said when developing a new contract he would include the new statutory language and the language that's included in TSBA's current policy, regardless of what the Board decides to do with this specific policy. He said the language in the current contract would be consistent with the law simply because it says anything else that's consistent with state law and state law provides the specific areas that you evaluate on. He said he doesn't limit them, they can add others. Hamby then stated there was really no reason to add this policy back into their policy manual at this time. Patton asked if she was asking if it was necessary for this Board to adopt a policy for the evaluation for the Director of Schools? Hamby said she guessed because they had never used this policy. Patton said he understood and Hamby asked should they adopt this policy? Stout asked if there was any reason not to adopt it? Davis asked what the differences in the 2 were? Patton asked if they wanted to know the difference in policy 5.802 and 5.803. Hamby said the district currently has 5.802 but not 5.803. Patton said the only thing that

5.802 says about the evaluation specifically is the evaluation of the Director of Schools, and he wanted to point out that they don't currently have a policy that discusses the evaluation of the Director of Schools and, because of that, they will go by state law. He said he doesn't know that having this policy in place adds anything substantive because the policy essentially says evaluate pursuant to state law. Stout said it looks like they echo a portion of state law in Stepp's current contract, but in looking at the policy for the evaluation of the Director of Schools, it sets what they are striving to accomplish. She said it will add guideline and parameters around the process for the Board and Stepp. Patton said it's up to the Board. He said he does not believe he should give this board his opinion on whether or not a policy should be adopted. He said that's not his role, to be fair. Hamby thanked him for providing the feedback to the Board. Hamby asked for discussion on the matter. Stout said during the workshop this policy came up and Torres with TSBA suggested this was a good policy to have. Stout said she brought it forward because she feels it would be a good addition to have those guidelines in place. Davis said that was his understanding as well. They were going to modify policy to create more objective versus subjective evaluation. Stout said they want to work with the Director and use the measurements set forth in their strategic plan and this policy states that. She said they do not want to use TSBA's evaluation word for word. Hale said the strategic plan changes every 5 years, so does that mean they change the policy every 5 years? Stout said no, but the evaluation might change in order to evaluate the current Director and meet whatever benchmarks they need to meet. She said when she was working her evaluation and goals changed every single year. She said they should change if they are to keep moving forward and striving. The hope is they will achieve the goals they set and set new ones as a district. Stull said she could see the benefits of adding the policy. Stull made the motion to send to full board for adoption and Nichols with the second.

Stepp told them he had given them all a policy (6.205) to look at for future reference, but it wasn't listed on the agenda. He quickly went over the out of county zone requests due to TISA funding following the students wherever they go. He wanted to let them know it would be coming up in the future, since the legislature is working on it now.

Motion to to send to full board for adoption.

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

(seconder-yes) Nichols

Yes: 9, No: 0

**MOTION: Motion Carried**

Motion to send to full board for adoption.

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

(seconder-yes) Nichols

Yes: 8, No: 0

**MOTION: Motion Carried**

1.F. Adjournment Stull made a motion to adjourn policy meeting. Nichols with the second. Policy portion of the meeting was adjourned at approximately 4:32 pm.

Motion to adjourn.

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

(seconder-yes) Nichols

Yes: 8, No: 0

**MOTION: Motion Carried**

2. **Building and Grounds Committee-Mr. Robert Safdie**

2.A. Call to Order Hamby called the Building and Grounds & Safety Committee to order due to Safdie not being present.

2.B. \*Approval of Minutes Stull made a motion to approve minutes. Hamby with the second.

Motion to to approve minutes.

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

(seconder-yes) Hamby

Yes: 9, No: 0

**MOTION: Motion Carried**

2.C. Stone Elementary Digital Sign Hamby told the members that the Stone Elementary sign was on the agenda, and she didn't have a lot of info regarding the item because she had been made aware last minute that she would take care of this portion of the meeting. She said she isn't sure why any one would have an issue but opened the floor for discussion. Boston let everyone know the finances were achieved through donations and fundraisers and it would not cost the district anything. Stout said it looks like they choose Flynn Signs over the other bids due to the 5-year warranty. Davis said the second bidder also had a 5-year warranty so how and why did they choose Flynn? Bray said they have done business with Flynn in the past and have been very pleased with their work and service and response in the past. Boston also told him that our policy encourages the district to use local companies when they can. Hamby made a motion to send to full board for approval of the sign. Stull with the second.

At this point in the meeting, Scott Humphrey's made a plea to the Building and Grounds Committee to place a plaque in honor of his deceased ex-wife, Susan Fox Humphrey, in the Crab Orchard music room due to her love and dedication to the Crab Orchard and Pine View music program. Humphrey's said he will donate the money for half the plaque and asked the Board to provide the finances for the other half. Boston told hiim there was a process and asked him to get with Stepp to proceed.

Motion to to approve Stone Elementary digital sign.

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

(seconder-yes) Stull

Yes: 9, No: 0

**MOTION: Motion Carried**

Motion to to send to full board for approval.

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

(seconder-yes) Stull

Yes: 9, No: 0

**MOTION: Motion Carried**

2.D. AdjournmentHamby made a motion to adjourn the building and grounds portion and Stull with the second.

Motion to adjourn meeting.

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

(seconder-yes) Stull

Yes: 9, No: 0

**MOTION: Motion Carried**

**3. Athletic Committee-Mr. Nick Davis**

3.A. Call to OrderDavis called this portion of the meeting to order.

3.B. \*Approval of MinutesStout made a motion to approve minutes and King with the second.

Motion to to approve minutes.

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

(seconder-yes) King

Yes: 8, No: 0

**MOTION: Motion Carried**

3.C. Old Business Davis said he would like to discuss some things over the last year that he has served on this committee. He said they have not voted for committee chairpeople. He asked if this was something that needed to be done. King said for every committee, yes. Davis then asked if it needed to be done now or at a board meeting. King and Hamby replied in the committee. Hamby told him they had to nominate someone on the committee. King nominated Davis to continue to serve as chairman and Stout with the second. Davis accepted.

Davis said he had talked to Stepp and talked about the idea that collectively, with the right policies and right funding, they can influence the outcome of athletes. He said most recently they've been trying to understand, after collecting data, what obligations the Board supports, one thing being elementary basketball/sports. He said by process of elimination they have determined they are only supporting elementary competitive basketball and a lot of other sports are not being financially supported. He said he had a lot of questions. He said the decision was made to move forward with the current structure of supporting only elementary and not moving forward with middle school. Davis said there were a lot of people present, and he would like to let them all speak individually. Boston said they approved TMSAA and asked with what they are being told now, are they now staying with elementary basketball teams? Stepp said yes, that is what he made the decision to do. Boston asked if they would have middle school teams and Stepp said the structure would be set up exactly the same. Every school would have basketball teams. Hamby said she sees there are several present that want to talk, but asked Davis if this information was sent out so that those opposing what he's proposing knew to come and speak? Hamby said she wasn't aware what was on the agenda under old business. Hale said she wasn't either. Hamby said for those wanting to come and speak for elementary basketball, was everyone made aware of what this meeting was going to be about and who could come and speak? Davis said the point of having old business was to bring up some bullet point items he had and not talk about the 4 million things that could be brought up. Hamby said her question was, did they have people there that was going to speak for elementary basketball? Davis said he couldn't answer that. Hamby said ok, there was no info put out, and she'd been contacted by several who would love to speak for elementary basketball. Stout said they could come. Hamby said no one knew that's what they were talking about today. Stout said the committee agenda was posted. Hamby said the item "old business" didn't let them know what would be talked about. Davis said it was no different that talking about 18 pages of stuff that wasn't published. Stull said it was very different. She said in the policy meeting the agenda already had the policy they were to discuss on the agenda but under Davis' portion of the athletic agenda there was nothing but approving the minutes. She said old business is something that people cannot prepare for on the fly. Davis said it is old business, it's already been shared and in the other meetings this has already been discussed. Stull said if he knows the topics he is going to talk about it shouldn't be under old business when nothing is listed. The public and board should know what he's going to be discussing otherwise no one is going to be prepared ahead of time and be ready to speak to the items. Stull said he was all over the fact that what they discussed in policy was not on the agenda but the policy was indeed on that portion of the agenda. She said they had no clue what bullet points he wanted to discuss today because he didn't share it with anyone. Stout said her impression was that this was talked about at the last meeting and the people present were there to speak based on what was brought up at the last committee meeting. Davis said correct. Stull said they couldn't have it both ways, they need to let people know what is on the agenda. She said Davis put out an agenda with nothing on it. Davis asked what she would propose happen under old business moving forward. Stull said if anything was going to be discussed, then that needs to be part of the agenda, otherwise old business would cover absolutely anything. Davis asked verbatim? He said Boston said that anything could be put under old business and here they were under old business. Hamby asked how was the public informed on what he planned to discuss? Davis said no one asked him anything about it. He said he didn't have 1 email or 1 question about why his agenda was so vague. Stull said because the agenda looks like he isn't discussing anything. Stout said she doesn't believe it's set up

