

**Board of Education Meeting**  
**April 23, 2026 6:00 PM**  
 Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance  
 Phoenix School  
 Luke Brace  
 Olivia Roach  
 Anthony VanWinkle
3. Welcome to Visitors/Acknowledgement of Elected Officials
4. Special Student Recognition  
 CCHS Abigail Lowe  
 Phoenix Falon Lambert  
 SMHS Hayley George
- Doctorate Recipients  
 Mary Jane Allen  
 Sabrina Babin  
 Stephanie Brown  
 Aaron Lewis  
 John Lewis
5. Roll Call
6. Declaration of Conflict
7. \*Approval of Minutes
8. \*Approval of Agenda
9. Community Comments
10. Open Meetings
11. Board Member(s) Report from Training(s)
12. Legal Report
13. \*26-27 Budget
14. \*Central Cafeteria Budget
15. \*McKinstry Contract
16. \*27-28 Calendar Option
17. \*Lifetime Wellness Textbook Adoption
18. \*Technology
19. Director's Report
- 19.A. Crossroads Academy Renewal
- 19.B. LBJ&C Renewal
- 19.C. Leadership Update
- 19.D. Annual Planning Calendar
- 19.E. FYI
- 19.E.1. Attendance Report
- 19.E.2. Personnel Report
- 19.E.3. Substitute List
- 19.E.4. School News Articles
- 19.E.5. School Calendar of Events
20. \*First Reading of Policies

21. \*Second Reading of Policies
22. Chief Financial Officer's Report
  - 22.A. Monthly Financial Report
  - 22.B. Monthly Sales Tax Report
  - 22.C. \*141 Budget Amendments
  - 22.D. \*142 Budget Amendments
23. \*Consent Agenda
  - 23.A. School Board Reports
    - 23.A.1. TLN Report
  - 23.B. \*Approval of Overnight and Out of State Field Trips
  - 23.C. \*Approval of Contracts
  - 23.D. \*Approval of Grants
  - 23.E. \*School Wide Fundraisers
  - 23.F. \*Approval of Disposal of Surplus Property
  - 23.G. \*Executive Approval
24. Questions from Media
25. Adjournment

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



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

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

Cumberland County Board of Education would like to recognize 5 of our employees who recently received their doctorate degree.

North Cumberland's Mary Jane Allen obtained her doctorate from East Tn State University in Education Leadership, Special Education concentration where she was also a RITASEE (Rural Initiative for Training Administrator with Special Education Expertise) Scholar.

Pleasant Hill's Aaron Lewis obtained his doctorate from Carson Newman University with an EdD in Administrative Leadership. His graduation is scheduled for May 1, 2026.

South Cumberland's John Lewis also obtained his doctorate from Carson Newman University with an EdD in Administrative Leadership. John's graduation is also scheduled for May 1, 2026.

Stone Elementary's Sabrina Babin obtained her doctorate from Carson Newman University with an EdD in Educational Leadership. Sabrina is scheduled for graduation on May 1, 2026.

Pine View Elementary's Stephanie Brown obtained her doctorate degree from Liberty University with an EdD in Education in the area of Curriculum and Instruction.

Congratulations to Dr. Mary Jane Allen, Dr. Sabrina Babin, Dr. Stephanie Brown, Dr. Aaron Lewis, and Dr. John Lewis on this huge accomplishment!

368 Fourth Street  
Crossville, TN. 38555  
931-484-6135

1 **Board of Education**  
2 **March 26, 2026 6:00 PM**  
3 Central Services Board Room  
4

5 The Cumberland County Board of Education met in a regular session on Thursday March 26th,  
6 in the Central Services Board Room, where the meeting was called to order by Scott VanWinkle  
7 Chairman of the Board at the approximate hour of 6:00 pm.  
8

9 **BOARD MEMBERS:**

Mr. Travis Cole:	Present
Mr. Nick Davis:	Absent
Ms. Anita Hale:	Absent
Mr. Chris King:	Present
Mr. Jon Matthews:	Present
Ms. Sheri Nichols:	Present
Ms. Shannon Stout:	Present
Ms. Elizabeth Stull:	Present
Mr. Scott VanWinkle:	Present

10  
11 Call to Order

12 Scott VanWinkle: This meeting is called to order.

13 Moment of Silence/Pledge of Allegiance

14 -Pine View STEAM Student Ambassadors

15 Daisy McCloud

16 Adam Headrick

17 Marie Cooper

18 Sawyer Strader

19 Talen Bilbrey

20 Payzley Oldham

21 Jacob Ward

22 Nadley Wilson

23 Jaethyn Sherrill

24 [Dax Ward](#)  
25 [Madison Miller](#)  
26 [Scarlett Leckemby](#)

27 Scott VanWinkle: Please join us in a moment of silence and the pledge of allegiance.

28  
29 (All stand for the moment of silence and then the steam student ambassadors lead all  
30 in the pledge)

31  
32 Rebecca Farley: So the pledge was led tonight by members of the Pine View, steam  
33 student ambassadors. I'm good. So Daisy, Madison, Nadley, Sawyer, and Scarlett. So if  
34 you all will turn around and.

35  
36 (Applause)

37  
38 Rebecca Farley: Thank you.

39  
40 Sheri Nichols: Thank you.

41  
42 Welcome to Visitors/Acknowledgement of Elected Officials

43 Scott VanWinkle: I'd like to welcome everyone out tonight. Thank you for coming.  
44 Acknowledge our elected officials, Ms. Colleen Mall. I don't see anyone else.

45 Special Recognition  
46 -[Student Representatives](#)  
47 [CCHS Abigail Lowe](#)  
48 [Phoenix Falon Lambert](#)  
49 [SMHS Hayley George](#)  
50  
51 -[Emmy Hayes, Pleasant Hill Elementary](#)

52 (Exhibit #1)

53  
54 Scott VanWinkle: So I'll turn it over to you for special recognition.

55  
56 Rebecca Farley: Emmy, would you come up please? At this time we would like to honor  
57 and congratulate Emmy Hayes. She is a current sixth grader at Pleasant Hill Elementary  
58 School. Emmy won the UT extension Eastern Regional Digital Poster Contest. She will  
59 be representing Cumberland County, advancing now to the state level and you can see  
60 a small little picture of her poster.

61  
62 Sheri Nichols: Beautiful.

63 Roll Call

64 Scott VanWinkle: Brings us to roll call.

65

66 Diane McCartney: Ms. Stull?

67

68 Elizabeth Stull: Here.

69

70 Diane McCartney: Ms. Nichols?

71

72 Sheri Nichols: Here.

73

74 Diane McCartney: Ms. Hale?

75

76 Elizabeth Stull: (Silence)

77

78 Diane McCartney: Mr. VanWinkle?

79

80 Scott VanWinkle: Here.

81

82 Diane McCartney: Ms. Stout?

83

84 Shannon Stout: Here.

85

86 Diane McCartney: Mr. Davis?

87

88 (Silence)

89

90 Diane McCartney: Mr. King?

91

92 Chris King: Here.

93

94 Diane McCartney: Mr. Matthews?

95

96 Jon Matthews: Here.

97

98 Diane McCartney: Mr. Cole?

99

100 Travis Cole: Here.

101

102 Diane McCartney: Let the record show Davis and Hale are absent.

103 Declaration of Conflict

104 Rebecca Farley: Okay. I was trying to get it closer.  
105  
106 (Laughter)  
107  
108 Sheri Nichols: She's breaking things down there.  
109  
110 Rebecca Farley: So, declaration of conflict per Tennessee code annotated 49-2-202.  
111 Board of Education members who have relatives per the statute. Relatives mean  
112 spouse, parent, parent in-law, child, son-in-law, daughter-in-law, grandparent,  
113 grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in  
114 the same household as you employed by the system are asked to raise your hands to  
115 identify yourselves.  
116  
117 (Mr. Cole, Mr. Matthews, Mr. King and Mr. VanWinkle raise their hands)  
118  
119 Rebecca Farley: Do you certify that the votes you make tonight will be in the best  
120 interest of the school system regardless of the effect the vote may have upon the  
121 employment of your relative or relatives?  
122  
123 Travis Cole: Yes.  
124  
125 Jon Matthews: Yes.  
126  
127 Chris King: Yes.  
128  
129 Scott VanWinkle: Yes.  
130  
131 Rebecca Farley: Let the record show Mr. Cole, Mr. Matthews, Mr. King and Mr.  
132 VanWinkle. Before we go on, can I do some housekeeping?  
133  
134 Scott VanWinkle: Sure.  
135  
136 Rebecca Farley: So I wanted to read this. I was asked to read this. We received this, this  
137 week from Ms. Anita Hale. In light of the recent medical developments, which will  
138 require my full attention, I feel it is best for the district and my constituents for me to  
139 give up my seat As the fourth District Board of Education representative, I truly  
140 appreciate all the support I have received over the last six years that I have served. My  
141 resignation will be effective as of May 1st, 2026. Sincerely, Anita C Hale and we have  
142 reached out and at this time her replacement, once she does resign, will be in the  
143 hands of the county commission. So we're waiting to hear back from them. Another  
144 thing, we received a thank you card. Dear Cumberland County Board of Education,  
145 thank you so much for your contribution to the CCHS Beta Club. Your generosity will  
146 ease the financial burden of our students attending the National Beta Convention.  
147 Sincerely, Daisy Filler. And then the students that are involved have signed as well.

148  
149 Sheri Nichols: Awesome.  
150  
151 Rebecca Farley: You voted to give them money to go to the national competition to  
152 compete.  
153  
154 Sheri Nichols: Awesome.  
155  
156 Rebecca Farley: The other thing that I would ask before we approve the agenda, please,  
157 let's make sure that tonight that we approve certified classified pay scales. What we're  
158 going to do with subs, supplements, the certified supervisor scale and classified  
159 supervisor scale, make a decision about insurance. And I would ask that you all look at  
160 coming back for a special work session on March the 31st or April the 2nd to discuss  
161 the budget only. That's all I have at this time.  
162  
163 Elizabeth Stull: You said the second?  
164  
165 Rebecca Farley: March, the 31st or April 2nd. Whatever's best for you all and I'm sure  
166 we can discuss that a little bit later.  
167  
168 Sheri Nichols: Okay.  
  
169 \*Approval of Minutes  
  
170 (Exhibit #2)  
171  
172 Scott VanWinkle: Okay. That brings us to approval of minutes. I'll entertain a motion.  
173  
174 Chris King: Mr. Chair, move to approve all the minutes.  
175  
176 Travis Cole: Second.  
177  
178 Scott VanWinkle: A motion by Mr. King to approve minutes and a second by Mr. Cole.  
179 Any discussion Mr. King?  
180  
181 Chris King: No.  
182  
183 Scott VanWinkle: Mr. Cole?  
184  
185 Travis Cole: No sir.  
186  
187 Scott VanWinkle: All those in favor to approve the minutes, say aye.  
188  
189 All Board Members: Aye.

190  
191 Scott VanWinkle: All those opposed say nay.

192  
193 (Silence)

194  
195 Scott VanWinkle: The ayes have it.

196 Motion to approve all minutes.

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

Yes: 7, No: 0

**MOTION: Motion Carried**

197

198 Motion to approve minutes.

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

Yes: 7, No: 0

**MOTION: Motion Carried**

199

200 \*Approval of Agenda

201 (Exhibit #3)

202

203 Scott VanWinkle: Approval of the agenda.

204

205 Shannon Stout: Move to approve the agenda.

206

207 Chris King: Second.

208

209 Scott VanWinkle: Motion by Ms. Stout. Second by Mr. King to approve the agenda. Any  
210 discussion?

211

212 (Silence)  
213  
214 Scott VanWinkle: Okay. All those in favor say aye.  
215  
216 All Board Members: Aye.  
217  
218 Scott VanWinkle: All those opposed say nay.  
219  
220 (Silence)  
221  
222 Scott VanWinkle: The ayes have it.  
  
223 Motion to approve the agenda.  
  
**VOICE VOTE:** (mover-yes) Stout  
  
(seconder-yes) King  
  
Yes: 7, No: 0  
  
**MOTION: Motion Carried**  
  
224  
  
225 Community Comments  
  
226 Scott VanWinkle: There were no community comments requests tonight? Okay.  
  
227 Open Meetings  
  
228 Board Member(s) Report from Training(s)  
  
229  
230 Scott VanWinkle: Any board members reporting from training this month?  
231  
232 Sheri Nichols: Not this month.  
  
233 Legal Report  
  
234 Scott VanWinkle: Okay. That brings us to the legal report.  
235  
236 Attorney: No news is good news.  
237  
238 Scott VanWinkle: Okay.

239  
240 Sheri Nichols: Yay. Amen.

241 \*\*Centegix  
242 (Exhibit #4)  
243

244 Scott VanWinkle: I'm moving right along to number 13. The Centegix.  
245

246 Rebecca Farley: So what we had discussed at the work session was taking the money to  
247 pay for strategics from.the.  
248

249 Scott VanWinkle: Sorry.  
250

251 Rebecca Farley: That's okay. From the fund balance and paying for the full amount this  
252 year instead of spreading it out. And Ms. Diane has created a sheet for us to show you  
253 what we would need to do. And just in case this did pass, we did go ahead and put in or  
254 have prepared a budget amendment for the amount that we would need.  
255

256 Jon Matthews: I make a motion that we'll go ahead and approve it and pay for the full  
257 amount.  
258

259 Travis Cole: Second.  
260

261 Sheri Nichols: I'll second that in. Sorry. Travis got it.  
262

263 Scott VanWinkle: A motion by Mr. Matthews and a second by, I think Mr. Cole was first.  
264 To approve the full amount payment of the Centegix contract in discussion.  
265

266 Jon Matthews: I think it would just be better off in the long run. Going ahead and  
267 paying for this. This is something that I think our schools need and it'll be beneficial to  
268 everyone.  
269

270 Shannon Stout: Yep.  
271

272 Travis Cole: I would echo that and also add that since we are going to be under  
273 contract, there's no question of needing to budget for this year after year. So it's more  
274 efficient to go ahead and get it done.  
275

276 Scott VanWinkle: Any other discussion?  
277

278 Sheri Nichols: No.  
279

280 Scott VanWinkle: Okay. This is a roll call, please.

281  
282 Diane McCartney: Mr. Cole?  
283  
284 Travis Cole: Yes.  
285  
286 Diane McCartney: Mr. King?  
287  
288 Chris King: Yes.  
289  
290 Diane McCartney: Mr. Matthews?  
291  
292 Jon Matthews: Yes.  
293  
294 Diane McCartney: Ms. Nichols?  
295  
296 Jon Matthews: Yes.  
297  
298 Diane McCartney: Ms. Stout?  
299  
300 Shannon Stout: Yes.  
301  
302 Diane McCartney: Ms. Stull?  
303  
304 Elizabeth Stull: Yes.  
305  
306 Diane McCartney: Mr. VanWinkle?  
307  
308 Scott VanWinkle: Yes.  
309  
310 Diane McCartney: Yeses have it.  
311 Motion to approve paying for Centegix all at once.

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

(seconder-yes) Cole

Yes: 7, No: 0

**MOTION: Motion Carried**

312

313 \*\*Pay/Salary Scales

314 (Exhibit #5)

315

316 Scott VanWinkle: Okay. That brings us next to pay and salary skills.

317

318 Rebecca Farley: So the first ones that we have here are the classified. We were asked to  
319 develop instead of the 1% or one and a half percent to develop a linear scale equals  
320 and pay. So we have two prepared for you tonight. We have one that has a 50 cent  
321 raise per step, and then the other one is a dollar raise. Typically when you do the one  
322 to one and a half percent, that shakes out to a quarter to 35 cents a year that they get  
323 between their steps. So that's all that I have for those.

324

325 Chris King: Mr. Chair. I would move to approve the dollar scale.

326

327 Jon Matthews: I'll second that.

328

329 Scott VanWinkle: There's been a motion by Mr. King, a second by Mr. Matthews to  
330 approve the classified \$1 scale. Any discussion?