as a discussion. She said she wasn't aware people were going to show up either, but her take is they have come because of what was brought up at the last meeting and anyone can do that. She said they heard from Humphrey's tonight and he wasn't on the agenda and wasn't aware he would want to speak. Stull said the issue is not having people come and speak-they are more than welcome to do that. Stout said they didn't know what the people were here to speak on so that wouldn't go on the agenda. Nichols asked if Davis invited the people to come. Davis said he's answered phone calls for the last 2 years from a number of these people. Boston asked Stepp when the decision was made to keep everything the same. He said this week. Stull said the problem was the agenda portion of the athletic committee was so vague that anyone in the public would know anything that was going to go on in the athletic committee. She said it doesn't matter if they have discussions, he didn't list one thing they were planning to discuss. Davis said when he reads old business that tells him he needs to go back and read all the things they have previously done. Nichols said no, Stull is saying he should have created an agenda to speak about. Stull said he already said he has bullet points he's planning to discuss, they should have shared those on the agenda with the public. He already knew what he wanted to talk about. Davis said she's saying the same thing about all the stuff that he brought up that wasn't on the policy agenda. Hamby and Stull said the documentation was addressing the policy, which was on the agenda. Hamby said they said they were going to discuss the county wide dress code because that dress code policy was on the agenda. She said no where in his agenda does it say what they were discussing. After more back and forth from Davis and Stull, Hamby said it didn't matter-give the public a chance to speak. Stull said it's double-talk and Hamby agreed. Davis said he can do a better job at making a very detailed agenda but he finds he gets raked over the coals for being so specific and taking too much time. Stull told Davis she has no problem with making a detailed agenda, but the problem is if he's going to nitpick about an agenda, he had better make sure his is on point. Davis rebutted with when the meeting starts at 4, be here at 4. Stull said she had already told them she wouldn't be available at that time. She said that has nothing to do with it. Davis said the meeting starts at a certain time and they all have things to do and they have a better chance at moving forward when everyone is there on time. At this point Davis opened the floor to several members of the public to speak. There were coaches and parents allowed to voice their opinion on how their decisions on middle school sports-specifically basketball, impact their children.

\*Stacy Spriggs-parent and coach. For middle school basketball.

\*Mike Buck-coach at SMHS. For middle school basketball.

\*Ivy Mayberry-coach. For middle school basketball.

\*Jimmy Spriggs-parent. For middle school basketball.

\*Chris Mosely-parent and coach at NCE. For middle school basketball.

\*Matt Triono-parent and HS coach. For middle school basketball.

\*Courtney McShan-parent. For middle school basketball.

\*Jason Futrell-parent. For middle school basketball.

Stepp appreciated everyone who came to speak and said any decision he makes, he considers all sides and weighs everything out, weighs out all opinions. Davis said that was all to be discussed. Humphreys from the media asked Stepp if he was willing to go back after hearing all the comments and change his decision or would the decision be final. Again Stepp appreciated all the comments and said he would take it back to his team. Spriggs asked for a straight answer, a yes or no from him. Stepp said not until he speaks to his team. Boston said the survey that was sent to the coaches, what were those results? Maddox said about 55% in favor of middle school basketball with 45% being opposed. Stull asked for a copy of the survey and Maddox said sure. Mayberry said she isn't sure everyone got it. She had to ask for it twice, and she believes some assistant coaches never received it. Maddox said it went out to the list serve for all the coaches and principals. Stout asked if there were specific questions regarding continuing the elementary and Maddox said yes he could show her the pie chart and questions. Boston asked if they all could get that along with the

questions that were asked and Maddox answered yes. King made a motion to adjourn the athletic portion of the agenda and Stout made the second. Stepp reminded them all that he's available anytime they want to come in and speak to him. Meeting was adjourned at approximately 5:42pm.

Motion to nominate Davis as committee chair.

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

(seconder-yes) Stout

Yes: 8, No: 0

**MOTION: Motion Carried**

3.D. Adjournment

**(\* Indicates Board Approval Required**

**Board of Education**  
**February 13, 2024 4:00 PM**  
Central Services Board Room

The Cumberland County Board of Education met in a working committees session on Tuesday February 13, 2024, in the Central Services Board Room, where the meeting was called to order by Member Davis at the approximate hour of 4:02 pm. Davis welcomed everyone to the meeting and appreciated everyone for attending.

**BOARD MEMBERS:**

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

**OTHERS PRESENT:**

William Stepp, DOS  
Rebecca Farley, CAO  
Kim Bray, COO  
Scott Maddox, AD/9-12 Supervisor  
Cheryl Duncan, Media

1. **Call to Order**-Davis called the meeting to order since Chairman and Vice Chairman wasn't present and he was last athletic committee chair.
2. **Moment of Silence/Pledge of Allegiance**-Davis led the meeting in a moment of silence and the Pledge of Allegiance.
3. **Recommended Policies for Review**-Hamby presented the recommended policies and asked if anyone had anything to add to 1.300.  
1.300-This was updated by TSBA Attorney, Ben Torres and brought to committee for review. Stout said that at the retreat it was discussed to review in June and not September. Committee agreed to change review date as well as update "athletic committee" to "athletics, arts, and activities committee". Hamby made the motion to make changes and send to full board. Nichols seconded.  
1.404-Hamby presented policy. Committee made suggestion to add last paragraph into the paragraph under "Appearing Before the Board" paragraph. Choose 8 working days and 5 minutes on lines 14 and 16 on page 1. Hamby made a motion to accept changes to match the TSBA model policy and the changes from the committee. Nichols with the second.

1.900, 1.901, 1.902, 1.903, 1.904, 1.905, 1.906 policies were updated to reflect TSBA's model policies. Hamby made a motion to approve all of these at one time. Hale asked if we had charter schools in the county. Stepp told her no, but with TISA funding, any charters schools coming to the county, TISA funding can be routed through us and to them. Stepp said the district wanted these policies to line up with TSBA. Nichols seconded Hamby's motion.

2.8041-Hamby told the committee that they are recommending updating the mileage reimbursement. They chose to have the policy read "that matches state and federal rate". Hamby made the motion to accept this recommendation and Nichols with the second.

5.600-Hamby said she had this policy added due to trying to update the employee dress code and a lot of districts use this policy if they don't have an employee dress code in place.