331

332 Chris King: I think it speaks for itself. It's a good thing to do.

333

334 Jon Matthews: Yeah, absolutely. I think anytime we can get closer to getting that,  
335 starting pay up and being able to help recruit and not only just help the employees that  
336 we already have.

337

338 Shannon Stout: Make us a little more competitive.

339

340 Jon Matthews: Yes.

341

342 Sheri Nichols: Yes.

343

344 Shannon Stout: In these positions since they are ones that we struggle to hire.

345

346 Sheri Nichols: Yes. Let's keep 'em.

347

348 Shannon Stout: And keep them.

349

350 Sheri Nichols: Keep them.

351

352 Shannon Stout: Part of that retention, right?

353

354 Sheri Nichols: Yes. Amen.

355

356 Scott VanWinkle: Any other? I did have one question on the high school secretary.

357

There's two, right?

358  
359 Rebecca Farley: They're 260 days.  
360  
361 Scott VanWinkle: Yeah, I know that. But the hourly rate is different than the regular  
362 school secretary on.  
363  
364 Sheri Nichols: I don't know the answer to that.  
365  
366 Scott VanWinkle: Is there any reason that is the job any different?  
367  
368 Rebecca Farley: Not that I can think of right now on the spot.  
369  
370 Scott VanWinkle: Right? Sure.  
371  
372 Rebecca Farley: And what we did is we've just used the scales that we've had in the  
373 past and I can't explain when that occurred or what happened, but.  
374  
375 Scott VanWinkle: Would there be any reason not to make those two the same hourly  
376 rate?  
377  
378 Rebecca Farley: I wouldn't see why not, but that wouldn't be.  
379  
380 Scott VanWinkle: Right. I'm just asking if there's a reason for it is all.  
381  
382 Chris King: Probably the number of teachers and students involved.  
383  
384 Rebecca Farley: True statement because they do have the high school, they have a  
385 thousand, but we have two elementary schools that's got right at 700 kids too. And the  
386 high school people do work 260. That's why they're on a separate line already in the  
387 budget.  
388  
389 Shannon Stout: And we've got the same thing when you're looking at the custodian and  
390 mower. We've got the one that's the 260 and the one that's not and there's variance  
391 and the hourly pay on that as well.  
392  
393 Scott VanWinkle: I just noticed that it's less of an hourly rate for what seems like the  
394 same role. And we did talk about last year combining some of these too. To make it less  
395 categories.  
396  
397 Rebecca Farley: Yeah, that'd be great.  
398  
399 Chris King: I will amend the motion to make 'em both the same to the higher one.  
400  
401 Scott VanWinkle: Okay.

402  
403 Travis Cole: I'll second the amendment.  
404  
405 Jon Matthews: Now you're saying both as far as the custodian mower and the secretary  
406 and school secretary right?  
407  
408 Chris King: Right. Go to the higher scale.  
409  
410 Jon Matthews: Go to the higher scale.  
411  
412 Chris King: For both.  
413  
414 Shannon Stout: Combine it into one.  
415  
416 Chris King: Secretary and mower.  
417  
418 Shannon Stout: What's the variance on our total increase?  
419  
420 Scott VanWinkle: So there's an amendment to the motion to add high school secretary  
421 and school secretary in the same line at the school secretary rate and to amend the.  
422  
423 Shannon Stout: Custodian mower.  
424  
425 Scott VanWinkle: Custodian, I don't see the line, so I don't see.  
426  
427 Rebecca Farley: They're at the beginning, the first two.  
428  
429 Scott VanWinkle: Right there. Okay. The maintenance? Nope. It's the mowing custodian  
430 and the custodian to the same line at the higher rate.  
431  
432 Chris King: (Audio)  
433  
434 Scott VanWinkle: Yep. Any discussion on that?  
435  
436 Chris King: I don't. I think it's good that we do this.  
437  
438 Scott VanWinkle: Okay. Madam Secretary, did you get that amendment? Okay? Alright.  
439  
440 (Laughter)  
441  
442 Scott VanWinkle: All right. Sorry.  
443  
444 Jason McGhee: No, I got it.  
445

446 Scott VanWinkle: Roll call please.  
447  
448 Sheri Nichols: Everybody's got it.  
449  
450 Diane McCartney: Mr. King?  
451  
452 Chris King: Yes.  
453  
454 Diane McCartney: Mr. Matthews?  
455  
456 Jon Matthews: Yes.  
457  
458 Diane McCartney: Ms. Nichols?  
459  
460 Sheri Nichols: Yes.  
461  
462 Diane McCartney: Ms. Stout?  
463  
464 Shannon Stout: Yes.  
465  
466 Diane McCartney: Ms. Stull?  
467  
468 Elizabeth Stull: Yes.  
469  
470 Diane McCartney: Mr. Cole?  
471  
472 Travis Cole: Yes.  
473  
474 Diane McCartney: Mr. VanWinkle?  
475  
476 Scott VanWinkle: Yes.  
477  
478 Diane McCartney: Yeses have it.  
479  
480 Rebecca Farley: And that's on the amendment to make them the same?  
481  
482 Scott VanWinkle: Make 'em the same at the highest rate.  
483  
484 Rebecca Farley: Okay. And now, so now you're going to vote on the original  
485 amendment?  
486  
487 (Audio)  
488  
489 Rebecca Farley: Okay. Making sure I got it.

490  
491 Scott VanWinkle: The motion to approve the classified scale at \$1. Roll call please.  
492  
493 Diane McCartney: Mr. King?  
494  
495 Chris King: Yes.  
496  
497 Diane McCartney: Mr. Matthews?  
498  
499 Jon Matthews: Yes.  
500  
501 Diane McCartney: Ms. Nichols?  
502  
503 Sheri Nichols: Yes.  
504  
505 Diane McCartney: Ms. Stout?  
506  
507 Shannon Stout: Yes.  
508  
509 Diane McCartney: Ms. Stull?  
510  
511 Elizabeth Stull: Yes.  
512  
513 Diane McCartney: Mr. Cole?  
514  
515 Travis Cole: Yes.  
516  
517 Diane McCartney: Mr. VanWinkle?  
518  
519 Scott VanWinkle: Yes.  
520  
521 Diane McCartney: Yeses have it.  
522  
523 Rebecca Farley: So the next thing is longevity pay and we did make a few changes here  
524 as well to make a little bit of an increase. Can you go to the longevity?  
525  
526 Diane McCartney: Oh, sorry.  
527  
528 Rebecca Farley: No worries. So projected. The bottom is what is projected, so it's  
529 basically just 1% for each of the years.  
530  
531 Travis Cole: Mr. Chair, I move to approve.  
532  
533 Shannon Stout: Second

534  
535 Scott VanWinkle: Motion by Mr. Cole. Second by Mr. King to approve the longevity  
536 change for 26 27. Any discussion?  
537  
538 Travis Cole: No sir.  
539  
540 Scott VanWinkle: Roll call please.  
541  
542 Diane McCartney: Mr. Matthews?  
543  
544 Jon Matthews: Yes.  
545  
546 Diane McCartney: Ms. Nichols?  
547  
548 Sheri Nichols: Yes.  
549  
550 Diane McCartney: Ms. Stout?  
551  
552 Shannon Stout: Yes.  
553  
554 Diane McCartney: Ms. Stull?  
555  
556 Elizabeth Stull: Yes.  
557  
558 Diane McCartney: Mr. Cole?  
559  
560 Travis Cole: Yes.  
561  
562 Diane McCartney: Mr. King?  
563  
564 Chris King: Yes.  
565  
566 Diane McCartney: Mr. VanWinkle?  
567  
568 Scott VanWinkle: Yes.  
569  
570 Diane McCartney: Yeses have it.  
571  
572 Rebecca Farley: Okay, so the next two scales are for the classified supervisors and the  
573 safe schools counselor. One of them has a \$2,000 raise and the other one has a 2%  
574 raise.  
575  
576 Travis Cole: Mr. Chair, I'll move to approve the \$2,000 increase.  
577

578 Shannon Stout: Second.  
579  
580 Scott VanWinkle: Been a motion by Mr. Cole and a second by Ms. Stout to approve the  
581 step increase for classified supervisors and safe school counselors. Any discussion?  
582  
583 Travis Cole: I would just say that the \$2,000 increase versus the percentage keeps in  
584 line with what we've worked on the last two budget cycles and trying to have linear  
585 scales. And I feel it's important that we keep doing that. We've done a good job fixing  
586 that and this falls in line with that.  
587  
588 Shannon Stout: Agreed. Exactly.  
589  
590 Scott VanWinkle: Any other discussion?  
591  
592 (Silence)  
593  
594 Scott VanWinkle: Roll call please.  
595  
596 Diane McCartney: Ms. Nichols?  
597  
598 Sheri Nichols: Yes.  
599  
600 Diane McCartney: Ms. Stout?  
601  
602 Shannon Stout: Yes.  
603  
604 Diane McCartney: Ms. Stull?  
605  
606 Elizabeth Stull: Yes.  
607  
608 Diane McCartney: Mr. Cole?  
609  
610 Travis Cole: Yes.  
611  
612 Diane McCartney: Mr. King?  
613  
614 Chris King: Yes.  
615  
616 Diane McCartney: Mr. Matthews?  
617  
618 Jon Matthews: Yes.  
619  
620 Diane McCartney: Mr. VanWinkle?  
621

622 Scott VanWinkle: Yes.  
623  
624 Diane McCartney: Yeses have it.  
625  
626 Rebecca Farley: So next is the certified supervisor and principles and there was no  
627 change in this supplement pay based on the, we just went by the teacher raises  
628 because all of these individuals get the teacher raise. They're paid as teachers and this  
629 is their supplement. We made no changes, but I think it still needs to be approved.  
630  
631 Chris King: Mr. Chair, I would move to approve.  
632  
633 Travis Cole: Second.  
634  
635 Scott VanWinkle: There's been a motion and a second to approve the certified  
636 supervisors and principals pay scale, supplement scale. Any discussion?  
637  
638 Chris King: I think it keeps things consistent, so I like it.  
639  
640 Travis Cole: No further discussion.  
641  
642 Scott VanWinkle: Roll call please.  
643  
644 Diane McCartney: Ms. Stout.  
645  
646 Shannon Stout: Yes.  
647  
648 Diane McCartney: Ms. Stull?  
649  
650 Elizabeth Stull: Yes.  
651  
652 Diane McCartney: Mr. Cole?  
653  
654 Travis Cole: Yes.  
655  
656 Diane McCartney: Mr. King?  
657  
658 Chris King: Yes.  
659  
660 Diane McCartney: Mr. Matthews?  
661  
662 Jon Matthews: Yes.  
663  
664 Diane McCartney: Ms. Nichols?  
665

666 Sheri Nichols: Yes.  
667  
668 Diane McCartney: Mr. VanWinkle?  
669  
670 Scott VanWinkle: Yes.  
671  
672 Diane McCartney: Yeses have it.  
673  
674 Rebecca Farley: Next are your certified pay scales. These were the three options that  
675 were presented at the work session  
676  
677 Jon Matthews: After looking at the three that I've, I know that I wasn't at the work  
678 session and I'm sure I probably missed some discussion or here this, that or the other,  
679 but in my mind the option F seems like the best across the board from what I've, just  
680 from what I've seen. So I'll make a motion to approve option F. I want to get it out  
681 there so that we can have a discussion about it and I know we need a motion on the  
682 floor for it.  
683  
684 Shannon Stout: I'll second it so we can discuss.  
685  
686 Scott VanWinkle: Motion and a second to approve option F for the salary scale  
687 discussion.  
688  
689 Jon Matthews: So one of my questions when I was trying to understand, I mean you  
690 know how I'm with all this math and mathing and thing, but one of my questions was  
691 what's the main reason for the cap part and is that how, just I guess because of me not  
692 being there, can you kind of explain to me what the raise cap part of it means instead  
693 of doing the raise dollar amount? Where you come up with those numbers or where  
694 those numbers?  
695  
696 Scott VanWinkle: So the idea behind this scale was to be competitive with other  
697 districts. We kind of looked at graphs in the work session on that, how it made it  
698 competitive over the next three years with what they're paying now and it's spread this  
699 pay increase out over three years so that it wasn't all at one time.  
700  
701 Jon Matthews: And just from my understanding, and correct me if I'm wrong please,  
702 but you're taking, since you're capping, capping it at 4,000, you're taking that leftover  
703 money and more or less kind of moving it forward or paying it forward I guess for  
704 future raises coming down the road.  
705  
706 Scott VanWinkle: Yep.  
707  
708 Jon Matthews: Correct?  
709

710 Scott VanWinkle: That's right. So the next year, 4,000 brings you to the scale for the  
711 next year step.

712  
713 Jon Matthews: Yeah.

714  
715 Scott VanWinkle: Then you would only get 4,000 if it's more than 4,000 for the next  
716 year step then. Well if it's less, then you would get that amount and then once you  
717 equal the step, you would just get the step raise. Once you equal that step.

718  
719 Jon Matthews: You're basically just taking that leftover above 4,000 and using that to  
720 level and even everyone out right?

721  
722 Scott VanWinkle: That was the concept behind this was to not do the full amount in  
723 one year, which would've been close to 39 million. It was to spread that out over three  
724 years so that everybody gets more than that, that \$725 step raise or most do. It did also  
725 start to bring all the lines in parallel with each other over time and even out those  
726 unbalanced scales.

727  
728 Jon Matthews: Okay. I was just making sure that.

729  
730 Scott VanWinkle: That was the idea. I think there's still some math that needs to be  
731 done in this. This was a concept, it wasn't actually a salary scale. So if we were to  
732 approve this attachment, there's math that needs to be fixed in it.

733  
734 Jon Matthews: Yeah,

735  
736 Scott VanWinkle: Because it was a concept.

737  
738 Jon Matthews: Yeah. I noticed that on a couple of lines, a couple of the different years  
739 or whatever and it was off by \$7 or something like, you know what I mean? It was just a  
740 little bit different here and there. But overall, I mean I kind understood the concept a  
741 little better and I was making sure that what I was reading, I was understanding.

742  
743 Rebecca Farley: So some concerns that we have here in my office with this, we had  
744 talked about and we know this is a hard part of your all's job. We understand that and  
745 the allure of getting to set on a pay scale and not having to revisit it is great, but we  
746 have to meet the state minimums and for the last nine of the past years, out of the last  
747 10, they have increased their state minimums. So we have to make sure that our scale  
748 meets that and we don't know what that change is going to be. So we're always going  
749 every year we're going to have to visit the budget and the pay scales as unpleasant as  
750 that may be sometimes. So another concern that we have is when you vote on this and  
751 we get it approved, we have to submit it to the state. So they're probably, I'm not going  
752 to say probably they may kick this back because we have the 26, 27 year and then we  
753 have the raise and then we have the raise cap and then you have the difference and

754 then I think you have, I can't read what that is. Actual.

755

756 Sheri Nichols: Actual.

757

758 Rebecca Farley: So that's the actual, those people are going to get paid. So that's going  
759 to be confusing. And two, what may happen is you may have somebody that comes in  
760 and they have a bachelor's degree with 19 years. So this scale is going to say that  
761 they're going to make 64,425, but their raise should have been 5,337, but it's going to  
762 be capped. So that individual is not going to make that full amount. But if somebody  
763 just comes into our school system with this amount of experience, that's what we're  
764 going to have to pay them. So you're going to have an employee that we've had  
765 working here for 19 years let's say, and they're not going to get the same amount as  
766 somebody new coming in.