5.6001-Hamby told everyone that this dress code policy was updated by Stepp and Maddox. Boston asked if local school rules were the employee handbook? Stepp said yes and Boston asked if the handbook could be amended to match policy. Stepp said yes, whatever they decided. Hale said she is concerned about the language that says "decisions on professional attire may be made at individual facilities". She said she doesn't want the principals to be in charge all the time, especially when staff are given casual days. She then asked for an explanation. Hamby said she voiced concern to Stepp about the same thing. She said Stepp is going to meet with his principals and let them know there needs to be more uniform across the board as best they can. Hale said she doesn't think one school should be doing something different than another. Hamby said she believes it should be county wide. Davis said the entire thing is subjective to their interpretation of neat and professional and acceptable. Stout said it should be district wide, so there's no finger pointing. Boston asked how it was handled now. Stepp said each school has its own standard of professionalism. Stepp said he had not had a complaint directed towards him about this and when it was brought forward, he was surprised because there was no one coming to him. He said he works with the principals on consistency, but there has to be a leader in the building. He said they can itemize it or get rid of it, whatever they want to do. Hale said it doesn't need to be so subjective. Hamby said there needs to be uniformity across the district. Boston said if you have a principal, and you are neat and put together and are clean, and you're principal says you are good, go do your job, then you are happy and do not want changes. If another principal says there are requirements that their staff must wear, then we're going to have unhappy employees. She asked how to find the happy medium. Hamby said people have reached out to her and the CCEA rep with complaints against the policy. Davis asked what kind of number they are looking at for complaints? Hamby said she didn't know for sure, but she said at one school there are 15-20, maybe more. She said at another school there were 3 and another school had several, but she didn't keep a count. Stout said when they addressed the student dress code there were people from the administration's side coming to board members asking for adjustment on the policy. Stout said that's not coming to them now-they aren't getting feed back straight from the administrators. Hamby said they don't feel comfortable going to the administration. Stout said have them go to the principal. Hamby said they didn't want to go to principal either. Davis said that was an issue in itself-if you can't go to your superiors. Hamby said that was another issue that would have to be addressed at a later time. Boston said in looking at the dress code, it does need to be updated. But she asked if Stepp could meet with the principals and talk to them. He said he can and also told everyone that if complaints would be filtered up to him, this could have already been taken care of. Hamby said there's a lot that fear repercussions. Stepp said he's never in his career been accused of repercussions. Hamby said she didn't say it was him. Stepp said he uses conflict resolution to fix things quickly, if he knows about it. Stout said the board also has a policy about repercussions. Hale asked CCEA rep Timson what teachers would like to see. Timson said she's worked for both types of administration-those that say you are clean; you are good and those that will take the policy and highlight everything. She said the problem with every building making the decision is that her principal and 2 others all said different things when bringing the policy up that week to their staff. She said principals aren't going to come to Stepp because they are in charge of their building, and they don't want it to look like they are not in charge of it. Davis asked Stepp what he preferred to see

his employees wearing. Stepp said he was never too hard on it because it was all focused on academics. He said if someone came in with something that was distracting, he or a female assistant would talk to them. He said it wasn't jean day every day, but as long as they were doing their job, high expectations for academics, a team player then he always had high success. Hamby said it needed to be consistent and Stepp said he agreed. Boston asked if Stepp could meet with his principals, get their feedback and then come back to them. Davis said people need to point their concerns back to the appropriate channel. He said they can't constantly adjust policy because people want to remain in anonymity rather than follow their contract they signed. He said it's hard to work with an invisible target. Hamby said that is also why they have a CCEA rep. Boston said she still thinks they need to give Stepp time to talk with his staff. Hamby made the motion to table until March meeting and give Stepp time to speak with his employees. Nichols with the second.

5.803-Hamby told everyone that Stout had requested this to be on the agenda. Stout said this was a TSBA model policy and it puts some parameters around the evaluation of the Director of Schools. She said in the retreat, they mentioned making some adjustments to the DOS evaluations. Nichols asked if the district currently had this policy and Stout replied no, they did not. Davis said there's no mention of incentives or potential considerations for raises, so what is the value of the evaluation based on, and what is his performance based on, for compensation. Boston said that would be in the contract with the Director-that doesn't need to be in policy. Davis asked, "so we don't want to point one to the other"? Boston said one contract may be different than another contract with another Director. Davis said people that are incentivized to perform usually perform. Hamby asked if we paid the employees and teachers based on their evaluations. She said the school systems are a little different from corporate offices. Hamby said she's never seen in the state of TN in education where raises were based on evaluations. King said they do, but it's in steps. Stout read parts of a contract that wasn't the current DOS contract, so after attorney Patton called their attention that it wasn't the current signed contract and told everyone how the current contract reads regarding evaluations, goals and working relationships, Hamby said they really didn't need this policy. Davis reiterated that it doesn't tell what the performance metrics are. Hale said she thinks they should just keep with the contract. Stout said the contract is not very specific on how they are going to help Stepp develop and move forward. Hamby said they are to hold him accountable, and it states that in the contract. Davis asked to hold him accountable to what? Hamby said doing his performance. Davis asked of what? Hamby said of his leadership, of his employees, making sure he's taking care of...Davis asked how they evaluate that? Hamby said through his evaluation. Davis asked if he gets a 3 or above you can stay for life but a 3 or below...Hamby said no, that's not what his contract says. Davis said that what he's asking. Stout said this policy specifically talks about a set of performance objectives based on the needs of the district. Davis asked what professionals in his role prefer to be graded on. Hamby asked Patton about the TCA code listed on the policy. Hamby said she would like to table this policy until Patton could do a comparison between this policy and the current DOS contract and she would like more input from the Board attorney. Davis said he would like to add that they get feedback from the Director on how he would like to be evaluated. Hamby said if he wanted to put that together and have it ready for the March meeting, she was fine with that. Hamby made the motion to table and let Patton research. Nichols made the second.

4. **\*Adjournment**-Boston made the motion to adjourn. Hamby with the second. Meeting was adjourned at approximately 7:04 pm.

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

William Stepp, DOS

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Rebecca Hamby, Policy Chair

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Diane McCartney, Recorder/Board Secretary

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# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in January</b>	Descriptor Term:  <h2 style="text-align: center;">Graduation Recognition/Latin Classification</h2>	Descriptor Code: <h3 style="text-align: center;">4.602</h3>	Issued Date: <h3 style="text-align: center;">07/27/23</h3>
		Rescinds: <h3 style="text-align: center;">4.602</h3>	Issued: <h3 style="text-align: center;">06/25/20</h3>

1 Final grade average earned in each class grades 9, 10, 11 and the first semesters of grade 12 are used in  
 2 determining final class standing. This standing is based the local weighted GPA.

3 GPA calculations will be called Lottery GPA and local weighted GPA. The Lottery GPA will be based  
 4 on a 4.0 scale. The local weighted GPA will be based on a 5.0 scale. The local weighted GPA will be  
 5 calculated on all course work using the Cumberland County Grading Scale. GPA will also be calculated  
 6 using the Tennessee Uniform Grading Scale for Lottery/Hope Scholarship purposes (to be called Lottery  
 7 GPA). Both the Cumberland County local weighted GPA and the Lottery GPA will appear on the official  
 8 transcript. Upon request by the student, that student’s class rank will be released for the purpose of  
 9 scholarships and/or extended education.

10 In the determination of academic recognition, Cumberland County Schools will utilize the following  
 11 Latin system based on local weighted GPA:

12	Summa Cum Laude	4.25 and above
13	Magna Cum Laude	4.00 – 4.24
14	Cum Laude	3.75-3.99

15 All grades earned in grades 9, 10, 11 and the first semester of grade 12 are considered for determining  
 16 final class standing.

17 The valedictorian and salutatorian will be chosen using the following criteria:

- 18
- 19 • Student must qualify for the highest Latin System honor award at the respective high school.
- 20
- 21 • Student must meet the benchmarks on the ACT (benchmarks: Math 22, Science 23, English ~~and~~  
 22 18, Reading 22) or equivalent on the SAT.
- 23
- 24 • Valedictorian and salutatorian will have the two highest numerical averages of the final course  
 25 grades in the top half of the Summa Cum Laude graduating class.
- 26
- 27 • The student must have been enrolled and in physical attendance 2 of the 4 semesters  
 28 immediately preceding their senior year.
- 29
- 30 • In the event multiple students meet all of the aforementioned criteria and a tie still exists, the  
 31 highest achieved ACT composite controls.

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Cross References

Grading System 4.600

Graduation Requirements 4.605

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>County-Wide Employee Dress Code</b>	Descriptor Code: <b>5.6001</b>	Issued Date: <b>04/23/15</b>
		Rescinds: <b>5.6001</b>	Issued: <b>01/09/03</b>

## 1 School Level and Central Office Personnel

2 Employees (professional and paraprofessional) are expected to present a neat, clean appearance in order  
3 to project a professional image to students, fellow employees and the public. The following clothing  
4 is considered acceptable in the projection of this professional image during regular school hours.

- 5 a. Suits, sportscoats or blazers.
- 6 b. Dress slacks, casual slacks or pantsuits.
- 7 c. Dress shirts and blouses (with or without collars), collared pullover style shirts,  
8 turtlenecks, sweaters, cotton knit pullover blouses and sweater sets. Sleeve length, vests  
9 and neckties are optional.
- 10 d. Dresses and skirts for female employees. **All** are to be worn no higher than three (3) inches  
11 above the middle of the knee.
- 12 e. Clothing that would exhibit bare shoulders is not permitted.
- 13 f. Shorts **are only permitted** for employees involved in athletic or physical education  
14 instruction and only in the immediate area where the instruction is conducted. The employee  
15 will be required to change into other approved apparel when departing that area.
- 16 g. Nylon "running style" suits are considered professional dress only for physical education  
17 and wellness teachers.
- 18 h. Denim jeans may be worn while on extracurricular duty such as ballgames.

19 Career and Technical Education teachers with shops or lab areas will be permitted to wear industry-  
20 approved clothing that meets all necessary safety requirements to include lab coats, aprons, jeans,  
21 scrubs, chef coats, gloves, and helmets along with other personal protective clothing in accordance  
22 with course appropriateness.

23 The following types of clothing are otherwise specifically prohibited except on casual days: All denim  
24 jeans, shorts, skorts, cotton sweat suits, tee shirts and nylon "running style" suits.

25 As on regular workdays, principals have the final say concerning appropriate attire on Casual Day,  
26 which will be every payday.

27 Special dress days may be designated by the principal to include but not limited to the following  
28 examples: Field days, picture days, school spirit days, etc. Employees are encouraged to participate  
29 accordingly.

1    **Other Employees**

2    Other system employees are currently required to wear uniforms as part of their normal duties. The  
3    following employees are not impacted by the clothing aspects of this dress code: custodians, maintenance  
4    technicians, transportation mechanics and food service personnel. Health Services personnel will  
5    continue to wear appropriate nursing attire. Bus drivers are not currently required to wear uniforms  
6    and are expected to maintain a professional appearance.

7    **All Employees**

8    Failure to personally adhere to the provisions of this dress code or to enforce it when authorized, shall  
9    result in the following consequences:

10

11    **a. First violation:** Written reprimand placed in personnel file. If violation is determined to be  
12    flagrant, the employee will be sent home to change.

13    **b. Second violation:** Three (3) day suspension without pay.

14    **c. Third violation:** Will be considered an insubordinate act resulting in termination.

15

Click here to choose a school board.

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Evaluation of the Director of Schools</b>	Descriptor Code: <b>5.803</b>	Issued Date:
		Rescinds:	Issued:

1 Through an annual evaluation of the Director of Schools,<sup>1</sup> the Board will strive to accomplish the  
2 following:

- 3 1. Clarify the role of the Director of Schools according to a job description as agreed upon by the  
4 Board and the Director of Schools;
- 5 2. Develop harmonious working relationships between the Board and the Director of Schools; and
- 6 3. Develop improvements in the administrative leadership of the school district.

7 The Board will develop, with the Director of Schools, a set of performance objectives based on the needs  
8 of the district. The performance of the Director of Schools will be reviewed in accordance with these  
9 specified goals. The performance objectives will be memorialized in an evaluation plan that includes, at  
10 a minimum, sections regarding job performance, student achievement, relationships with staff and  
11 personnel, relationships with board members, and relationships with the community.<sup>1</sup>

12 At a time agreed to by the Board and the Director of Schools, the Board will meet as a body to evaluate  
13 the Director of Schools' performance.

14 The following guidelines will be used in the evaluation process:

- 15 1. The Director of Schools will know the standards upon which he/she will be evaluated and will  
16 be involved in the development of those standards.
- 17 2. A part of the evaluation may be a composite of the evaluation by individual board members, but  
18 the Board, as a whole, will meet with the Director of Schools to discuss the composite evaluation.
- 19 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 20 4. Both the Board and Director of Schools will prepare for the evaluation. The Director of Schools  
21 will conduct a self-evaluation, and board members will rate the Director of Schools'  
22 performance. Relevant documentation, if any, will be provided.

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Legal References

1. TCA 49-2-203(a)(15)

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Cross References

- Board-Director Relations 1.205  
Qualifications and Duties of the Director of Schools 5.802

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

The Cumberland County Board of Education met in working committees on Tuesday, January 9, 2024, in the Central Services Board Room, where the meeting was called to order by Vice Chairman Safdie at the approximate hour of 4:00 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. **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.
  - 3.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: 3, No: 0

**MOTION: Motion Carried**

- 3.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.
- 3.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 said the district could take money and put it in a separate account as a capital expense, it could take 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 district to get 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.

3.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 at 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 for this to 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 not 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 will see next 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.

4. **Other Discussion**-Safdie 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 limiting the courts. Safdie said costs. Hale asked if this would take away tennis meets. Safdie said he would have to refer 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 next 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 board 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. Audience member 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%.

5. **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**

William Stepp, Director of Schools

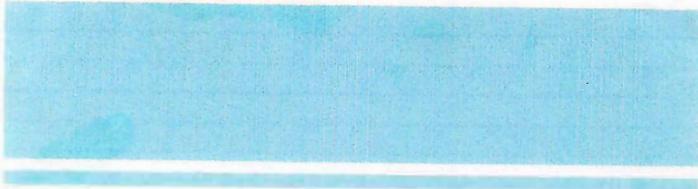
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Robert Safdie, Vice Chairman/Building & Grounds Chair

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Diane McCartney, Board Secretary/Recorder

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# Cumberland County Board of Education

368 Fourth Street, Crossville, TN 38555

## Section 1

Due to the fact that these additions, remodels or construction projects when completed become the sole responsibility and liability of Cumberland County Schools, all projects must be reviewed by the Building and Grounds committee and approved by the full Board of Education

Date March 5, 2024

School Name Stone Elementary

Project Name Digital School Sign

Project Description Digital sign to replace existing sign.

Estimated Value \$39,440 with Flynn Sign

Funding Source School Donations & Fundraisers

## Section 2

Plans, designs, installation information and process for funding must be submitted to the Maintenance Department for review. These documents must include Fire Marshall, Codes Inspectors, Playground Inspectors and Insurance approval as needed.

### Approved by:

Director of Maintenance Mary Kingston

\_\_\_\_\_ Fire Marshall

Code Inspectors

\_\_\_\_\_ Playground Inspectors

Insurance Approval

Director of Schools \_\_\_\_\_

Building and Grounds Committee \_\_\_\_\_

Board of Education Approval Date \_\_\_\_\_

\* Flynn's was chosen due to the 5 year warranty & service.

Steph R



# Combination ID sign and Electronic Message Center Quote



Date: 2-5-24

Customer: Stone El ementarySchool

### Sign ID Cabinet

- 3'x8' interior I tiLED cabinet
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Electronic Message Center

- Model Galaxy GS6 series
- 15.85 MM
- Color  Red  Amber
- Viewing area 38" x 94"
- Cabinet Dimensions 44" x 97"
- Single Face  Double Face
- Communications Type:
  - A.  Ethernet Fiber Optic
  - B.  Ethernet Bridge Radio Wireless Connection
  - C.  Cellular Communication. This connection uses Verizon service and must be located in a reliable cellular signal area.

### Quote Includes

- 5-Year Factory Parts Warranty
- 1-Year Labor Warranty from Flynn Sign Co., Inc.
- Installation
- Web based software
- Initial on-site software training
- Web based training
- Lifetime cellular data plan

Tax exempt: Yes  (Please provide copy of certificate) No

Total \$ \$39,440

### Upgrade Options Available:

Pol ecover	Cost \$ 1,995
_____	Cost \$ _____

**Not Included:**

- a) Tax, Permit Fee, and Permit Acquisition Fee
- b) Customer is responsible for providing a dedicated electrical circuit for the new LED display. consult with Flynn Sign Co. as to the size amperage breaker needed. The dedicated circuit will need to be in place at the time of installation and is not included in the estimated pricing.
- c) Customer agrees to provide and install communication cable to an established demarcation point (prior to the sign installation date).
- d) If Fiber Optic Communication is used, customer agrees to furnish and install 1¼" conduit from the sign, through the outside entry wall of the business, to the established demarcation point.
- e) Verizon modem equipment may require future network upgrades. The end user will incur this cost.