767

768 Jon Matthews: Why?

769

770 Scott VanWinkle: So I've got three things to say to that. What you're seeing here is a  
771 snapshot of the overall spreadsheet that this is in. It actually has a calculator, a table  
772 built into it that you can change the base and it will adjust everything in this scale. The  
773 actual scale that you submit to the state should be what's in yellow and anybody that  
774 comes in during that current year should start in the yellow. Because that would be the  
775 scale. The cap is done in several other districts. Putnam County being one has a \$6,000  
776 cap on raises. So anytime they give a raise, they can only get 6,000 that year if it's more  
777 than 6,000. They catch that up the next year. So that's where I got the concept at to  
778 begin with. It doesn't have to be set on what this particular picture shows. It could be  
779 you could go into that calculator and change everything in this, the step raise, the base  
780 pay, the difference between the degrees. So this was like I said, was just a concept.  
781 Obviously we can't vote on this particular option tonight without some work done to it.  
782 So.

783

784 Travis Cole: So, if we did that, you're saying the cap and then anything remaining on  
785 that year's raise over the cap amount that allows is going to make up the next year.

786

787 Scott VanWinkle: It would go on to the next year plus the step. So.

788

789 Travis Cole: That's going to be contingent on another board buying into what we've  
790 started correct?

791

792 Scott VanWinkle: Unless you build these scales out for three years and put it as an  
793 option for us to vote on.

794

795 Shannon Stout: So from what you're saying and what I'm hearing from Dr. Farley is this  
796 would be the districts, we could build this out as the district's plan because we've  
797 talked about wanting to have a built out salary budget idea for a few years into the

798 future for incoming boards for working with the commissioners. So we could build it  
799 out for three years from our district perspective, but when we're actually approving  
800 year by year, we're submitting just that specific year to the state and there may need to  
801 be adjustments to Dr. Farley's point that now it's been raised so we have to go back in,  
802 adjust it.

803  
804 Scott VanWinkle: Yes.

805  
806 Shannon Stout: Submit that.

807  
808 Jon Matthews: Can we just, so year one, five and ten, that's the ones that the state sets  
809 the minimum whatever, and so can we not just as they change it here or there,  
810 wherever, if we're not meeting that already with this, can we not just change those one  
811 fives and tens?

812  
813 Rebecca Farley: So what happens when you do that is you get in the mess we've been  
814 in the past because you're not going to remain linear because.

815  
816 Shannon Stout: It has to be moved.

817  
818 Rebecca Farley: Right.

819  
820 Scott VanWinkle: So what you can do is this sheet, if you see the dark green has  
821 conditional formatting built into it. If you change the table that's also in this sheet, it  
822 will turn red if you don't meet the state requirement. So if you need to adjust that stay  
823 requirement year over year, you can change it in the math, then change the table to  
824 make sure that you're meeting the conditional formatting.

825  
826 Shannon Stout: If you change it in the green areas, does it recalculate the table to make  
827 sure that we're staying within our step amounts that we're keeping.

828  
829 Scott VanWinkle: You could build it to do that. I don't think I have it to do that right  
830 now just because this was a concept, but you could definitely do that and if that  
831 becomes an issue, you could basically just change the base. So if the base is 50,400  
832 where this one starts and you wanted to meet these criteria, you could raise the base  
833 to 51,000 and check and see if your conditional formatting's met. It would change it the  
834 whole scale.

835  
836 Elizabeth Stull: Does that then go ahead and affect the cap raise then? If you've  
837 adjusted that base?

838  
839 Scott VanWinkle: It would still be capped at 4,000 but it would extend it because you've  
840 actually increased. You've actually increased the base. So it would actually make, I don't  
841 know if that's explaining it well enough or not, but.

842  
843 Shannon Stout: The raise cap would stay the same but the salary cap would change?  
844  
845 Scott VanWinkle: Yes.  
846  
847 Shannon Stout: So it would still like that 4,000 would still be the raise cap, but because  
848 we've upped the salary amount, if we were to add the 4,000 on, then the salary cap  
849 would go up, but it's still only going to be that 4,000.  
850  
851 Elizabeth Stull: Okay. Just making sure that they wouldn't be losing out on say the  
852 \$4,000 raise, even if they would end up getting double because the base would be  
853 going up, but the raise part would then also still be going up too.  
854  
855 Scott VanWinkle: The cap would still stay the same, but the salary scale would actually  
856 go up because you've increased the base. The next year's salary would be higher, but  
857 the max they could get would be \$4,000 until they reach that salary scale amount. Then  
858 it will be just the step of right now, 725 in this example.  
859  
860 Elizabeth Stull: I guess I may or may not be completely understanding this correctly, but  
861 I guess my thought is that if the state says that it has to be increased, but they're  
862 looking at having a \$4,000 raise and they wouldn't be getting that full amount because  
863 the base comes up, then they would kind of be losing out on the full amount of their  
864 raise. Is that correct? I don't know if I'm explaining myself.  
865  
866 Scott VanWinkle: I don't think I'm understand your question very well, but.  
867  
868 Elizabeth Stull: Okay.  
869  
870 Scott VanWinkle: The main, what the state sets is what it has to be at these green  
871 marks and the dark green marks, which is year one, year five. It's really year six on ours  
872 because or year? Yeah, it's year six. It's year five on ours because it starts at zero and  
873 year 11 on ours, which is year 10, but they require us to be at a certain level at that  
874 year and if we don't meet that then in the past we've just raised that year up. What I'm  
875 suggesting is that we've raised the base up to make all the salary scale change and  
876 adjust so that we keep that linear scale.  
877  
878 Travis Cole: So other than this being step one of a three year plan or whatever, what  
879 would be the advantages to doing this versus option B? I looked at option B slightly a  
880 little bit more on each one, which kind of falls into our recruitment and retention.  
881  
882 Scott VanWinkle: It does, it does.  
883  
884 Travis Cole: Attempts.  
885

886 Scott VanWinkle: It does and it's starting to get linear. What this was designed for is  
887 because of the changes in benefits was to make sure that we offset that a little bit as  
888 we go along because our employees are going to start experiencing that insurance  
889 increase with option B with only a \$600 step and this way that kind of offsets it over  
890 the next three years, at least not for all employees, but for most employees. It offsets  
891 that expense a little bit as we go.

892  
893 Jon Matthews: I think just the random years that I picked, I know that in looking at it, it  
894 seemed like option F actually put more money in their paycheck than A or B, either  
895 one.

896  
897 Travis Cole: It does that. It doesn't show it on the documents because I'm looking at  
898 option B, comparing it to what was on the board and there's more money in option B.

899  
900 Scott VanWinkle: There is this year, but the next year it's only a 625 or \$600 step.

901  
902 Jon Matthews: Is that on the starting zero line or?

903  
904 Rebecca Farley: So for zero line on option F I think it's \$50,400 and here it's 50,760.

905  
906 Jon Matthews: Yeah, I was looking more.

907  
908 Rebecca Farley: And the state minimum next year has to be 50 as we all know. And  
909 when we started budget talks and trying to develop pay scale, somebody said that you  
910 all wanted to start at above 50 for zero. So that's why we did that. And there is a  
911 requirement too for year zero,

912  
913 Jon Matthews: I think I looked mostly at years beyond 10 for reference as far as what  
914 the pay difference was.

915  
916 Scott VanWinkle: We could go with option B would be fine, but then next year we're  
917 going to be looking at and we want to stay competitive, so this was looking at being  
918 competitive with other districts as well and it wouldn't be as competitive this year, but  
919 next year it starts to get closer and closer.

920  
921 Travis Cole: My fear is just like I said earlier about getting another board to buy into  
922 what we've done. This group has done very well at trying to fix however many years of  
923 screw ups.

924  
925 Sheri Nichols: Yeah, lots of years.

926  
927 Travis Cole: Lets call it what it is and I kind of feel like it's a gamble and putting good  
928 faith into the next board, we don't have a clue, especially in a transitional year. That's a  
929 fear that I've got with it.

930  
931 Jon Matthews: I think, and I don't want to throw this out there and you tell me what  
932 rules of order, Robert's rules of order we need to follow here, but I like the option F  
933 and that's why I made the motion to approve it. I think like you said, we can't  
934 necessarily approve it tonight because the math needs to math and can I take my  
935 motion and just table option F for right now, table this part until we can do that  
936 mathing. I know that we're going to try to meet and try to make a decision on this very  
937 soon. The only reason is just to.  
938  
939 Sheri Nichols: Yeah, really soon.  
940  
941 Jon Matthews: Yeah.  
942  
943 Sheri Nichols: We're close to being in front of county commission.  
944  
945 Rebecca Farley: Because if we don't get pay scales and I get, I know. Yeah, I know any of  
946 these pay scales. I'm looking between 36 million and 37 million. I know that, but me  
947 personally, when I sit down to explain this to you all to get you to vote, I want to have it  
948 complete and I want to be able to tell you what the increase is. And if we don't have  
949 pay scales, I can't do that.  
950  
951 Scott VanWinkle: You can, do it on 37 or the maximum one of these three. You can do  
952 that.  
953  
954 Rebecca Farley: It would be really, really hard to try to convey that and get everybody  
955 to understand. And that's what I want to do. Before you all have to vote on a budget.  
956  
957 Scott VanWinkle: What are the differences between the three pay scales? Just a couple  
958 hundred thousand dollars. Between 300,000 between each one of them.  
959  
960 Rebecca Farley: Yep probably.  
961  
962 Scott VanWinkle: Just do the maximum and say if you guys go with the maximum, this  
963 is where we'll be and think that's option A. If it gets tabled. It hasn't been motioned to  
964 be tabled yet. I'm just saying we can get a budget together.  
965  
966 Sheri Nichols: One, what is the negative of going with option B?  
967  
968 Jon Matthews: To me, it doesn't look far enough ahead. To me, we're doing the same  
969 thing over and over and over again and we're having to come in and discuss it for hours  
970 upon hours and this, that and the other and this option F gives us, we've already know  
971 what we're going to work on next year. I mean to me it puts us two months ahead for  
972 next year's budget. You know what I mean? So that we can come in, we can say.  
973

974 Chris King: Potentially.  
975  
976 Sheri Nichols: Potentially, because we're going to have a whole new board.  
977  
978 Jon Matthews: Well.  
979  
980 Scott VanWinkle: If you build it out though for three years and then next year the state  
981 increases the amount, all you have to do is change the base. All you'd have to vote on is  
982 to change the base.  
983  
984 Elizabeth Stull: Are we able to go ahead? Basically, you're asking us to go ahead and  
985 approve a pay scale for what, three or four years?  
986  
987 Sheri Nichols: Yeah.  
988  
989 Scott VanWinkle: Three. It would be three.  
990  
991 Elizabeth Stull: And are we able to go that far ahead?  
992  
993 Scott VanWinkle: We can approve it. It's still going to have to go be discussed.  
994  
995 Jon Matthews: We would probably still have to approve it next year as well.  
996  
997 Scott VanWinkle: Yeah.  
998  
999 Jon Matthews: We continue with moving this direction with this pay scale the way it is.  
1000 You know what I mean?  
1001  
1002 Shannon Stout: If we were to go with F with the proper calculations on it, let's say we  
1003 all decided that I would think that we would need to approve it for the 26 27 school  
1004 year, but then the rest of it's just our trajectory that we're working on here within the  
1005 district. So we'd still approve it year by year, but knowing that we've built it out in a  
1006 way that we know the next year we can make the adjustments that are necessary  
1007 without having to go back and look at all the step raises and everything all over again.  
1008  
1009 Jon Matthews: I think it helps shorten up these discussions of what we're going through  
1010 right now. And that's why, that's the only reason I say I'm not ready to just fully commit  
1011 to B or A without knowing the full extent of what F is or what F can be. And if it's two or  
1012 three days of getting that, then it's two or three days. I don't want to be. I don't want to  
1013 pressure everybody else to say, we have to have it tonight and this is the only night we  
1014 can ever have it. You know what I mean? I don't think any board should ever be put to  
1015 that kind of deadline. I don't think anybody should be.  
1016  
1017 Shannon Stout: We don't want to be shortsighted in it either.

1018  
1019 Elizabeth Stull: Well, and I see Travis's point as far as next year, a whole other board is  
1020 going to go ahead and be voting on it. Are they going to go ahead and agree to the plan  
1021 that we set in place if we would go forward with option F?  
1022  
1023 Shannon Stout: They might not. But they've got a template which to work from to start  
1024 with which we've never had.  
1025  
1026 Elizabeth Stull: Which is better than we. Yes, that's correct. We never had that. No, not  
1027 a good one.  
1028  
1029 Travis Cole: I'm not saying that doing option F is the wrong idea, it's just, I kind of feel  
1030 like maybe this is the wrong time to try to do something that forward thinking. As crazy  
1031 as that is to say, I just hate to see the work that this board's put in making linear fair  
1032 pay scales get derailed because of unknowns that are out of our control.  
1033  
1034 Rebecca Farley: Well, and along the line.  
1035  
1036 Jon Matthews: And that's, go ahead, I'm sorry.  
1037  
1038 Rebecca Farley: That's okay. Along the lines of what you all are saying. So yes, we will  
1039 have new members coming on in September, but then the next year there will be no  
1040 new members. So maybe a compromise is to go with A or B this year, have these scales,  
1041 make sure that we are competitive and along the same lines for next year and project  
1042 out those three years or two years or whatever you all want to project out. This is part  
1043 of this job and I mean has it been rough at times? Yeah, but you all have had plenty of  
1044 pay scale options put before you at every time that we've had a meeting, so.  
1045  
1046 Scott VanWinkle: We did not, we took 'em off the agenda last time.  
1047  
1048 Rebecca Farley: Yes, we did. Sorry, but I mean.  
1049  
1050 Scott VanWinkle: And the last time we actually looked at 'em was in a work session  
1051 with only.  
1052  
1053 Rebecca Farley: Four here, yeah.  
1054  
1055 Scott VanWinkle: Four people here. So we have not had time to look at pay skills in my.  
1056  
1057 Rebecca Farley: My apologies.  
1058  
1059 Scott VanWinkle: In my opinion.  
1060  
1061 Jon Matthews: And that's the only point I'm trying to get to is I think F is probably one

1062 of our most viable options going forward for the future. And if it's two or three days, I  
1063 mean you were talking about having a meeting March 31st, right?

1064  
1065 Rebecca Farley: Yes.

1066  
1067 Jon Matthews: So next Tuesday or whatever, can we have the math mathed out by  
1068 then for option F?

1069  
1070 (Laughter)

1071  
1072 Jon Matthews: That's my question. I mean, if it's going to take months to build this, to  
1073 finish this option F, then yeah, let's go ahead and I'll withdraw my motion. But if it's  
1074 something that we can have three or four days to have a solid mathed out plan.

1075  
1076 Rebecca Farley: I mean I think we have the majority of it completed based on your  
1077 sheet, right? So I can get with Ms. Delk, as I've told most of you, I will not be in the  
1078 office tomorrow and will have limited availability, but we can try our best.

1079  
1080 Elizabeth Stull: Jon, did you amend your motion?

1081  
1082 Jon Matthews: Not yet.

1083  
1084 Elizabeth Stull: You did not? Okay.

1085  
1086 Chris King: Mr. Chair.

1087  
1088 Scott VanWinkle: Yes sir.

1089  
1090 Chris King: I'd like to ask Dr. Farley what her recommendation would be?

1091  
1092 Sheri Nichols: I was going to do that.

1093  
1094 Chris King: A, B, D, G, I, whatever.

1095  
1096 Rebecca Farley: I have. When Mr. VanWinkle first approached me about a pay scale  
1097 with a cap, I really liked the idea and we had worked out some numbers and we got  
1098 some numbers in, and as he said, when we got the first numbers in, it was 38 million.  
1099 And I told him I liked that cap, but that was a lot. So in going back and looking, I prefer  
1100 B, and the reason I do is because B is easier to understand and there's not much  
1101 difference in this first year, as he has said, there is not that much difference between all  
1102 three scales.

1103  
1104 Sheri Nichols: A couple hundred thousand.