\*Quote is subject to a full site inspection by Flynn Signs service/installation technicians.

\*Quote is valid for 60 days.

View Daktronics at [www.daktronics.com](http://www.daktronics.com)

Comments:

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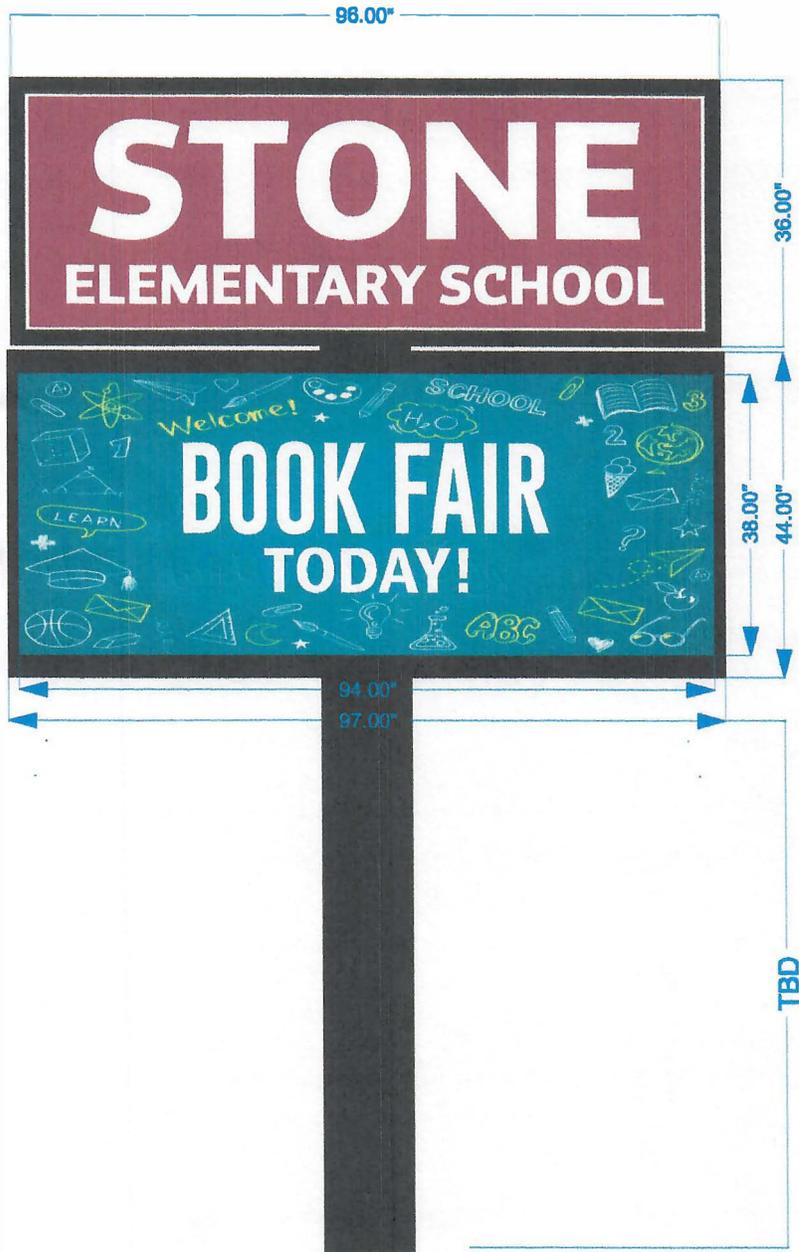
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Customer Signature \_\_\_\_\_ Date \_\_\_\_\_



85 Burnett St. Crossville, TN 38555  
(931)484-9591 FAX:(931)456-9846



DATE:  
**2-5-24**

PROJECT NAME:  
**Stone Elementary**

DRAWN BY:  
**WF**

ADDRESS:

SCALE:

CLIENT APPROVAL:

Prepared for  
**Stone Elementary School**  
1219 Cook Rd  
Crossville, TN 38555-2628

Prepared by  
**Jasmine Arena**  
jarena@stewartsigns.com  
1.888.237.3928 X2031

**DESCRIPTION**

**PRICE**

**Double Sided Full Color Polaris Outdoor LED Sign**

For larger and higher resolution displays, a separate weather-resistant LED cabinet is top-hinged for easy front access to internal components. Our flagship LED sign.

\$31,359.00

**LED display**

- 16mm full color at 60 pixels high by 140 pixels wide (8,400 total pixels per side)
- Active display area 3'2" x 7'4" (23.1 square feet per side)
- Double sided LED cabinet, size 3'5" x 7'7"
- 1 to 7 rows of text and use your own images and video clips
- 10-year parts availability guarantee (see warranty for info)
- Entire sign UL Listed and FCC Part 15 compliant

[See full display capabilities](#)

**Communication method**

Communication provided by cellular modem and LIFETIME Cell Connect data plan.

[See full specifications](#)

**Sign structure and faces**

- Double sided 3' x 8' identification sign cabinet
- TCI® industrial powder coat finish, color: Dark Red
- Graphics digitally printed on 3M™ vinyl and adhered to inside of sign face
- TUFFAK® SL pan-formed faces removable via right and left retainers
- Dual leg mount with cawling (creates pedestal appearance), matchplate connection method
- Leg height: 6', Leg width: 2'6", Overall sign height: 12'8"
- Minimum wind load rating: 120mph, exposure B
- Lifetime warranty on structure & faces, including vandalism (see warranty for info)

**Electrical specifications**

- One 20 amp circuit at 240 volts, Max draw: 8.5 amps

**Custom options**

- Full Self Installation



**Software**

SignCommand.com Cloud-based LED Sign Software FREE for the lifetime of the product. Control your sign from anywhere using any device. No monthly fees. [Learn more.](#)

Included

**Freight**

- Shipping of sign from factory to location

Included

Total: \$31,359.00  
+ any applicable sales tax  
Payment terms: 50% Down, 50% Net 30

+ 5700.00

37059.00

Quote #1033930-1  
Customer #1740323  
Quoted 2/7/2024  
Valid until 3/8/2024\*

Prepared for: Stone Elementary School • Crossville, TN  
Prepared by: Jasmine Arena • jarena@stewartsigns.com • 1.888.237.3928 X2031

**SHIPPING INFORMATION**

**Invoices**

STONE ELEMENTARY SCHOOL  
1219 COOK RD  
CROSSVILLE, TN 38555-2628

All items not specified here will be shipped to:  
Stone Elementary School  
1219 Cook Rd  
Crossville, TN 38555-2628

Shipping terms: FOB Origin. Storage and other freight services may be added to your invoice should they be required. Unless managed installation services are included, customer is responsible for unloading of sign upon delivery. Signs greater than 6 feet wide are not eligible for lift gate services.

**TERMS & CONDITIONS** (\*unless noted elsewhere in this quote)

TAX: Any applicable sales tax will be added to your invoice. Organizations exempt from sales tax must include exemption certificate with order.

PERMITS: Permits and zoning are the responsibilities of the buyer. Check with your city or county zoning office for proper permitting procedures in your area. Sealed engineer drawings available at additional cost.

INSTALLATION: Installation of footers, erection, electrical service to sign site, electrical hook-up, removal and/or disposal of any existing signage, and any decorative masonry are the responsibilities of the buyer. Managed installation services are available at additional cost.

CANCELLATION: Any cancellation may be subject to cancellation, return, and/or restocking fees. A late fee of 1.5% per month will be charged on any overdue balances. In the event of a payment default, customer will be responsible for all of Stewart Signs' costs of collection, including but not limited to court costs, filing fees and attorney fees.

SUPPORT: US-based phone and internet support are provided FREE for the lifetime of the product. A premier service warranty is available at additional cost.

SOFTWARE: By purchasing the SignCommand.com software product, you are agreeing with the Website Terms of Use (<https://www.signcommand.com/terms>) and Software End User License Agreement (<https://www.signcommand.com/eula>).

COMMUNICATION: Connectivity requires cell service at sign site. Must be within the United States (including Puerto Rico) with 4G LTE coverage shown on the Verizon Coverage Map (<https://www.stewartsigns.com/verizon-map>).