1105

1106 Travis Cole: Would you, Dr. Farley, would you agree if we were to go with B, that F  
1107 could be something that we could work on in the time between now and the spring  
1108 next year when we're doing this process again with the new board, we've done really  
1109 well on Ms. Stout's recommendation, having a little bit of budget stuff all year long.  
1110 Could we maybe do that with F? And I know F is probably the one to work towards for  
1111 the long run, but.  
1112  
1113 Rebecca Farley: Absolutely. I would just ask, please let me get this budget approved  
1114 through county commission before we start working on budgets again. But yeah, we  
1115 can start working on that.  
1116  
1117 Travis Cole: You don't want to work on two at once.  
1118  
1119 (Laughter)  
1120  
1121 Rebecca Farley: I would rather not, but we'll do what I have to do.  
1122  
1123 Sheri Nichols: One is fun enough.  
1124  
1125 Rebecca Farley: But you all do have a motion on the floor with a second.  
1126  
1127 Elizabeth Stull: I am more in line with Jon's thinking as far as having a few more days to  
1128 go ahead and look it all over A and see what the final actually corrected math would be  
1129 on F before making a final decision.  
1130  
1131 Chris King: Would we not be better off the table for five days rather than do something  
1132 and make an adjustment later?  
1133  
1134 Sheri Nichols: Say that again Mr. King. I'm sorry, I didn't hear you.  
1135  
1136 Chris King: I asked would we not be better to table it for five days and then decide  
1137 rather than decide something and then have to amend it later.  
1138  
1139 Travis Cole: And then do a special call after the work session for on the 31st or 2nd,  
1140 whichever you choose. That would still get us in there.  
1141  
1142 Rebecca Farley: Sure, yeah.  
1143  
1144 Chris King: I think that kind of answers the question. When we're going to meet next  
1145 Tuesday or next Thursday?  
1146  
1147 Scott VanWinkle: Is that an amendment or will you?  
1148  
1149 Chris King: Do I need to table it since I made the motion or does it? Kind of lost on?

1150  
1151 Shannon Stout: You can amend your motion then I'll amend my second.  
1152  
1153 Jon Matthews: Do what now? I'm sorry.  
1154  
1155 (Audio)  
1156  
1157 Chris King: You withdraw and move to table.  
1158  
1159 Jon Matthews: Okay, so I'll withdraw and move to table my motion.  
1160  
1161 Shannon Stout: And I will remove my second and move to table on the second or  
1162 second to the table.  
1163  
1164 Scott VanWinkle: So there's a motion and a second to table the certified pay scales until  
1165 the work session.  
1166  
1167 Sheri Nichols: Do we want to pick a day while we're at it or we have to vote first?  
1168  
1169 Scott VanWinkle: We should probably go ahead and vote first. We can pick a date.  
1170  
1171 Shannon Stout: And that would include that motion includes to get, as Mr. Matthew  
1172 said, get the math, math, mathed, right?  
1173  
1174 Jon Matthews: Get the math mathing.  
1175  
1176 Shannon Stout: So it's an accurate number. So we're comparing apples to oranges to  
1177 pears, but we have an idea of the difference between the three, a solid difference  
1178 between the three.  
1179  
1180 Scott VanWinkle: Any other discussion?  
1181  
1182 (Silence)  
1183  
1184 Scott VanWinkle: All those in favor of tabling say aye.  
1185  
1186 All Board Members: Aye.  
1187  
1188 Scott VanWinkle: All those opposed say nay.  
1189  
1190 (Silence)  
1191  
1192 Scott VanWinkle: The ayes have. Brings us to insurance.  
1193

1194 Rebecca Farley: When do you want to set a date?  
1195  
1196 Sheri Nichols: Oh yeah.  
1197  
1198 Scott VanWinkle: Okay. Date. What were the options again?  
1199  
1200 Rebecca Farley: Tuesday, March the 31st or Thursday, April the 2nd.  
1201  
1202 Elizabeth Stull: And what time.  
1203  
1204 Rebecca Farley: Typically work session starts at four.  
1205  
1206 Shannon Stout: So I.  
1207  
1208 Sheri Nichols: I'm good either day.  
1209  
1210 Shannon Stout: I know I wouldn't be able to be here in person on the 31st or 1st, but I  
1211 might be able to make it in person on the 2nd.  
1212  
1213 Rebecca Farley: It is the 2nd. The 31st or the 2nd?  
1214  
1215 Shannon Stout: Oh, 31st or 2nd. So I wouldn't be able to be here in person on the 31st.  
1216 I might be able to make it on the 2nd, but I should meet the criteria for calling in if the  
1217 31st works best for everybody.  
1218  
1219 Sheri Nichols: I'm good either day.  
1220  
1221 Scott VanWinkle: I can do either day too.  
1222  
1223 Sheri Nichols: The 2nd, let's do the 2nd and then Shannon can be here. Can you be  
1224 here?  
1225  
1226 Jon Matthews: That work for you Elizabeth?  
1227  
1228 Scott VanWinkle: 2nd, okay?  
1229  
1230 Rebecca Farley: Yeah.  
1231  
1232 Elizabeth Stull: I just have to line somebody up. So either day.  
1233  
1234 Rebecca Farley: So the work session will be next Thursday, April the 2nd at four o'clock  
1235 here  
1236  
1237 Scott VanWinkle: With a special call afterwards.

1238  
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1260

Rebecca Farley: And you do want a special call to follow? To approve?

Sheri Nichols: Yes.

Rebecca Farley: And the only agenda item we will have on that is the certified pay scales.

Scott VanWinkle: Yes.

Rebecca Farley: Please know. And let me announce this publicly. Please know when we go in and build our agenda on the TSBA website, we have to put a time, so it will not let us put to follow the work session. So it will have a time and if the time says 4:30, that'll make sure we get everything done just to make sure everybody can be here.

Shannon Stout: And the special call will be purely just to vote on the pay scales.

Motion to approve \$1 increase classified pay scale and move both custodian mower and secretary positions into one payscale at the higher hourly rate.

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

**MOTION: Motion Carried**

Motion to approve longevity pay increase.

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

**MOTION: Motion Carried**

Motion to approve Classified Supervisor & Safe School Counselor \$2000 increase pay scale.

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

**MOTION: Motion Carried**

1261

1262 Motion to approve Certified Supervisor & Principals scale.

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

**MOTION: Motion Carried**

1263

1264 Motion to table until special called meeting after next work session.

**VOICE VOTE:** (mover-yes) Matthews  
(seconder-yes) Stout  
Yes: 7, No: 0

**MOTION: Motion Tabled**

1265

1266 \*\*Insurance

1267 Scott VanWinkle: Insurance.

1268

1269 Rebecca Farley: So next is insurance. We had Gallagher, which is an insurance group,  
1270 come and they gave us a presentation and they did suggest you all setting an amount  
1271 to set aside for insurance for all of the employees.

1272

1273 Scott VanWinkle: Did you have a suggestion?

1274

1275 Rebecca Farley: Based on the information that they gave us a good number to cover  
1276 everything would be around 11.7 million.  
1277  
1278 Jon Matthews: I don't, we got to have a motion to discuss.  
1279  
1280 Travis Cole: I'll move to approve the insurance recommendation by Dr. Farley and  
1281 giving 11.7 million to that line item.  
1282  
1283 Chris King: Second.  
1284  
1285 Scott VanWinkle: Motion and a second to approve 11.7 million for the insurance  
1286 budget line. Any discussion?  
1287  
1288 Travis Cole: I think that falls in line with Gallagher that we contracted for their expertise  
1289 and that was their recommendation.  
1290  
1291 Jon Matthews: I have questions. For one, so in just approving a dollar amount, that  
1292 means we have no say over whatever the insurance is, it's just it is. You guys pick  
1293 whatever plan or direction that we pay for. I guess you guys get to set all of the  
1294 insurance options. Is that what I'm hearing?  
1295  
1296 Scott VanWinkle: So what happens if we approve that in the budget line?  
1297  
1298 Jon Matthews: Yeah, if we approve,  
1299  
1300 Scott VanWinkle: I guess that's the question?  
1301  
1302 Jon Matthews: \$11.7 million and all of that responsibility of insurance then falls on you,  
1303 correct?  
1304  
1305 Rebecca Farley: Yes.  
1306  
1307 Scott VanWinkle: Nothing else. Nothing else happens. You just set that.  
1308  
1309 Rebecca Farley: Well, I mean we would have to look and see. We still don't have the  
1310 insurance increases yet. And Gallagher told us last week in the work session that they  
1311 are expected to go up 10 to 12%.  
1312  
1313 Travis Cole: And it was their recommendation to do it this way, to approve a dollar  
1314 amount and then let Dr. Farley and her team work out the details that's what. That's  
1315 literally what their recommendation was.  
1316  
1317 Scott VanWinkle: Does that?  
1318

1319 Jon Matthews: And I'm not saying that they're not professional and have the best  
1320 interest at heart, but at the same time having an insurance company tell me just to  
1321 approve a big number for insurance and let it go, it just.  
1322

1323 Rebecca Farley: They're not an insurance company.  
1324

1325 Sheri Nichols: Yeah.  
1326

1327 Jon Matthews: Just advisory. They don't have anything to do with.  
1328

1329 Travis Cole: They're not making a dollar.  
1330

1331 Sheri Nichols: There not making any money.  
1332

1333 Jon Matthews: They're making a dollar somewhere. But that's what I'm.  
1334

1335 (Audio)  
1336

1337 Rebecca Farley: So what they did.  
1338

1339 Sheri Nichols: They're advisory.  
1340

1341 Rebecca Farley: So Mr. Matthews, what they did is Ms. Stout and Mr. VanWinkle saw  
1342 them at TSBA and that was a group that they had asked me to reach out to and they  
1343 have ran all of these insurance analysis and options and they did that at no charge to  
1344 us. That's just a service that they provide. They came in and shared in the meeting last  
1345 week their findings.  
1346

1347 Jon Matthews: Well, and here's where I have the issue, I guess, and it's because I'm  
1348 elected to represent the people in my district. I'm elected to represent the teachers,  
1349 the schools, everybody in my district. And if I have no say over what insurance plan you  
1350 decide to go with, then I don't feel like I'm able to represent them and what they want.  
1351 And I know that you have the MOU to go with to go back to the teachers and this, that  
1352 and the other, and you guys can fuss and argue all you want to and I guess you'll come  
1353 up with what you want. I don't know that filling this position as a representative of  
1354 those teachers and the phone calls that I get afterwards, I don't think, I don't feel that  
1355 I'm being fair to them by just laying all of it on you and saying, it's all your decision now  
1356 and you take all the blame. You know what I mean? Just, that's my opinion.  
1357

1358 Shannon Stout: I think to help with that a little bit, to ease your mind a little bit on that,  
1359 since you weren't here from the work session, the discussion that we had we're  
1360 working within a very limited scope as a board and we've been working with just the  
1361 state plans that are out there not knowing that there's a lot of other plans that are  
1362 options. It doesn't just have to be the state plan. There's other plan options out there.

1363 He talked to us about having possibly an onsite clinic that a lot of schools are doing and  
1364 counties are doing. So there's a lot of options out there that we're not aware of as a  
1365 board that really has to do with running the district more operationally. And there are  
1366 things that Dr. Farley learned from all this working with them. So they're experts on  
1367 what's out there and what we can do within the law as a school district to maximize the  
1368 budget that we do have. And we were kind of, this is the way we've always done it, but  
1369 we were kind of put in the cart before the horse. We were trying to figure out what  
1370 kind of plan we should pick and pigeonholing everybody into that plan based on where  
1371 we thought maybe we needed to land on budget. And his recommendation was to  
1372 come in and figure out how much money do we really have to spend on it. The board  
1373 approves that because our job to approve the budget, the board approves that. And  
1374 then Dr. Farley, the district, her team, the teachers, Gallagher, they all work together  
1375 on all these different options that we have. So we can really maximize that budget that  
1376 we've approved versus trying to pick a state plan and pigeonhole them into that state  
1377 plan, that level of a state plan.

1378  
1379 Travis Cole: And to echo what she just said, Gallagher's still involved and they're still  
1380 involved in getting the adequate product that we're looking for the employees.

1381  
1382 Shannon Stout: And in addition to that, they come in and they do training with the  
1383 employees. So the training, the employees will learn about the programs that are  
1384 available and what to do best in their medical situation.

1385  
1386 Jon Matthews: Yeah, see, I think that's been a lot of our problem is we've just pushed  
1387 everybody towards the premier plan for all these years and this because that's what  
1388 we'll pay for. Just go to the premier and it has cost us.

1389  
1390 Sheri Nichols: And this stops that.

1391  
1392 Shannon Stout: A lot of money.

1393  
1394 (Audio)

1395  
1396 Jon Matthews: For no reason.

1397  
1398 Shannon Stout: We've overinsured for years because.

1399  
1400 Jon Matthews: For years.

1401  
1402 Shannon Stout: Because all those benefits aren't being used and we can take that  
1403 money and put it somewhere where it's being used by the district.

1404  
1405 Jon Matthews: I mean, I'm not, I don't know what all the insurance ins and outs and I  
1406 ain't trying to say that I do, but I feel like, and I know that I'm not the only one

1407 representing people here. So I mean it's a board vote. So  
1408  
1409 Travis Cole: None of us up here are insurance experts.  
1410  
1411 Shannon Stout: No, definitely.  
1412  
1413 Travis Cole: Maybe missed Stout.  
1414  
1415 (Audio)  
1416  
1417 Shannon Stout: Not health insurance. Not health insurance. I'm not claiming that.  
1418  
1419 Travis Cole: This is no different than following the advice of our attorney or the  
1420 attorney's team.  
1421  
1422 Sheri Nichols: Right.  
1423  
1424 Travis Cole: Hired somebody to come in, give us  
1425  
1426 Jon Matthews: Yeah.  
1427  
1428 Travis Cole: Their field of expertise and their opinion, and they're still involved. This is  
1429 what they told us to do. Anything other than that's thinking outside the box and.  
1430  
1431 Elizabeth Stull: One of my biggest concerns about it all though is having our employees  
1432 paying more for less coverage.  
1433  
1434 (Audio)  
1435  
1436 Elizabeth Stull: I mean that is, I mean, I know that we've had this higher insurance plan,  
1437 and I'm not saying that's the right one for us to go with as a district, but I mean  
1438 insurance out there for everyone is not a whole lot of fun, but paying more for less  
1439 coverage is not a good option either.  
1440  
1441 Shannon Stout: And that's where it was. So it was like a light bulb went off when he  
1442 came in and said, you figure out how much you have in your budget, you budget for it.  
1443 And then we go in and we look at everything that's available and we plug in the best  
1444 thing for the employees for what the needs of the district are.  
1445  
1446 Sheri Nichols: Yep. I love the idea of the clinic. I think that's fantastic.  
1447  
1448 Shannon Stout: Yeah.  
1449  
1450 Scott VanWinkle: So quick question. The overall amount, is that going to cover life

1451 insurance and health insurance?

1452

1453 Rebecca Farley: This is just health insurance.

1454

1455 Scott VanWinkle: Just health insurance, which last year we were at 10.747 million. If we  
1456 go to 11.7, that's a little less than a 10% increase in what we're budgeting for insurance.  
1457 Somewhere around 9%. So at 11.8 that would be a 10% budgeted increase in health  
1458 insurance.

1459

1460 Rebecca Farley: But I think too, what you have to do is you have to look and see one of  
1461 the options, as people have said here, and I know everybody wasn't here last week at  
1462 the work session, but one of the options was looking and he explained to us all of the  
1463 value of insurance and the different state plans. You've got the premier, you've got the  
1464 standard, you've got the limited, and you've got the health savings account. And he  
1465 really talked to us about the limited insurance and they have values, insurances are  
1466 ranked gold, silver, and bronze. And all of the plans, even the limited plan is ranked I  
1467 think as bronze or silver. I can't remember right off the top of my head. So that's good  
1468 insurance. But looking at going with the limited plan, continuing coverage 100% for our  
1469 employees, both classified, both certified, and looking at an option of a percentage for  
1470 children to have to pay for both certified and classified staff, which we don't have that  
1471 now. That would be an added b.us for our classified folks. And then having a clinic on  
1472 site and in the clinic would be a PA and the clinic would be open for the teachers and  
1473 their families, their children and their spouse could go. They wouldn't have a copay if  
1474 they went to our clinic. The clinic could also do drug testing for us. The clinic could also  
1475 do TDOT physicals for our bus drivers. The clinic could do drug testing if we had an  
1476 issue that we needed that taken care of as well. So that was kind of exciting for me.  
1477 Robertson County has done it. Warren County has done it, and Lebanon Special School  
1478 District has done it and they have all seen a decrease in teacher absentee, which we all  
1479 know we have a sub issue too. So that was an added bonus as well.

1480

1481 Scott VanWinkle: I guess my question was going to, would 11.8 be out of the question?

1482

1483 Rebecca Farley: No.

1484

1485 Scott VanWinkle: That would be a 10% basically increase over last year, which is we're  
1486 expecting a 10 to 12%.

1487

1488 Rebecca Farley: Correct.

1489

1490 Shannon Stout: Do we need it based on what Dr. Farley just said though? If we could  
1491 conceivably do what she's talking about.

1492

1493 Rebecca Farley: Well, I'll take that extra point anytime.

1494

1495 Sheri Nichols: She'll take it anytime.  
1496  
1497 Rebecca Farley: I'll take 11.8. I won't argue.  
1498  
1499 Sheri Nichols: Yep.  
1500  
1501 Rebecca Farley: But we have a motion currently for 11.7, so they would need to amend  
1502 their motion, but I'll take that 11.8.  
1503  
1504 Travis Cole: If the board would be more receptive to that item. Amend the motion to  
1505 make it 11.8 for insurance.  
1506  
1507 Elizabeth Stull: I will second that.  
1508  
1509 Scott VanWinkle: In a motion by Mr. Cole. Amended motion by Mr. Cole to approve  
1510 11.8 million in the budget and a second by Ms. Stull any other discussion?  
1511  
1512 Sheri Nichols: No, sir.  
1513  
1514 Scott VanWinkle: Okay. A roll call.  
1515  
1516 Chris King: It gives us.  
1517  
1518 Scott VanWinkle: I'm sorry. Go ahead. Sorry.  
1519  
1520 Chris King: I think it gives us more options and more benefits to look at.  
1521  
1522 Shannon Stout: Oh yeah.  
1523  
1524 Chris King: For the same increase.  
1525  
1526 Shannon Stout: Get more bang for the district buck was providing better services.  
1527  
1528 Sheri Nichols: Yeah. Help take care of our people.  
1529  
1530 Shannon Stout: For our employees. Yeah.  
1531  
1532 Sheri Nichols: Yeah.  
1533  
1534 Chris King: Needs.  
1535  
1536 Shannon Stout: Yes.  
1537  
1538 Chris King: It's everybody.

1539  
1540 Shannon Stout: Yeah.  
1541  
1542 Sheri Nichols: Family.  
1543  
1544 Scott VanWinkle: Okay. Madam Secretary, roll call please.  
1545  
1546 Diane McCartney: My turn.  
1547  
1548 (Laughter)  
1549  
1550 Diane McCartney: Mr. King?  
1551  
1552 Chris King: Yes.  
1553  
1554 Diane McCartney: Mr. Matthews?  
1555  
1556 Jon Matthews: No.  
1557  
1558 Diane McCartney: Ms. Nichols?  
1559  
1560 Sheri Nichols: Yes.  
1561  
1562 Diane McCartney: Ms. Stout?  
1563  
1564 Shannon Stout: Yes.  
1565  
1566 Diane McCartney: Ms. Stull?  
1567  
1568 Elizabeth Stull: Yes.  
1569  
1570 Diane McCartney: Mr. Cole?  
1571  
1572 Travis Cole: Yes.  
1573  
1574 Diane McCartney: Mr. VanWinkle  
1575  
1576 Scott VanWinkle: Abstain.  
1577  
1578 Diane McCartney: Yeses have it.  
1579 Motion to approve \$11.8 million budget.

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

(seconder-yes) King

Yes: 5, No: 1, Pass: 1 Matthews: No

**MOTION: Motion Carried**

1580

1581

\*\*Sub Pay

1582

(Exhibit #6)

1583

1584

Rebecca Farley: Do you want me to go next? You want me to bring this?

1585

1586

Scott VanWinkle: Substitute cost objections.

1587

1588

Rebecca Farley: So next we have a sub pay. Looking at this, this is based on, so currently we have a classified amount, we have a certified amount, and we have a retired teacher amount. So you have had the projections based on 180 days.

1589

1590

1591

1592

Shannon Stout: Mr. Chair, I make a motion that we approve a \$100 a day for the classified for the substitute and \$125 a day for the certified substitute.

1593

1594

1595

Rebecca Farley: What are you wanting to do about retired teachers?

1596

1597

Shannon Stout: Certified \$125.

1598

1599

Rebecca Farley: So for all?

1600

1601

Shannon Stout: Two categories, Yeah.

1602

1603

Rebecca Farley: Gotcha.

1604

1605

Travis Cole: Second.

1606

1607

Shannon Stout: \$100 for non-certified and \$125 for certified. So if you're certified and you keep up your certification and the expense and the time involved with that, you get the \$125. You're not a \$100.

1608

1609

1610

1611

Scott VanWinkle: Motion and a second motion by Ms. Stout, second by Mr. Cole to pay classified subs. \$100 per day and certified subs \$125 per day. Any discussion?

1612

1613

1614 Shannon Stout: I just don't think bringing somebody in for under a hundred dollars a  
1615 day, pulling the substitutes in that we need. There's cost involved to substitute, they  
1616 have to get fingerprinted background check. So they're taking the time to do that and  
1617 driving to do that and coming through the substitute training. And so I think anything  
1618 under a hundred dollars a day to get somebody quality in the classroom that's going to  
1619 work with our kids, that we want to put our kids in their hands. We need to do that at a  
1620 hundred. We had two different options, retired, certified, and then just straight  
1621 certified. And I appreciate that our retired teachers come back and substitute for us.  
1622 That's great. They're familiar with the district and how things work. So I'm not trying to  
1623 push them away, but I think anybody who's certified has to meet the same criteria to  
1624 stay certified and just paying certified across the board at 125. So that's why I made  
1625 that suggestion.

1626  
1627 Jon Matthews: Can I ask a question right Fast?

1628  
1629 Scott VanWinkle: Sure, Mr. Matthews, go ahead.

1630  
1631 Jon Matthews: And I know that this is teacher sub pay, but there's other subs that we  
1632 have also. Is there a place, do we have a raise for them? The only reason I say that is  
1633 because I think, and I know this just from personal experience and I ain't sure if it's  
1634 went up or it's not, but I know nurse sub pay is like \$75 still or last I knew of.

1635  
1636 Rebecca Farley: So I think Ms. Polson has some nurses that are PRN and so they work as  
1637 needed. So they're kind of a sub when she needs them. From my understanding. And  
1638 yes, this would be for everybody. If we have to get a sub for a, we're required to get a  
1639 sub for pre-K assistance and for special education assistance, all of that falls in this  
1640 amount.

1641  
1642 Jon Matthews: Including the nurses.

1643  
1644 Rebecca Farley: But now nurses may be different because of the PRN.

1645  
1646 Jon Matthews: Yeah.

1647  
1648 Rebecca Farley: Because she's got some extra nurses that are on the budget, I do  
1649 believe as PRN. So they don't work all the time. She just calls 'em in when she needs  
1650 them. Here's Ms. Polson.

1651  
1652 Sheri Nichols: Hi Ms. Polson.

1653  
1654 Marsha Polson: The sub nurse pay is a little bit more than the said teacher pay.

1655  
1656 Jon Matthews: Okay.

1657

1658 Rebecca Farley: Okay. Because regardless.  
1659  
1660 Marsha Polson: Make it equitable with the rate of pay that they make being a nurse in  
1661 the clinic.  
1662  
1663 Jon Matthews: Like I said, that was just the last I knew of it a long time ago and I  
1664 wanted to make sure. And even bus drivers or anybody else, I mean everybody's, we've  
1665 got subs that's not just necessarily in the classroom.  
1666  
1667 Rebecca Farley: Well, this is all school subs for teachers and teacher assistants.  
1668  
1669 Sheri Nichols: Thank you.  
1670  
1671 Jon Matthews: Thank you.  
1672  
1673 Scott VanWinkle: Any other discussion?  
1674  
1675 Chris King: I would like to amend it to be as presented. We've got the retired at 150.  
1676  
1677 Elizabeth Stull: So you're wanting all three options, is that what you're saying?  
1678  
1679 Chris King: Yeah.  
1680  
1681 Elizabeth Stull: Okay.  
1682  
1683 Chris King: Yeah, that first one has 100 for non cert. 125 for certified and 150 for  
1684 retired.  
1685  
1686 Scott VanWinkle: It's not option two.  
1687  
1688 Rebecca Farley: I mean these were not options. These were just kind of how we did  
1689 that. I mean, I know it says option two, but it's kind of.  
1690  
1691 Scott VanWinkle: I think certified subs are 125 at option two classified are 100 option  
1692 two. And if you go to the top, retired 150 at option two. So it'd be overall option two.  
1693  
1694 Shannon Stout: Two across the board.  
1695  
1696 Scott VanWinkle: Across the board.  
1697  
1698 Rebecca Farley: Okay. I see what you're saying now. Little slow on that. Sorry.  
1699  
1700 Scott VanWinkle: No worries.  
1701

1702 Rebecca Farley: I've looked at so many charts and so many numbers. My apologies.  
1703  
1704 Shannon Stout: So we have an amendment, we'd need to second on the amendment if  
1705 we were going to vote on that or no, second.  
1706  
1707 Elizabeth Stull: I'll second that.  
1708  
1709 Scott VanWinkle: And there's an amendment to use option two on the sub cost  
1710 projections. And it's Mr. King and a second by Ms. Stull, any discussion?  
1711  
1712 Travis Cole: Got more of a question. What do other districts do? Does every district pay  
1713 a retired teacher more to come in and sub?  
1714  
1715 Rebecca Farley: No.  
1716  
1717 Travis Cole: So with that being the case, I would be more inclined to split the difference  
1718 and still have two numbers to simplify it. We have no takers on that. But having  
1719 classified and certified only would simplify this for everybody's sake. What if we did the  
1720 classified at 100 certified, retired, or not certified at 135, 140 a day and meet in the  
1721 middle?  
1722  
1723 Chris King: That would work.  
1724  
1725 Shannon Stout: Okay.  
1726  
1727 Rebecca Farley: So we're going to have another amendment.  
1728  
1729 (Laughter)  
1730  
1731 Rebecca Farley: Going to have going to a third amendment here somebody.  
1732  
1733 Sheri Nichols: Say that again?  
1734  
1735 Scott VanWinkle: Let's vote on this amendment.  
1736  
1737 Shannon Stout: Yeah, vote on Mr. King's amendment. And then I can change my  
1738 original motion.  
1739  
1740 Elizabeth Stull: Can I remove my second?  
1741  
1742 Scott VanWinkle: You could remove your second, yeah.  
1743  
1744 Shannon Stout: You can, and then you could remove your, and then I can amend mine.  
1745

1746 Chris King: If your going to remotion.  
1747  
1748 Sheri Nichols: Yeah. Okay.  
1749  
1750 Shannon Stout: I'll.  
1751  
1752 Sheri Nichols: We're removing and restating.  
1753  
1754 Scott VanWinkle: We're removing the second and the motion.  
1755  
1756 Sheri Nichols: Restating a third one. I got it. Okay. I just want to make sure I'm on the  
1757 right page here.  
1758  
1759 Shannon Stout: So I will amend the original motion.  
1760  
1761 Sheri Nichols: Thanks, Jason.  
1762  
1763 Shannon Stout: To pay the classified \$100 a day and the certified 130?  
1764  
1765 Chris King: 135.  
1766  
1767 Travis Cole: Let's go 135.  
1768  
1769 Shannon Stout: 135. Okay, so 100 for the classified and 135 for certified for the  
1770 substitutes. Got it.  
1771  
1772 Travis Cole: I'll second the amendment.  
1773  
1774 Scott VanWinkle: Motion and a second for classified to be paid 100 for substituting and  
1775 certified to be paid 135 for substituting. Any other discussion?  
1776  
1777 Chris King: That works.  
1778  
1779 Sheri Nichols: Got it Diane?  
1780  
1781 Scott VanWinkle: Madam Secretary, roll call please.  
1782  
1783 Sheri Nichols: She's holding her neck we're in trouble.  
1784  
1785 (Laughter)  
1786  
1787 Diane McCartney: Mr. King?  
1788  
1789 Chris King: Yes.

1790  
1791 Diane McCartney: Mr. Matthews?  
1792  
1793 Jon Matthews: Yes.  
1794  
1795 Diane McCartney: Ms. Nichols?  
1796  
1797 Sheri Nichols: Yes.  
1798  
1799 Diane McCartney: Ms. Stout?  
1800  
1801 Shannon Stout: Yes.  
1802  
1803 Diane McCartney: Ms. Stull?  
1804  
1805 Elizabeth Stull: Yes.  
1806  
1807 Diane McCartney: Mr. Cole?  
1808  
1809 Travis Cole: Yes.  
1810  
1811 Diane McCartney: Mr. VanWinkle?  
1812  
1813 Scott VanWinkle: Yes.  
1814  
1815 Diane McCartney: Yeses have it for 100 and 135.  
1816  
1817 Sheri Nichols: Yay.  
1818  
1819 Shannon Stout: Two categories. Hey, we removed a third category right there. We  
1820 made it more simple.  
1821  
1822 Rebecca Farley: Yeah, it only took three motions and amendments and seconds and all  
1823 that to do it, but hey, we did it.  
1824  
1825 (Laughter)  
1826  
1827 Sheri Nichols: We did!  
1828  
1829 Rebecca Farley: Awesome!  
1830  
1831 Shannon Stout: Okay, moving on.  
1832  
1832 Motion to approve 2 categories, \$100 a day for classified, \$135 a day for certified.

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

**MOTION: Motion Carried**

1833

1834 \*\*Athletic/Activities Supplements

1835 (Exhibit #7)

1836

1837 Scott VanWinkle: Athletic and activities supplements.

1838

1839 Rebecca Farley: Okay, so let me think. Hang on, Ms. Diane, before you click, let me see  
1840 what we need to click on first please. And thank you. So if you would click on the third  
1841 one. So this is currently our supplement sheet. This is how many you have per school,  
1842 how many you have per district. Basically at this time, coaches and activity leaders or  
1843 sponsors are paid on their years of experience. So when we brought up supplements  
1844 for our monthly budget discussion, February or March, I was asked about what if. Are  
1845 our supplements dependent on the number of kids, the number of months, the  
1846 number of games, performances or anything like that. So this is what we currently  
1847 have. Okay, so then I devised a pay scale or an addition to the questions I was asked. So  
1848 Ms. Diane, could you please go to the supplement distribution link. Disbursement right  
1849 there. So this has amounts for the number of students a person has the number of  
1850 months, the number of performances, and if they're successful, well obviously if they're  
1851 going to coach, then you want them to have at least above a 500 record. And then  
1852 there's some, if they make it to the state playoffs or the state tournament, it's a \$500  
1853 extra. And if they have an undefeated season or a state champion, they get a \$1000  
1854 extra. And then there was some things that they had to meet to get to that. So then  
1855 last time when this was shared at the work session, so then I was asked, well, how will  
1856 we know what supplement is going to use and get what? So now, Ms. Diane, if you will  
1857 go to the, hang on, let me see if you will go to the second one. Additional supplement  
1858 procedures. Okay, so this is that exact same supplement sheet, but what this says is  
1859 individuals will receive compensation based on the x in the box, please see additional  
1860 supplement disbursement sheet for amounts, N means not received. And then  
1861 highlighted yellow is individuals that receive an additional month of teacher pay. So  
1862 right there, stands Mr. Johnson, he's come to the door, he's interested in this.