DATA PLAN: By purchasing the Cell Connect Data Plan, you are agreeing with the Data Plan Terms and Conditions (<https://www.signcommand.com/data-plan>).

I have read and understand the Terms & Conditions above. INITIALS 

**ORDERING INSTRUCTIONS**

1. Review this quote for accuracy. Initial the Terms & Conditions box. Sign and date the quote here.
2. Review any corresponding artwork provided with this quote. Check all spelling and colors. Sign and date the artwork.
3. Submit both documents along with your deposit payment to your sign consultant. Speak with your consultant about payment method options.

Customer's authorized signature for quote #1033930-1

SIGNATURE 

PRINT NAME

DATE

Jasmine Arena

2/7/2024

Jasmine Arena, Sign Consultant

**Limited Product Warranty ("Limited Warranty")**

Prepared for: Stone Elementary School • Crossville, TN

Prepared by: Jasmine Arena • jarena@stewartsigns.com • 1.888.237.3928 X2031

**Definition of Warranty Coverage:**

- 1) Stewart Signs (the "Company") expressly warrants to the original purchaser ("You" or "Buyer" or "Owner" or "Customer") that, for a period of five (5) years from the date of shipment (the "Warranty Period"), the electronic displays and the associated Company products (the "Product") will be reasonably free of material defects in materials and workmanship impacting Product fit, form and/or function. During the Warranty Period, the Company will, at its discretion, repair or replace any defective covered Product. The Owner will be responsible for removing and reinstalling any and all repaired or replacement parts. This Limited Warranty only applies to the Company's Product if installed, used, and maintained in the manner recommended by Company, and this Limited Warranty is conditioned upon compliance with all such instructions. Lifetime telephone support for the Product is provided, as needed.
- 2) In the event the Product is damaged during shipping, it is the responsibility of the Buyer to refuse delivery, causing the Product to be returned to the manufacturer for repair. Title to the Product passes to the Buyer upon the Company's delivery to the freight carrier. The Company assumes no liability for damage caused by careless handling or poor installation, except for work completed by employees of the Company.
- 3) Any information or suggestion by the Company with respect to the Product concerning applications, specifications or compliance with zoning, codes and standards is provided solely for your convenience and without any representation as to accuracy or suitability. You must verify and test the suitability of any information with respect to the Product for your specific application.
- 4) Sign Structure and Sign Face: In the event the sign structure or identification/changeable copy portion of the sign malfunctions under normal use and service thereof DURING THE LIFE OF THE SIGN due to material defects in workmanship or materials, the Company will, at its option, repair or replace any defective materials.
- 5) Vandalism to Sign Faces: This Limited Warranty covers polycarbonate faces against breakage due to vandalism DURING THE LIFE OF THE SIGN. Warranty protection does not extend to these surfaces if damaged by gunshots, or when damaged coincident with damage to the sign cabinet in which the faces are installed. LED panels are also covered from vandalism for the duration of the electronics portion of the Limited Warranty (5 years). Excludes Cornerstone monument signs and other Cornerstone components.
- 6) Failed electronic parts or assemblies will be repaired or replaced, at the sole discretion of the Company. Replacement or repaired parts are warranted to be free from material defects in material or workmanship for ninety (90) days, or for the remainder of the Warranty Period of the Product they are replacing or in which they are installed, whichever is longer.
- 7) The Company will repair failed LED pixels if greater than one quarter of one percent (0.25%) of the total number of pixels in the sign have failed in one (1) calendar year, provided the sign is installed with the recommended ventilation system for its location. The definition of pixel failure is when all LEDs in the pixel will no longer emit light. Pixel repair is performed at the Company Repair Center. It is common knowledge within the sign industry that all LEDs degrade and produce less light as they age. Eventually the LEDs will require replacement even though the LEDs will still emit light. This Limited Warranty does not cover normal LED degradation.
- 8) Customer Obligations:  
Failure by the Customer to properly maintain the Product will void coverage for affected components. The Customer shall notify the Company immediately of equipment failure and allow the Company full and free access to the Product when required. Waiver of liability or other restriction shall not be imposed as a site access requirement. The Customer is responsible for all costs and management oversight associated with providing the Company access to the Product, providing the necessary machines, communication facilities and other equipment, inclusive of but not limited to lifting equipment. Should on-site repair be required, Customer is required to have a responsible individual on-site to provide access to the Product as well as sign off on a completed work order.
- 9) Exclusions and Restrictions:  
The Company reserves the right to restrict service, limit replacement parts, or invalidate this Limited Warranty to Customers whose account balance is past due.  
This Limited Warranty specifically excludes any on-site labor required to service the covered Product, including diagnosis, removal, and installation of parts and/or products. Any on-site service required by the Customer of Company technicians or a local Company-authorized service provider is billable to the Customer based on an agreed-upon written quote.  
This Limited Warranty does not apply to software. Software is covered by a separate agreement, which appears in the Company's software license agreement.  
ID cabinet LED illumination and power supply are covered for two (2) years, when purchased as a system.
- 10) This Limited Warranty specifically does not cover the following:
  - a) Third-party communication devices such as wireless devices and modems, which are covered by a separate electronic communication warranty. This includes the Ubiquiti wireless radios provided by Stewart Signs, which carry a one (1) year warranty from ship date when purchased with a new sign.
  - b) Damage to Product that has been moved from its original installation location or is mounted in a mobile structure.
  - c) Cosmetic damage to the Product (including but not limited to scratches and dents that do not otherwise affect the fit, form or functionality of the Product or materially impair its use).
  - d) Recovery or transfer of any data or software stored on the Product not originally installed on the Product by the Company.
- 11) This Limited Warranty specifically does not cover conditions, defects or damage caused by or resulting from the following:
  - a) Defects caused by: unreasonable or unintended use of Product; improper or unauthorized handling; accident; omission; neglect; vandalism (unless otherwise noted in this Limited Warranty); misuse; physical abuse; installation, use and/or fabrication, and maintenance of the Product by

Prepared for: Stone Elementary School • Crossville, TN

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any party other than the Company.

- b) Damage (not resulting from manufacturing defects) that occurs while the Product is in the Owner's control and/or possession, unless otherwise noted in this Limited Warranty.
  - c) Extreme physical or electrical stress or interference; environmental conditions beyond the Company's control, such as man-made or naturally occurring salt air/fog, electrochemical oxidation or corrosion and/or metallic pollutants. Also not covered is normal wear and tear; inadequate, improper, or surges of electrical power; lightning, floods, fire, acts of God, war, terrorism, or other external causes, including Force Majeure.
  - d) Unauthorized modification, including installation of third-party software on the Product.
  - e) Product modification or service by anyone other than: (a) the Company, (b) a Company-authorized service provider, or (c) Customer's own installation of Company approved parts with instruction from the Company. Service to damaged or malfunctioning Product which has not been ordered or authorized by the Company's Customer Satisfaction Department is not covered under this Limited Warranty and will automatically invalidate this Limited Warranty.
  - f) Computer viruses, Trojan horses, worms, self-replicating code or like destructive code which was not included in the Product by the Company.
  - g) Products installed with known or visible manufacturing defects at the time of installation.
- 12) The Company will provide and be responsible for the cost of shipping parts from the Company to the Customer, with the exception of sign faces replaced due to vandalism. Standard shipping via the United States Postal Service or other commercial parcel delivery company is the default method of delivery. Expedited delivery is available to the Customer at his or her expense.
  - 13) Warranty claims must be registered with the Company within thirty (30) days of damage or malfunction. To register a claim, the Customer must contact the Company at the location specified below and provide (a) his or her name and any other required contact information, (b) Product and purchase descriptions, and (c) the nature of the defect. The Company reserves the right (at its sole discretion) to require proof of original purchase (e.g. paid invoice, receipt) and to visit the site of the installation or to require documentation of the claim before assuming any responsibility under the provisions of this Limited Warranty.
  - 14) THE LIMITED WARRANTIES SET FORTH HEREIN ARE THE ONLY WARRANTIES MADE BY THE COMPANY IN CONNECTION WITH THE PRODUCT. THE COMPANY CANNOT AND DOES NOT MAKE ANY IMPLIED OR EXPRESS WARRANTIES WITH RESPECT TO THE PRODUCT, AND DISCLAIMS ALL OTHER WARRANTIES, INCLUDING, BUT NOT LIMITED TO, ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. THE COMPANY'S SOLE OBLIGATION UNDER THIS LIMITED WARRANTY SHALL BE TO REPAIR OR REPLACE MALFUNCTIONING OR DEFECTIVE PARTS OF THE PRODUCT. BUYER ASSUMES ALL RISK WHATSOEVER AS TO THE RESULT OF THE USE OF THE PRODUCT PURCHASED, WHETHER USED SINGULARLY OR IN COMBINATION WITH ANY OTHER PRODUCTS OR SUBSTANCES.
  - 15) NO CLAIM BY BUYER OF ANY KIND, INCLUDING CLAIMS FOR INDEMNIFICATION, SHALL BE GREATER IN AMOUNT THAN THE PURCHASE PRICE OF THE PRODUCT WITH RESPECT TO WHICH DAMAGES ARE CLAIMED. IN NO EVENT SHALL COMPANY BE LIABLE TO BUYER IN TORT, CONTRACT OR OTHERWISE, FOR ANY SPECIAL, INDIRECT, INCIDENTAL, CONSEQUENTIAL, RELIANCE, PUNITIVE OR EXEMPLARY DAMAGES, OR FOR LOSS OF PROFIT, REVENUE OR USE, IN CONNECTION WITH, ARISING OUT OF, OR AS A RESULT OF, THE SALE, DELIVERY, SERVICING, USE OR LOSS OF USE OF THE PRODUCT SOLD HEREUNDER, OR FOR ANY LIABILITY THAT BUYER HAS TO ANY THIRD PARTY WITH RESPECT THERETO.