1863

1864 (Laughter)

1865

1866 Rebecca Farley: So let's use band as an example. So a band director would be paid on

1867 years of experience. They would be paid on the number of students that's in their band.  
1868 They would be paid on months of practice or involvement and the number of  
1869 performances that they do. And then success, we put an N there for that. And we've  
1870 done that for all the way down for every activity, every club, every sport. So that would  
1871 be the procedure. And that would show individuals that sponsor a club how they would  
1872 be paid. Is that what you were asking for? Okay. So next, Ms. Diane, if you will go to the  
1873 last one that we have, which is projections. So I was asked to do this as well. So how  
1874 would this look based on fall sports? So keep in mind this is fall sports at the high  
1875 school only. This is head coaches only, and the top one is how we pay. Now you can see  
1876 the amount for CCHS that's been paid out for supplements. And you can see how much  
1877 has been paid out for SMHS. So then we went back through and we looked at the  
1878 disbursement sheet that I just showed you two slides ago. And if we went by that again  
1879 just for head coaches, it would be \$111,226 compared to the \$83,426 that we've paid  
1880 out now. So if you'll scroll to the bottom here. So like I said, this is for head coaches  
1881 only. The fall sports that are included are boys basketball, girls basketball, bowling,  
1882 cheer, cross country dance, football, golf, girls soccer, volleyball, and wrestling. We pay  
1883 out 114 head coaches or advisors for athletics and activities. And we pay out 70  
1884 assistant coaches, advisors for athletics and activities. So what I need you all to vote on  
1885 is how you want to pay supplements. Do you want to do supplements as we do them  
1886 now, which is the first chart that I showed you and which would be reflected here for  
1887 these coaches in the 83,000? Or do you want to do the supplements as we do now,  
1888 plus add the disbursement? In most areas around us. I have shared that with you. It  
1889 was shared I think at the February meeting supplements and it was shared in a email on  
1890 Monday with you guys. Most just have an amount that they pay. They don't have the  
1891 extras.

1892  
1893 Jon Matthews: Okay, I'm going to make a motion that we pay just the way we have  
1894 paid just so we can open up some discussion. So I'm making a motion to pay the  
1895 83,426.

1896  
1897 Chris King: Second.

1898  
1899 Scott VanWinkle: Motion and a second to leave the supplement pay scales for athletics  
1900 and extracurriculars the same as it is now 83,426. Discussion?

1901  
1902 Rebecca Farley: And please know this is not, I mean, this is just how much we've paid  
1903 out. These people have already been paid. I don't want you to attach this amount to  
1904 you see what I'm saying?

1905  
1906 Jon Matthews: Yeah.

1907  
1908 Rebecca Farley: Okay.

1909  
1910 Jon Matthews: So a couple of questions. One is, okay to me, I think this is a little

1911 premature without having an athletic director in place to kind of vet all of these things  
1912 and get this, I think this is the additional supplement disbursement should be  
1913 something that they develop as they get, as they get personal with our athletics and  
1914 activities. That's my first thought. Second thought. You've done an amazing job of  
1915 figuring out how to give additional supplement and support and this, that and the  
1916 other. And I'm sure that that is well appreciated, but I don't know that, I don't even  
1917 know how you come up with the numbers to begin with. And so I think this is  
1918 premature. The additional supplement is premature for us right now without having  
1919 that athletic director person in place, athletic and activities director. Second, how much  
1920 of this do you need to know for this budget cycle?  
1921

1922 Rebecca Farley: So currently, and we talked about this, I think this was mentioned in  
1923 the work session currently, this budget line. Contains all of our supplements that we  
1924 pay out, plus the money that we pay out for ballgame duties for the teachers, the extra  
1925 amounts that they get. And we typically pay out about 600,000 in that line. And we  
1926 have 182,000 at this time remaining in that line. And that's what I said at the work  
1927 session. We typically used just about every bit of that money that we have, the  
1928 600,000. So I would.  
1929

1930 Jon Matthews: Moving forward for this budget cycle that we're working on, you're  
1931 telling me that you need to know whether we're going to do the additional or  
1932 supplements or not.  
1933

1934 Rebecca Farley: Well, that would be helpful.  
1935

1936 Scott VanWinkle: Is that something that you could build in for the new athletic director  
1937 to decide build in 150,000 or something like that? 100. Obviously this is not that much,  
1938 but?  
1939

1940 Rebecca Farley: So we'll have to have some more discussion about this if we're going to  
1941 do the additional, this is just a thought. This budget's really tight right now anyway. I  
1942 mean extremely tight.  
1943

1944 Jon Matthews: And that's kind of why I'm saying it's a little premature right now in my  
1945 thoughts is because maybe once we have the person in place that can get intimate with  
1946 all of these different activities, some of those disbursement or some of those  
1947 supplements need to change. You know what I mean? And that's my only thinking  
1948 about it. I know just in adding up the other night in my head, like say just archery,  
1949 because I'm kind of familiar with their seasoning schedule and all of that stuff, which it  
1950 starts in the fall and it's not up there. And that's another, by the time you figure in all  
1951 the numbers, that's almost \$3,000 for Archery.  
1952

1953 Rebecca Farley: A lot of their tournaments are in the spring, so that's why they weren't  
1954 added to this.

1955  
1956 Jon Matthews: Their state.  
1957  
1958 Sheri Nichols: This is just fall.  
1959  
1960 Jon Matthews: But they start their practice.  
1961  
1962 Rebecca Farley: Right but this is just.  
1963  
1964 Jon Matthews: Their tournaments start in October, November in the fall. The local  
1965 tournaments around here and things like that start in the fall, their practices and all  
1966 that stuff. So that's why I say, I mean by the time you add up how long they practice  
1967 and all the kids that they have and this, that, and the other.  
1968  
1969 Chris King: Comes to 3 cents an hour.  
1970  
1971 (Laughter)  
1972  
1973 Jon Matthews: If that. Yeah.  
1974  
1975 Shannon Stout: To your point, it's going to add up when we're looking at all the other  
1976 activities too, in addition to just the head coach difference here. Yes, it's going to be a  
1977 big bucket of money.  
1978  
1979 Scott VanWinkle: And we don't know what that is yet.  
1980  
1981 Rebecca Farley: And the discussion's going to have to be had with somebody is, okay,  
1982 are assistant coaches going to get anything or is this just for head coaches? And if you  
1983 do that, that really increases it because you add 70 more, and this is 11 of the 114 that  
1984 we pay out.  
1985  
1986 Jon Matthews: And that's why I say, I think once we get someone that can get into  
1987 these programs and kind of get intimate with what their needs are and where those  
1988 needs are, then I think then we can make a better decision on how we pay for those  
1989 things.  
1990  
1991 Scott VanWinkle: Any other discussion?  
1992  
1993 Travis Cole: I've got two points with this. I kind of feel like if this was an industry  
1994 standard, then we'd probably need to kind of move along with what everybody else is  
1995 doing. But if nobody else is doing this, we can't be the only ones that's ever thought of  
1996 this. So if it's not an industry standard, maybe this isn't the time to try to reinvent the  
1997 wheel. My second point is, while I agree with incentivizing things, I don't think we're  
1998 going to get any more effort out of our coaches by saying, if you do better, we're going

1999 to pay you more. Because all the coaches that I know here are already giving, doing the  
2000 best they can.  
2001  
2002 Jon Matthews: Giving it all they've got.  
2003  
2004 Sheri Nichols: Doing the best they can.  
2005  
2006 Travis Cole: So.  
2007  
2008 Chris King: If they're not, they're unemployed.  
2009  
2010 (Laughter)  
2011  
2012 Travis Cole: Well, there you go. Yeah, exactly. If they're not, then we don't need to give  
2013 them more money to do better. We need to find somebody to do it for nothing or  
2014 whatever. Not do it for nothing, but.  
2015  
2016 Scott VanWinkle: Any other discussion?  
2017  
2018 (Silence)  
2019  
2020 Scott VanWinkle: Okay. There's a motion and a second to leave the supplement scales  
2021 for extracurriculars and coaching the same. Madam Secretary roll call.  
2022  
2023 Diane McCartney: Mr. Matthews?  
2024  
2025 Jon Matthews: Yes.  
2026  
2027 Diane McCartney: Ms. Nichols?  
2028  
2029 Sheri Nichols: Yes.  
2030  
2031 Diane McCartney: Ms. Stout?  
2032  
2033 Shannon Stout: Yes.  
2034  
2035 Diane McCartney: Ms. Stull?  
2036  
2037 Elizabeth Stull: Yes.  
2038  
2039 Diane McCartney: Mr. Cole?  
2040  
2041 Travis Cole: Yes.  
2042

2043 Diane McCartney: Mr. King?  
2044  
2045 Chris King: Yes.  
2046  
2047 Diane McCartney: Mr. VanWinkle?  
2048  
2049 Scott VanWinkle: Abstain.  
2050  
2051 Diane McCartney: Yeses have it.  
  
2052 Motion to approve leaving the supplements as they are.

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

(seconder-yes) King

Yes: 6, No: 0, Pass: 1

**MOTION: Motion Carried**

2053  
  
2054 Middle School  
2055  
2056 (Exhibit #8)  
2057  
2058 Scott VanWinkle: That brings us to middle school.  
2059  
2060 Rebecca Farley: So from the middle school committee, what was asked is to reach out  
2061 to Ms. Martin and have her to look at the routes from each school to, so what she did is  
2062 if she was going to say Brown Elementary is going to be the middle school. So she  
2063 figured out each bus, each route from the schools with the kids and all of that, each  
2064 individual route to Brown. So from Crab Orchard to Brown, from Homestead to Brown,  
2065 Martin to Brown. So she did all of that.  
2066  
2067 Sheri Nichols: Wow.  
2068  
2069 Shannon Stout: Did we buy her lunch?  
2070  
2071 Sheri Nichols: Wow. Yeah we need to definitely buy her lunch or something.  
2072  
2073 Shannon Stout: Send something over for lunch for her.  
2074  
2075 Rebecca Farley: So Ms. Diane, could you go to, okay, let's see. Look at that one. Yeah,

2076 so this is what that is and it's all added together. So basically what she found was  
2077 nothing that is really shocking because they're centrally located. Your best bets for  
2078 schools if you're going to use an existing building, is going to be Martin and Stone based  
2079 on routes because they're centrally located close to the high schools where we already  
2080 are coming.

2081  
2082 Sheri Nichols: Makes sense.

2083  
2084 Rebecca Farley: So that's what all of that is. So could you next go to the displaced  
2085 student one? So what this is, is this says the number of students. If you chose these  
2086 schools, and it was a sixth, seventh, and eighth grade, this is the number of school,  
2087 number of students in K-5 who would be displaced. And again, this really isn't that  
2088 shocking because Martin and Homestead both are right at 700 kids. So that's why their  
2089 amounts are almost 400 or over 400. And then next is Stone Elementary with 356, and  
2090 you can see the number of kids at each school and K-5 that would be displaced. So can  
2091 you go to the last item that she gave us? And this is just some information that she  
2092 gave about route changes. And each sentence starts with if. So, I'm not going to read  
2093 that whole sheet to everyone. And you did get this information. So this was an  
2094 informational item. You all don't have to vote on it. The committee did ask me to get  
2095 that for you all and now you have it.

2096  
2097 Scott VanWinkle: Any discussion?

2098  
2099 (Silence)  
2100

2101 Director's Report

2102  
2103 (Exhibit #9)

2104 \*\*Approval of '26-'27 SY Annual Food, Non-Food, Supplies and Services Bid Packet

2105  
2106 Scott VanWinkle: Next item is the director's report.

2107  
2108 Rebecca Farley: Okay, so the first thing that's on here is the approval of the 26 27  
2109 annual food, non-food supplies in service bid packet for Ms. Hamby.

2110  
2111 Shannon Stout: Move to approve.

2112  
2113 Travis Cole: Second.

2114  
2115 Scott VanWinkle: Motion, and a second to approve 19 A. Any discussion?

2116

2117 (Silence)  
2118  
2119 Scott VanWinkle: Madam Secretary?  
2120  
2121 Diane McCartney: Ms. Stout?  
2122  
2123 Shannon Stout: Yes.  
2124  
2125 Diane McCartney: Ms. Stull?  
2126  
2127 Elizabeth Stull: Yes.  
2128  
2129 Diane McCartney: Mr. Cole?  
2130  
2131 Travis Cole: Yes.  
2132  
2133 Diane McCartney: Mr. King?  
2134  
2135 Chris King: Yes.  
2136  
2137 Diane McCartney: Mr. Matthews?  
2138  
2139 Jon Matthews: Yes.  
2140  
2141 Diane McCartney: Ms. Nichols?  
2142  
2143 Sheri Nichols: Yes.  
2144  
2145 Diane McCartney: Mr. VanWinkle?  
2146  
2147 Scott VanWinkle: Yes.  
  
2148 Motion to approve the bid packet.  
  
**VOICE VOTE:** (mover-yes) Stout  
  
(seconder-yes) Cole  
  
Yes: 7, No: 0  
  
**MOTION: Motion Carried**  
  
2149

2150                   \*\*Approval of Pine View Kitchen Hood Replacement Bid

2151

2152                   Rebecca Farley: So the next item that you have is the approval of the Pine View

2153                   Kitchen Hood replacement bid.

2154

2155                   Travis Cole: Move to approve.

2156

2157                   Chris King: Mr. Chair, move to approve.

2158

2159                   Scott VanWinkle: There's a motion by Mr. Cole to approve 19 B.

2160

2161                   Chris King: My echo is a second.

2162

2163                   (Laughter)

2164

2165                   Scott VanWinkle: And Mr. King seconded. Any discussion?

2166

2167                   (Silence)

2168

2169                   Scott VanWinkle: Madam Secretary?

2170

2171                   Diane McCartney: Ms. Nichols?

2172

2173                   Sheri Nichols: Yes.

2174

2175                   Diane McCartney: Ms. Stout?

2176

2177                   Shannon Stout: Yes.

2178

2179                   Diane McCartney: Ms. Stull?

2180

2181                   Elizabeth Stull: Yes.

2182

2183                   Diane McCartney: Mr. Cole?

2184

2185                   Travis Cole: Yes.

2186

2187                   Diane McCartney: Mr. King?

2188

2189                   Chris King: Yes.

2190

2191                   Diane McCartney: Mr. Matthews?

2192

2193 Jon Matthews: Yes.  
2194  
2195 Diane McCartney: Mr. VanWinkle?  
2196  
2197 Scott VanWinkle: Yes.  
2198  
2199 Diane McCartney: Yeses have it.  
2200  
  
2201 Motion to approve bid.  
  
**VOICE VOTE:** (mover-yes) Cole  
  
(seconder-yes) King  
  
Yes: 7, No: 0  
  
**MOTION: Motion Carried**  
  
2202  
  
2203 \*Resolution for Student Board of Education Member  
  
2204  
2205 Rebecca Farley: So the next item that we have is a resolution for a student board of  
2206 education member. And the student has already been chosen. This resolution has  
2207 been sponsored by Ms. Hale and Mr. King. So we are asking you all to approve this.  
2208  
2209 Chris King: Mr. Chair, move to approve.  
2210  
2211 Shannon Stout: Second.  
2212  
2213 Scott VanWinkle: Motion and a second to approve 19 C. Any discussion?  
2214  
2215 Chris King: I think it's a good appointment.  
2216  
2217 Travis Cole: Is this person going to have full voting rights and everything?  
2218  
2219 Chris King: No.  
2220  
2221 (Laughter)  
2222  
2223 Rebecca Farley: Of course not.  
2224

2225 (Audio)  
2226  
2227 Rebecca Farley: Absolutely. Hello!  
2228  
2229 Sheri Nichols: Hi! How are you.  
2230  
2231 Shannon Stout: Hello!  
2232  
2233 Kelly Smith: I can explain what it is Ms. Harelson is not there.  
2234  
2235 Rebecca Farley: You want to come to the microphone, Ms. Smith?  
2236  
2237 Kelly Smith: Sure, so this is Andrew Clingon. He's a junior.  
2238  
2239 Sheri Nichols: Hi Andrew!  
2240  
2241 Kelly Smith: He's a junior at SMHS. And so Kim Bray had shared an email with me  
2242 and then I shared it with the high school principals and I said, do you guys have a  
2243 student you would like to recommend to apply to the State board of Education?  
2244 Because they have one student member on it, but in order for him to apply, you  
2245 guys have to do this proclamation. So this is Andrew Clingon.  
2246  
2247 Sheri Nichols: Hi Andrew.  
2248  
2249 Kelly Smith: And he's a junior at SMHS. And he fits the mold of what type of  
2250 student they're looking for. So we would appreciate you saying yes. So we can sign  
2251 it and send in his application.  
2252  
2253 Sheri Nichols: Wonderful.  
2254  
2255 Shannon Stout: Thank you.  
2256  
2257 Sheri Nichols: Thank You.  
2258  
2259 Scott VanWinkle: Thank you.  
2260  
2261 Elizabeth Stull: Thank you.  
2262  
2263 Jon Matthews: Thank you.  
2264  
2265 Scott VanWinkle: Any other discussion?  
2266  
2267 Sheri Nichols: Awesome.  
2268

2269 Scott VanWinkle: All those in favor say aye.  
2270  
2271 All Board Members: Aye.  
2272  
2273 Scott VanWinkle: All those opposed say nay.  
2274  
2275 (Silence)  
2276  
2277 Scott VanWinkle: The ayes have it.  
2278  
2279 Sheri Nichols: Congratulations. You're going to get it.  
  
2280 Motion to approve student BOE member.

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

**MOTION: Motion Carried**

2281

2282 \*Athletic/Activities Director Job Description

2283 Rebecca Farley: So the next thing that's on there is the athletics and activities  
2284 directors job description. I did do as I was asked. I was asked to go to TSSAA and try  
2285 to find a job description, I was not able to do that. I do not have a TSSAA login. I did  
2286 ask the high school athletic directors and they were not able to find this, but we did  
2287 find some other counties and we added some of the things from those descriptions  
2288 to this one. And I was really happy with the overall description.

2290 Shannon Stout: Quite a bit of difference from the last session to this one.

2291  
2292 Rebecca Farley: Yes.

2293  
2294 Shannon Stout: Yes.

2295  
2296 Rebecca Farley: And that's something that we need to look at and we won't get  
2297 into that discussion tonight, but we do need to look at all of our job descriptions  
2298 and get those updated because I don't know the last time that they were updated.

2299  
2300 Travis Cole: Mr. Chair, I move to approve this as it's written.

2301  
2302 Shannon Stout: Second.  
2303  
2304 Scott VanWinkle: There's a motion and a second to approve 19 D. Any discussion  
2305 Mr. Cole?  
2306  
2307 Travis Cole: Like Ms. Stout said, this is much better fitting document than what  
2308 we've seen before. I think this will suit our needs.  
2309  
2310 Shannon Stout: A lot of good information there in the job description regarding  
2311 athletic and also the additional arts and activities as well. So that was good. It's a  
2312 lot.  
2313  
2314 Rebecca Farley: It is.  
2315  
2316 Shannon Stout: It's a big job description.  
2317  
2318 Rebecca Farley: And something that we keep kind of overlooking I think sometimes  
2319 is the activities piece and parental engagement, that's part of your all strategic plan  
2320 as well. That's included in here as well.  
2321  
2322 Shannon Stout: I liked seeing all that. I did have a question. We had the salary  
2323 grade on the back. I saw you had the contract days for the 220 position and the  
2324 salary grade was there. Do we have the budget range that we're working within for  
2325 the particular position?  
2326  
2327 Rebecca Farley: They have to have a teaching degree. So they would have that and  
2328 then it has to have a master's. And I think you all had asked about having an admin  
2329 endorsement as well. So then that you would kind of go from that supplement for  
2330 the principals. That's where that would come from to get that.  
2331  
2332 Shannon Stout: So we'll come back to that at a future date.  
2333  
2334 Rebecca Farley: Sure.  
2335  
2336 Shannon Stout: So we have an actual range. We need to approve the salary.  
2337  
2338 Scott VanWinkle: Have to be in the budget, right?  
2339  
2340 Shannon Stout: In the budget.  
2341  
2342 Rebecca Farley: Well, I mean we have budgeted for next year.  
2343  
2344 Shannon Stout: And then my other question was when were we looking at posting

2345 for this golden child that we're looking for?  
2346  
2347 Sheri Nichols: That's a good way to put it.  
2348  
2349 Rebecca Farley: When this is approved, and if you all approve this tonight, it  
2350 probably would be Monday before it would be posted.  
2351  
2352 Shannon Stout: I suspect there could be the perfect person out there right now  
2353 looking, but I suspect it might take us a little while with all the criteria that we've  
2354 put in here.  
2355  
2356 Jon Matthews: So.  
2357  
2358 Sheri Nichols: Do we have a salary to post with it so they know what they're going  
2359 to make.  
2360  
2361 Rebecca Farley: Well, I can add, what I will do then, if this is okay with you all, I will  
2362 add verbiage to explain the salary and I will put that in your Monday email. So you  
2363 will see that. And then if you all approve or if no one says no, they object. If I don't  
2364 hear from you, I will think that's good. If you don't agree, then let me know and we  
2365 will make those adjustments and we will get it posted then by Tuesday.  
2366  
2367 Scott VanWinkle: Okay. Do you know what you're budgeting for this position?  
2368  
2369 Rebecca Farley: I'm budgeting \$110,000 because I've removed the chief academic  
2370 officer to pay for this athletic director.  
2371  
2372 Scott VanWinkle: So that kind of gives us a go.  
2373  
2374 Shannon Stout: That's the top range.  
2375  
2376 Scott VanWinkle: Yeah.  
2377  
2378 Shannon Stout: Yeah, that's kind of what I was looking for. Just wasn't asking right, I  
2379 guess.  
2380  
2381 Jon Matthews: Okay. One question I had, and maybe I've missed it as I've read  
2382 through it or whatever, but I didn't see anywhere where it has any, any place for  
2383 the athletic budgetary discretion type things like as a director and being over the  
2384 athletic money coming in and going out type thing. I didn't see if there was  
2385 anything in there.  
2386  
2387 Rebecca Farley: There is not anything in there about the financial pieces of it  
2388 because again, the supplements would be a discussion that you all would have. This

2389 person would obviously be responsible for revising the supplements and the  
2390 disbursements if they choose to do that. But within the ball games and stuff, that  
2391 money is handled at the school level. And if Stone Memorial or CCHS has a  
2392 basketball game, the person that the school gets that money box ready, that  
2393 money is counted and deposited into basketball or to football or whatever sport  
2394 has that gate.

2395  
2396 Jon Matthews: And I understand that, but as I've found out that for a few years the  
2397 schools were just rolling that money back over into the schools and it wasn't going  
2398 into an athletic fund.

2399  
2400 Rebecca Farley: At the high school level. It does go into the athletic funds, but not  
2401 at the elementary.

2402  
2403 Jon Matthews: But even at the elementary school level, it's supposed to be going  
2404 into an athletic fund for the elementary school.

2405  
2406 Rebecca Farley: And I think they have that on their budget line, but it's more  
2407 specific at the high schools for each of their sports.

2408  
2409 Jon Matthews: Well the reason because a principal brought this to my attention  
2410 and the only reason that I know this is for the last few years they've been rolling  
2411 that athletic money that they get from the ball games and this, that and the other,  
2412 it's just been rolling into their budget and now it's having to go into an athletic fund  
2413 because they found out that they wasn't supposed to be rolling it into their budget.  
2414 And they're like, now that's like a \$5,000 hit. So the only reason I'm saying that is to  
2415 make sure, I think as a director oversight for these athletic funds coming in and  
2416 going out to make sure that they're going into the athletics or activities and being  
2417 split evenly and things like that. One reason I say that is because I know they were  
2418 saying that they were all going towards for the middle school level or middle school  
2419 sports and teams. So ticket sales and stuff, like if it's middle school basketball,  
2420 those ticket sales go to the basketball boys and girls basketball teams. How much  
2421 of that goes to the cheerleaders? None of it.

2422  
2423 Rebecca Farley: Nope.

2424  
2425 Jon Matthews: So it's not getting split because the basketball teams are getting the  
2426 money. And so that's why I say that this director I think should have some kind of at  
2427 least checkoff to make sure that these funds are getting split between these teams  
2428 that we are setting up.

2429  
2430 Rebecca Farley: So I am not disagreeing with you. I think who would need to do  
2431 that would be the bookkeepers.

2432

2433 Sheri Nichols: Yep.  
2434  
2435 Rebecca Farley: Because the bookkeepers.  
2436  
2437 Jon Matthews: So you have a bookkeeper for just middle school sports?  
2438  
2439 Rebecca Farley: No, it would just be, and I hate to say this, it would just be another  
2440 thing that the bookkeepers would have to keep up with to do. Because here's the  
2441 thing, this athletic director, an arts person and activities person, they're not going  
2442 to know the ins and outs of these school budgets. So that's why it would need to be  
2443 the bookkeepers that would need to do this. I'm not disagreeing that that doesn't  
2444 need to be done, but I think it would need to be the bookkeepers to do it rather  
2445 than the athletic director.  
2446  
2447 Sheri Nichols: Yeah, they're part of the school.  
2448  
2449 Jon Matthews: Okay. I'm not disagreeing with that either. I think that to have a  
2450 director that basically has no control over any of the funds of the program that  
2451 they're over has no say one way or the other about any of the, it's just kind of odd  
2452 to me.  
2453  
2454 Shannon Stout: There is a few things in here in the responsibilities, not directly  
2455 related to what you were mentioning about money incoming at games, but it does  
2456 talk about them supervising district-wide arts activities, initiatives including  
2457 certification training and supplemental pay. And then it also talked about  
2458 coordinating grant and gift monies for activities. So there's some involvement with  
2459 that with bringing the money into the programs they're working with.  
2460  
2461 Scott VanWinkle: Any other discussion?  
2462  
2463 (Silence)  
2464  
2465 Scott VanWinkle: So there's a motion. Second to approve 19 D. All those in favor  
2466 say aye.  
2467  
2468 All Board Members: Aye.  
2469  
2470 Scott VanWinkle: All those opposed say nay. The ayes have it.  
2471  
Motion to approve job description.  
**VOICE VOTE:** (mover-yes) Cole

(seconder-yes) Stout

Yes: 7, No: 0

**MOTION: Motion Carried**

2472  
2473

Preliminary Budget

2474  
2475  
2476  
2477  
2478  
2479  
2480

Rebecca Farley: So the next item, and there's nothing attached is the preliminary budget. And the reason that there is nothing attached and I really don't have a whole lot to share is because how Mr. VanWinkle suggested I do it tonight is not how I thought in my mind to do that. So that there's really nothing changed since you got your original budget March 4th, 3rd, whenever you receive that via email. But you will have an updated version with the highest amount possible for pay scales by April the 2nd. The next item is anything else about budget?

2481

Benchmark Results and Trends

2482  
2483  
2484  
2485  
2486  
2487  
2488  
2489  
2490  
2491  
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2494  
2495  
2496  
2497

Rebecca Farley: The next item is benchmarks. We were asked to share our benchmark results. These tests were taken the week before spring break. So what we have here is we have it broken down by grade level by subject, and we have our projected percent proficient. We have that for fall and for spring. And then what we also have on there is how well our students scored on spring TCAP. And then you have this lovely green column over to the side. So that is the spring TVAAS projection. And when we had developed these, the supervisors were meeting with some folks from the core office and they shared this with us. And this is a very interesting piece as you know because you all have been showed and talked to several times about TVAAS and about test scores. TVAAS is typically your growth, but they use these projections to arrive at your AMOs, which are your annual measurable objectives, which ties back into your proficiencies. So if you look at these TVAAS projections, our students on their spring benchmarks outscored their TVAAS projections. And the court office was very, very excited about this.

2498  
2499

Shannon Stout: Positive movement.

2500  
2501  
2502  
2503  
2504  
2505  
2506

Rebecca Farley: Absolutely. So if you will scroll up. So we have our high school scores and we do have some EOCs. We have the fall EOCs here as well as the fall and spring benchmarks.

Shannon Stout: We all have kind of an overarching idea of the success, the reasons for the successful trajectories and overarching idea of the reasons for where we need to dig in as the district on the areas where we may be dropped between fall

2507 and spring.  
2508  
2509 Rebecca Farley: No, we haven't gotten to that point yet.  
2510  
2511 Shannon Stout: OK that's to come.  
2512  
2513 Rebecca Farley: We received this information over spring break and was trying to  
2514 get it on the agenda and everything like that. So no, we haven't.  
2515  
2516 Shannon Stout: Didn't know if you've been getting feedback while you've been  
2517 going along because you shared with us about the math books.  
2518  
2519 Rebecca Farley: Right.  
2520  
2521 Shannon Stout: Getting feedback,  
2522  
2523 Rebecca Farley: Concerned about those.  
2524  
2525 Shannon Stout: There are some issues possible.  
2526  
2527 Rebecca Farley: So we do have next week with our elementary folks, Dr. Speich and  
2528 I have time set up for every principal to go and share with them their benchmarks  
2529 in ELA and math and where they scored each grade level in each subject ELA in  
2530 math just to share so they have an idea. And then we do have some collaboratives  
2531 to get more ideas and more feedback from teachers. But that will be coming in  
2532 May. Any other?  
2533  
2534 Sheri Nichols: I believe some of it came from no cell phones.  
2535  
2536 Shannon Stout: That's a thought.  
2537  
2538 Rebecca Farley: Probably so but, the next thing that you see there, this is kind of  
2539 like a benchmark for our littles. It's the universal screener scores. There was  
2540 another I've seen the. Yep. Yeah. So this is reading and math, which is what the  
2541 areas we serve students for intervention in tier three is your most intense area and  
2542 has a one to three ratio. Tier two, I can't remember the ratio now that I've started  
2543 speaking of it. Tier one is your enrichment and you can see the number of kids and  
2544 how they tested in fall to winter to fall. And the number in tier one and tier two,  
2545 and this is all grades. And in the winter we do add kindergarten. We don't test  
2546 them for interventions in the fall. We don't start that until the winter. And the first  
2547 one is K-3 aims web. And then the second graph is your 4th through 8th. And the  
2548 note there says seventh and eighth grade. Students who screen tier two or tier  
2549 three are the only students that are re-screened in the winter. Any questions on  
2550 this?

2551 Job Satisfaction Survey Results

2552  
2553 Rebecca Farley: Okay. So as part of my evaluation, it is that I am to send out a job  
2554 satisfaction survey. And I did that I think in January. I think January 31st is when it  
2555 went out. It stayed open for two weeks. I was very excited. This survey didn't have  
2556 quite as many as the temperature checks, but mine had a few more. Sorry. So the  
2557 total number of responses was 479. You can see the breakdown it was sent to the  
2558 CCBOE, you all probably received it as well. And the first question was using the  
2559 scale of one to five, with one being extremely dissatisfied and five being extremely  
2560 satisfied, rank your work. I don't know exactly what that question is asking because  
2561 something is left out. Physical, mental and social wellbeing at work. And the overall  
2562 was a score of the largest part was four and the percentage was.

2563  
2564 Shannon Stout: 38%.

2565  
2566 (Audio)

2567  
2568 Rebecca Farley: 38, and then the next question, rank your benefits and this is  
2569 insurance and holidays. And you can see the largest, they tied four and five pretty  
2570 much did 38.6 and 38.4 pretty close. Next was rank your pay and they were neutral  
2571 with 33.4% saying that they were neutral about it. Your overall job satisfaction,  
2572 again, four and five was relatively close. 41.5 and 39.7. And then there's asking you  
2573 to what's the most important that led to your highest job satisfaction. And then I  
2574 said, what's the second most and the third? And you can see those.