10-Year Parts Guarantee - Stewart Signs provides a 10-year parts guarantee for our LED signage. While hardware can change year over year, we will have available suitable hardware to allow the continued use of your signage for 10-years from the ship date of the sign. Changes in hardware include but are not limited to: visual hardware changes, software changes, or control system upgrades.

Contact Information:

Stewart Signs Customer Satisfaction  
2201 Cantu Court, Suite 215  
Sarasota, FL 34232  
Phone: 855-841-4624  
Web: [www.stewartsigns.com/support/](http://www.stewartsigns.com/support/)

**Light and Sign Maintenance****Estimate for Services**

PO Box 683

**Ooltewah, TN 37363**

423-298-1662

[dhflyfishing@aol.com](mailto:dhflyfishing@aol.com)**Date:** 2/12/2024**PO #** tbd**Customer:****Stone Elementary**

1219 Cook Rd

Crossville, TN 38555

**Project Manager**

Janie Honeycutt

[janie.honeycutt@ccschools.k12tn.net](mailto:janie.honeycutt@ccschools.k12tn.net)

931-456-5636

**Job Description:**

Install footer and sign per plan

**Labor and Materials****Permit**

Admin fee \$300.00

permits billed at cost \$0.00

**Footer****Materials and Equipment** \$2,100.00**Labor** \$1,450.00**Sign Install**

Remove old sign \$200.00

Install new sign \$1,650.00

**Total** **\$5,700.00****Notes and Terms**

- \* Existing electrical needs to be verified to meet plan requirements**
- \* Additional labor and equipment required to remove rock will be billed at cost plus 20%**
- \* All work to be conducted in a workman like manner**
- \* All trash and extra material to be removed from the site**
- \* insurance certificate supplied upon request**
- \* Payment is due upon completion of work**

**Thank you for the opportunity to provide this estimate**

I look forward to servicing your needs!

Please let me know if you have any questions and how to proceed.

Thank you

Delwin Huggins

Light and Sign Maintenance

PO Box 683

Ooltewah, TN 37363

423-298-1662

[dhflyfishing@aol.com](mailto:dhflyfishing@aol.com)

DESCRIPTION: EMC sign

Bill To: Stone Elementary  
1219 Cook Rd.  
Crossville, TN 38555  
US

Pickup At: FASTSIGNS  
8333 Gleason Dr  
Knoxville, TN 37919  
US

Requested By: Janie Honeycutt  
Email: janie.honeycutt@ccschools.k12tn.net  
Work Phone: (931) 456-5636  
Tax ID: 123456

Salesperson: Chuck Chalker

PRODUCTS	QTY	UNIT PRICE	TOTALS
1 <b>8"W x 3"H /15mm w/ 281 Trillion) EMC with same sized Light box</b>	1	\$32,620.00	\$32,620.00
1.1 Miscellaneous - <b>Part Qty: 1</b>			
2 <b>Installation, Travel, Drawings and Permitting</b>	1	\$13,500.00	\$13,500.00
2.1 Miscellaneous - <b>Part Qty: 1</b>			

Subtotal:	\$46,120.00
Taxes:	\$0.00
<b>Grand Total:</b>	<b>\$46,120.00</b>

FASTSIGNS of Knoxville appreciates the opportunity to provide this quotation. We hope this meets your approval and we look forward to working together.

Estimates are Valid for 30 calendar days from the date stated at the top of the estimate sheet. Proofing will begin after receipt of signed estimate / approval email. Proofing will begin after receipt of signed estimate and 100% payment on orders under \$300.00 and a 60% deposit on orders over \$300.00. If you have established Net 30 terms deposit will not apply, on in house products. \*\*\*\* If you are Tax exempt please provide your Exemption form before approving an estimate , if the estimate i approved with tax on it we can not alter/ refund tax. Vended Products may require a deposit , even if on NET 30 terms. \*

To apply for Net 30 Terms please contact us at Ashley.Duncan@fastsigns.com to get started.

Turnaround times will be stated by your sales representative. Turnaround times listed are only for estimating purposes and are not a guarantee of delivery or installation date for any project. Due dates are dependent on final proof approvals.

When ordering Dimensional lettering, building signs, monument signs, or vended products, longer turnaround times will be necessary.

**Board of Education**  
**February 13, 2024, 4:00 PM**  
Central Services Board Room

The Cumberland County Board of Education met in a working committee's session on Tuesday February 13, 2024, in the Central Services Board Room, where the meeting was called to order by Member Davis at the approximate hour of 4:02 pm. Davis welcomed everyone to the meeting and appreciated everyone for attending.

**BOARD MEMBERS:**

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

**OTHERS PRESENT:**

William Stepp, DOS  
Rebecca Farley, CAO  
Kim Bray, COO  
Scott Maddox, AD/9-12 Supervisor  
Cheryl Duncan, Media

1. **Call to Order**-Davis called the meeting to order since Chairman and Vice Chairman wasn't present and he was last athletic committee chair.
2. **Moment of Silence/Pledge of Allegiance**-Davis led the meeting in a moment of silence and the Pledge of Allegiance.
3. **Athletic Committee-Mr. Nick Davis**
  - 3.A. **\*Approval of Minutes**-Davis asked for a motion to approve minutes. King made motion and Stout with the second.

3.B. Motion to approve minutes.

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

(seconder-yes) Stout

Yes: 3, No: 0

**MOTION: Motion Carried**

3.C. **Committee Name Change**-Davis asked that they consider changing the name of the "Athletic Committee" to another name that will broadly cover what they discuss and make decisions on at each meeting. He said he would like to line this up with their strategic plan. Hamby asked to verify the name as to what Davis is recommending it be changed to. Davis made a motion to present a name change to the board, and it will incorporate all extracurricular activities, as noted in the vision statement, and all tasks pertaining to them. King asked what the proposed name should be. The committee decided on Arts, Athletics, and Activities. Stout made a second on the motion.

3.D. **CCS Website Update with Strategic Plan Focus**-Davis told everyone he wanted to bring the website into alignment with the strategic plan. Stout said on the school sites, they get more specific. Boston said a website can get too busy. She said if the vision of the strategic plan was loaded on there, that is ever changing. Davis said it's not effective if it's not current. Boston asked, did they not already do that? He said he searched and didn't see any of the big things on it, such as cheerleaders going to Orlando for national competition or Homestead Girls Basketball getting 3rd place in the state. Stout said a lot of that information is on the Social Media page every time. Hamby said she thinks those things are already on there. Davis said not those 2 things. Stepp said they would work on it. Boston said that comes from inside the administration. Davis said he just wants the information up to date for anyone that would use that portion. Stepp said again, he would take care of it.

3.E. **Coaching Supplements**-Stepp said for this-this is another matter of springboard with the strategic plan. Davis asked if anyone had been a part of any decision that landed these supplements where they are? Boston said our supplements were on the low side when they looked at them compared to other districts, so they updated them, but at that, they are still a couple of years old. Boston said they felt the new scale was fair and got them up to a least a competitive supplement. Davis said he knows there's been a number of discussions over the years about which sports would be supported by the schools, financially. He said mathematically they are spending \$75,200 on elementary, and \$27,600 in middle school and \$250,900 in high school. He said only 2 sports are supported in elementary and 7 in middle and all in high school. He said, is there a reason that's our focus, and should it be? Boston asked him to say again exactly what he was asking. Davis said can anyone tell him why

they spend what they spend for supplements? Only supporting elementary basketball, spending half as much in middle school and 10 times more in high school. Hale asked him again what his question was. Stout said, why is it allocated the way it's allocated? Davis said that would be the short version. King said he thinks it's because that's where the interest was—from the community. Boston said if middle school athletics are going to be separated out, this may need to be revamped. Davis said he would ask, since they are only supporting cross-country and basketball at the elementary level, do they believe that is fair? He said they've relied on the community to cover every other sport. Hale asked if he wanted to take them away. Davis said he's just asking if there's something they are going to do, now or later, that will create a situation where all the kids are given the opportunity they once had or channel their efforts to support a middle school and high school best. Hale said she thinks the individual communities like the competition of across-town teams. Boston said when they decided they would have middle school sports, they promised the elementary kids they would still have those opportunities, and she doesn't want to back off on that now. Davis asked if it was most important that their schools continue to play basketball on their home court or more important that it be funded. The majority said they felt it was equally important. Boston said no, they promised the kids they would get to play. Nichols said, "You're not asking to take that away, are you?" Hamby said, yes, he is. Davis said yes, why are they only worrying about basketball? Why are they not supporting all other sports? Hamby said all other sports had already been taken away before they ever started with TMSAA discussions. She said they were already gone except for cross-country and basketball. Boston said after promising the kids that they would not have basketball taken away from them, she isn't going back on that now and if they have to fund it and financially support it, so be it. Stout said if they get to a point where they get a high enough demand, could they get a program started? Davis said decisions are being made based on data. He can provide data on how many kids are playing football, softball and baseball recreationally. He asked if anyone knew how many kids are playing basketball in the county and why it costs over \$75,000 to do it. Boston said he's got to combine the elementary and middle school ages. Davis said they spend more money on basketball than any sport at any level. He asked if this decision was made because there was data to support it or if they were doing it because they had always done it and because they promised someone it wouldn't go away. Hamby said they and the Director promised they would not do away with the elementary basketball teams. Davis asked if she was hearing him say that they could have the same level of participation, but Hamby said yes as long as parents can pay for it and all parents can't pay for it, and they promised they wouldn't change it, and they needed to leave it alone. Davis said they have 385 kids playing in softball and is the district willing to take that on? Boston asked if those kids played for us. Davis said they go to school in Cumberland Co. Boston asked again if they played for us or do they play outside? Davis said they would play for us, but she asked him to provide a demand. He said there are kids playing baseball and softball that live in Cumberland Co, are we going to support them? Boston and Hamby both answered, "I would". Boston said according to data Davis provided, he's asking if the t-ball teams and elementary grade level baseball and softball teams would be supported by

her as a board member. He said yes. She asked if they had a need. Davis said total there's about 1200 kids that are playing ball, that parents are paying for. Hamby asked if the kids were Cumberland County students? Davis said 99.9% are. Boston asked if they provided those teams. Davis said, "we don't". Hamby asked Maddox to weigh in. Maddox said if you go back in time in the county, there was at one time, before park and recs was close, a space and opportunity for kids to participate. But not very many schools provide sports in the schools because the parks and recreation areas in their cities provide that for them. He said if the county had an extensive parks and recreations department here in Cumberland Co they could provide those needs for elementary students. He said organized sports across the nation basically start in middle school. He said they couldn't find qualifying coaches in some sports in every school, so the district basically said here's a job for you, but you have to be our football coach. Maddox said if you look at the data, you start seeing a drop in sports participation across the board. He suggested a centralized park and recreation dept that would take care of youth athletics and let the district concentrate on middle school and high school sports and then the district would not be out that money. Davis said the intention is not to eliminate, but to shift the burden of what is doable within the scope of abilities. Boston said she felt they are providing the sports needs right now. She said if they choose to play with Dixie Youth, that is momma and daddy's choice. Hamby said they moved out of the supplement discussion and this needs to be in another meeting, giving more information so they can be more prepared.

- 3.F. **Facilities Assessment**-Davis brought this item up and asked what current condition the facilities are in? He said he knows they are waiting on the assessment from Upland Design Group. Stepp said the fields and equipment are going to be included in this assessment. Davis said this is part 2 of having a middle school athletic mentality.
- 3.G. **23/24 Schedule of Events & 24/25 Schedule of Events for High School and Middle School**-Davis said for this, he is just trying to visualize what the district is doing, year in, year out, and is there a central location where they can house the events schedule? Stepp said it could be on the home page possibly. Hamby said maybe a drop-down menu could work. Boston said if a facility is being used for non-sporting events, would that be posted as well? Stepp said yes.
- 3.H. **Middle School Facility Usage by Sport**-Davis introduced this item and Stepp said they are working on getting this in place. Davis said it's currently being shared. Boston said if she understands what he's trying to say, they need to look at what facilities middle school teams will need. Davis said yes. Boston asked if he was proposing looking at all the facilities for middle school, so they wouldn't continue to use the high school. Davis responded, correct. Boston asked if there had been scheduling problems at the high school or at the practice fields. Davis said it is continually that. They are constantly juggling. Boston asked if this wouldn't go hand in hand with middle school when they started discussing middle school academics. Davis said he hears that will release a lot of burden. Boston said she thinks those conversations need to be started. She said first and foremost, without athletics, they

need to look at academics. Boston said their job was not to play basketball or football, their job was to educate the children.

- 3.I. Athletic Directors Annual Report-**Davis said he added this item to give Dr. Maddox an opportunity to provide an annual report or discuss items within the report. He said the current report was in the middle of the transition between AD's, but asked Maddox if there was anything he wanted to add or provide. Maddox said most things have been accomplished. Some tweaking still needs to take place, but most things are working fine, and they've made a lot of progress. Maddox did tell everyone that is talking about facilities usage, some sports can set the same time for practice, but they are not permitted to practice with each other-middle school athletes cannot practice at the same time as high school athletes. Boston said for track, would looking at building another track help. Stepp said it would cost about the same as a tennis court. Maddox said they can handle what they are currently doing, but the biggest issue is finding people.
- 3.J. Parental Engagement Information Packet-**Davis said during the process of the subcommittee goals they felt like this was an area to improve on. Boston asked if he had a proposal. Stepp said it's all being built, and this was to be planned within the strategic plan.
- 3.K. Athletic Portfolio Construction-**When Davis presented this, Boston asked what exactly this was. He said this idea is to create a portfolio of athletes of what they have accomplished. How they would look and something for them to carry into college or career. Boston asked to take the word construction out as she thinks they are trying to build something. Boston asked what their job was in this. Davis said discussion is being had as to how to facilitate this, track and monitor it and who is responsible for that. He said there are companies out there that take care of these portfolios. Boston asked if this fell under the athletic director's purview. Davis said yes. Hale asked if this was basically keeping a scrapbook of what they've done. Stout said it was more like an athletic resume. She said instead of it just being athletics, part of the strategic plan is finding out how they turn this portion into a whole educational piece. Boston asked if he was saying the Board, or the district would be responsible for the portfolio. Davis said the district. Created by the athletic department.
- 3.L. Adjournment.** Davis made motion to adjourn Athletic portion of meeting. Stout with second.

Motion to adjourn athletic committee meeting.

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

(seconder-yes) Stout

Yes: 3, No: 0

**MOTION:     Motion Carried**

William Stepp, DOS

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Nick Davis, Athletic Committee Chair

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Diane McCartney, Recorder/Board Secretary

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