2575  
2576 Scott VanWinkle: What's the possible total number of respondents?

2577  
2578 Rebecca Farley: I think there's probably a thousand on the CCBOE listserv. Jason, do  
2579 you know?

2580  
2581 Jason McGhee: Not off the top of my head.

2582  
2583 Rebecca Farley: Because that's all employees plus you all.

2584  
2585 Scott VanWinkle: Right.

2586  
2587 Rebecca Farley: So I would assume around about

2588  
2589 Scott VanWinkle: 48%?

2590  
2591 Rebecca Farley: Yeah.

2592  
2593 Scott VanWinkle: Yeah. Okay.

2594 Leadership Update

2595 Rebecca Farley: Okay. So next is the leadership update. So it's the same thing that's  
2596 always been on there. The number of school visits and the number of  
2597 extracurricular activities that I have attended. February, January and February.  
2598 We're busy months with county commission as I attended a lot of things there. And  
2599 we did have 10 weather delays, 10 weather affected days, January and February for  
2600 the strategic plan update. One thing that I have done is I have updated the one  
2601 pager of the strategic plan and I have the new strategic plan on the website under  
2602 the board of education. And I also have this one pager that's been developed and I  
2603 will be going around and sharing that with businesses in the chamber of commerce.  
2604 We did have principal allotment meetings in February. I also had the parent  
2605 teacher student and classified employee advisory council meetings all in February  
2606 as well. And we did present to the education committee of the county commission  
2607 in February as well.

2608  
2609 Sheri Nichols: Busy, busy, busy.

2610  
2611 Rebecca Farley: Anything about that?

2612 Annual Planning Calendar

2613  
2614 Rebecca Farley: Next is your annual planning calendar. The items in those are so  
2615 small. The items in January, February, and March that are all read, they all deal  
2616 with budgets.

2617  
2618 Shannon Stout: We get the hint.

2619  
2620 Rebecca Farley: Okay, just saying. So next for my report.

2621  
2622 Scott VanWinkle: Still waiting on one. We don't have a budget yet.

2623  
2624 Rebecca Farley: I know that's why everything's still red. I hate seeing red on that  
2625 calendar.

2626  
2627 Travis Cole: We turned some green tonight though, I think, didn't we?

2628  
2629 Rebecca Farley: Hopefully.

2630 FYI

2631 Rebecca Farley: So next is just your FYI items. Any questions for me? We did have a  
2632 sub training today. We had four show up. I don't know how many they invited and  
2633 the electricity went out.

2634  
2635 Sheri Nichols: Oh gosh.  
2636  
2637 Rebecca Farley: Eight was down to come and four showed up. So hey, 50%. That's  
2638 the best we've had.  
2639  
2640 Sheri Nichols: We're getting better. Bless them.

2641 Attendance Report  
2642 Personnel Report  
2643 Substitute List  
2644 School News Articles  
2645 School Calendar of Events  
2646 \*First Reading of Policies  
2647 (Exhibit #10)  
2648  
2649 Rebecca Farley: Okay, that's all I have sir. We're ready for first readings.  
2650  
2651 Scott VanWinkle: Okay, number 21st. Reading of policies is next on the agenda.  
2652  
2653 Chris King: Mr. Chair, move to approve all policies in item 20.  
2654  
2655 Shannon Stout: Second.  
2656  
2657 Scott VanWinkle: Motion and a second to approve item 20 1st reading of policies any  
2658 discussion?  
2659  
2660 (Silence)  
2661  
2662 Scott VanWinkle: Okay.  
2663  
2664 Shannon Stout: Went over 'em in the work session.  
2665  
2666 Scott VanWinkle: Okay, all those in favor of approving item 20, say aye.  
2667  
2668 All Board Members: Aye.  
2669  
2670 Scott VanWinkle: All those opposed say nay.  
2671

2672 (Silence)  
2673  
2674 Scott VanWinkle: The ayes have it.  
2675 Motion to approve first reading.  
**VOICE VOTE:** (mover-yes) King  
(seconder-yes) Stout  
Yes: 7, No: 0  
**MOTION: Motion Carried**  
2676  
2677 \*Second Reading of Policies  
2678 (Exhibit #11)  
2679  
2680 Scott VanWinkle: That brings us to second reading of policies. Number 21.  
2681  
2682 Travis Cole: Mr. Chair, I move to approve. Item 21.  
2683  
2684 Chris King: Second.  
2685  
2686 Scott VanWinkle: There's been a motion and a second to approve second reading of  
2687 policies. Item 21. Any discussion?  
2688  
2689 Jon Matthews: Yeah, I have some discussion on that. 5.700, the interim employees.  
2690  
2691 Scott VanWinkle: Okay,  
2692  
2693 Jon Matthews: I know we went through this in our.  
2694  
2695 Rebecca Farley: That was supposed to be taken out.  
2696  
2697 Jon Matthews: Yeah, that's what I was wondering.  
2698  
2699 Rebecca Farley: That was supposed to be taken out and if I'm not mistaken from the  
2700 last board meeting, that item was removed because if we strike that out then there's  
2701 no change in the policy so it doesn't need to be updated.  
2702  
2703 Jon Matthews: Okay, so.

2704  
2705 Rebecca Farley: So that's not in there really you didn't see it.  
2706  
2707 (Laughter)  
2708  
2709 Sheri Nichols: It's not in there.  
2710  
2711 Rebecca Farley: That's like your math and mathing. Okay.  
2712  
2713 Scott VanWinkle: Should we?  
2714  
2715 Shannon Stout: If you want to amend to approve 'em all minus the yeah.  
2716  
2717 Scott VanWinkle: 5.7.  
2718  
2719 Shannon Stout: 5.700.  
2720  
2721 Jon Matthews: Yeah, what she said.  
2722  
2723 (Laughter)  
2724  
2725 Sheri Nichols: What she said.  
2726  
2727 Rebecca Farley: Mr. King said he was good.  
2728  
2729 Scott VanWinkle: So the motions has been amended to approve all second reading  
2730 policies except for 5.700. All those in favor say aye.  
2731  
2732 All Board Members: Aye.  
2733  
2734 Scott VanWinkle: All those opposed say nay.  
2735  
2736 All Board Members: (Silence)  
2737  
2738 Scott VanWinkle: The ayes have it. Okay.  
2739  
Motion to Approve second reading, minus 5.700.

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

**MOTION:            Motion Carried**

2740

2741            Chief Financial Officer's Report

2742            (Exhibit #12)

2743            Monthly Financial Report

2744            Sonya Delk: Okay. So through the end of February, our year to date revenues are  
2745            53.3 million and our expenditures are at 48.4 million. So our running unassigned  
2746            fund balance is about 19 million. Then after you take Centigix out, it'll be 18.4.

2747            Monthly Sales Tax Report

2748            Sonya Delk: We had another good month as far as local sales tax went with 55,677  
2749            ahead for February. So we're still training in the right direction there. Any questions  
2750            on that?

2751

2752            Shannon Stout: No ma'am.

2753            \*\*141 Budget Amendments

2754            Sonya Delk: So then we have our budget amendments.

2755

2756            Chris King: Mr. Chair would move to approve all 141 budget amendments in 22 C.

2757

2758            Jon Matthews: I'll second.

2759

2760            Scott VanWinkle: Motion and second to approve 22 C. The 141 budget  
2761            amendments. Any discussion?

2762

2763            (Silence)

2764

2765            Scott VanWinkle: Madam secretary roll call please?

2766

2767            Diane McCartney: Ms. Stull?

2768

2769            Elizabeth Stull: Yes.

2770

2771            Diane McCartney: Mr. Cole?

2772

2773            Travis Cole: Yes.

2774

2775 Diane McCartney: Mr. King?  
2776  
2777 Chris King: Yes.  
2778  
2779 Diane McCartney: Mr. Matthews?  
2780  
2781 Jon Matthews: Yes.  
2782  
2783 Diane McCartney: Ms. Nichols?  
2784  
2785 Sheri Nichols: Yes.  
2786  
2787 Diane McCartney: Ms. Stout?  
2788  
2789 Shannon Stout: Yes.  
2790  
2791 Diane McCartney: Mr. VanWinkle?  
2792  
2793 Scott VanWinkle: Yes.  
2794  
2795 Diane McCartney: Yeses have it.  
2796  
2797 Scott VanWinkle: Thank you Ms. Delk.  
2798  
2799 Sheri Nichols: Thank you ma'am.  
2800 Motion to approve 141 budget amendments.

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

**MOTION: Motion Carried**

2801  
2802 \*Consent Agenda  
2803 (Exhibit #13)  
2804  
2805 Scott VanWinkle: That brings us to item 23, the consent agenda.  
2806

2807 Shannon Stout: Move to approve the consent agenda.  
2808  
2809 Chris King: Second.  
2810  
2811 Travis Cole: Second.  
2812  
2813 Shannon Stout: Consent agenda. That is not coming out.  
2814  
2815 Rebecca Farley: I haven't been able to speak either.  
2816  
2817 Scott VanWinkle: And a second to approve the consent agenda. Any discussion?  
2818  
2819 (Silence)  
2820  
2821 Scott VanWinkle: All those in favor say aye.  
2822  
2823 All Board Members: Aye.  
2824  
2825 Scott VanWinkle: Those opposed say nay.  
2826  
2827 (Silence)  
2828  
2829 Scott VanWinkle: The ayes have it.  
2830  
2830 Motion to approve the Consent Agenda.

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

**MOTION: Motion Carried**

2831  
2832 School Board Reports  
2833 TLN Report  
2834 \*Approval of Overnight and Out of State Field Trips  
2835 \*School Wide Fundraisers  
2836 \*Approval of Grants

2837                   \*Approval of Disposal of Surplus Property

2838                   Questions from Media

2839                   Scott VanWinkle: And that brings us to 24 questions from the media?

2840

2841                   (Silence)

2842

2843                   Scott VanWinkle: No questions? Alright.

2844                   Adjournment

2845                   Scott VanWinkle: Any other business?

2846

2847                   (Silence)

2848

2849                   Scott VanWinkle: Meeting adjourned.

2850

2851                   (Meeting ended at approximately 7:56 PM)

2852

2853

2854

2855

2856

2857                   \_\_\_\_\_  
**Rebecca Farley**

2858                   **Director of Schools**

2859

2860

2861

2862

2863                   \_\_\_\_\_  
**Scott VanWinkle**

2864                   **Chairperson of the Board**

2865

2866                   Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and

2867                   that I delivered said minutes to the office of the Director of Schools on April 2nd 2026.

2868

2869

2870

2871

2872                   \_\_\_\_\_  
**Jason McGhee**

2873                   **Board of Education Recorder**

2874                     
**(\*) Indicates Board Approval Required**

1 **Board of Education**  
2 **April 2, 2026 5:00 PM**  
3 Central Services Board Room  
4

5 The Cumberland County Board of Education met in a special called session on Thursday April  
6 2nd, 2026, in the Central Services Board Room, where the meeting was called to order by  
7 Chairman of the Board at the approximate hour of 5:24 pm.  
8

9 **BOARD MEMBERS:**

Mr. Travis Cole: Present  
  
Mr. Nick Davis: Absent  
  
Ms. Anita Hale: Absent  
  
Mr. Chris King: Present  
  
Mr. Jon Matthews: Present  
  
Ms. Sheri Nichols: Present  
  
Ms. Shannon Stout: Absent  
  
Ms. Elizabeth Stull: Present  
  
Mr. Scott VanWinkle: Present

10  
11 Call to Order/Moment of Silence/Pledge of Allegiance

12 Scott VanWinkle: This meeting is called to order. Everybody join me in a moment of  
13 silence and pledge allegiance.  
14

15 (All stand, observe the moment of silence and recite the pledge)

16 Roll Call

17 Scott VanWinkle: Roll call. I was on the wrong meeting, sorry.  
18

19 Rebecca Farley: Well, I kept like Ms. Diane, why are you not going to the declaration?  
20

21 Diane McCartney: It's not my fault. Ms. Stull?  
22

23 Elizabeth Stull: Here.  
24

25 Diane McCartney: Ms. Nichols?  
26  
27 Sheri Nichols: Here.  
28  
29 Diane McCartney: Ms. Hale?  
30  
31 Note: (Silence)  
32  
33 Diane McCartney: Mr. VanWinkle?  
34  
35 Scott VanWinkle: Here.  
36  
37 Diane McCartney: Ms. Stout?  
38  
39 Note: (Silence)  
40  
41 Diane McCartney: Mr. Davis?  
42  
43 Note: (Silence)  
44  
45 Diane McCartney: Mr. King?  
46  
47 Chris King: Here.  
48  
49 Diane McCartney: Mr. Matthews?  
50  
51 Jon Matthews: Here.  
52  
53 Diane McCartney: Mr. Cole?  
54  
55 Travis Cole: Here.  
56  
57 Diane McCartney: Let the record show Hale, Stout, Davis are absent.  
58  
59 Declaration of Conflict  
60  
61 Scott VanWinkle: Declaration of Conflict.  
62  
63 Rebecca Farley: Do you want to read that? Declarations of Conflict per Tennessee Code  
64 49 2 0 2 Board of Education members who have relatives per the statute, relative means  
65 spouse, parent, parent in-law, child, son-in-law, daughter-in-law, grandparent,  
66 grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the  
67 same household as you employed by the system, are asked to raise your hands and  
68 identify yourself.  
69 (Scott VanWinkle, Chris King, Jon Matthews and Travis Cole raise their hands.)

70 Rebecca Farley: Do you certify that the votes you make tonight will be in the best  
71 interest of the school system regardless of the effect that your vote may have upon the  
72 employment of your relative or relatives?  
73  
74 Travis Cole: Yes.  
75  
76 Jon Matthews: Yes.  
77  
78 Chris King: Yes.  
79  
80 Scott VanWinkle: Yes.  
81  
82 Rebecca Farley: Let the record show Mr. Cole, Mr. Matthews, Mr. King, and Mr.  
83 VanWinkle raised their hand.

84 \*Approval of Agenda

85 (Exhibit #1)

86  
87 Scott VanWinkle: That brings us to approval of agenda.  
88  
89 Chris King: Mr. Chair?  
90  
91 Scott VanWinkle: Yes sir.  
92  
93 Chris King: I'd like to make a motion to approve the agenda with some exceptions, those  
94 being to number 8, to amend to recommend a scale, not approve. Then 9 through 12 to  
95 postpone those until another meeting.  
96  
97 Travis Cole: I'll second.  
98  
99 Chris King: I think that's what we need to do to get where we're going to need to go.  
100  
101 Scott VanWinkle: I think we wanted to leave that policy. Mr. King, I don't know if you  
102 want to amend your motion, the 1.404 and also the building and grounds.  
103  
104 Chris King: Yeah, I'll left. Building and grounds.  
105  
106 Scott VanWinkle: Okay, so number 11, 1.404. And if you could amend that, that would  
107 probably make it, yeah,  
108  
109 Chris King: I'll amend it to leave those in. Number 11. That takes 9, 10, and 12 out.  
110  
111 Scott VanWinkle: So.  
112  
113 Chris King: Then we recommend a scale on number 8 instead of approved one.  
114

115 Scott VanWinkle: Okay. Motion and a second to amend the agenda to only consider line  
116 item 8, 11 and 13.

117  
118 Chris King: 8 forward. Yes.

119  
120 Scott VanWinkle: So we probably need a roll call on that since it's got salary scales in it.

121  
122 Diane McCartney: Mr. Cole?

123  
124 Travis Cole: Yes.

125  
126 Diane McCartney: Mr. Matthews?

127  
128 Jon Matthews: Yes.

129  
130 Diane McCartney: Mr. King?

131  
132 Chris King: Yes.

133  
134 Diane McCartney: Ms. Nichols?

135  
136 Sheri Nichols: Yes.

137  
138 Diane McCartney: Ms. Stull?

139  
140 Sheri Nichols: Yes.

141  
142 Diane McCartney: Mr. VanWinkle?

143  
144 Scott VanWinkle: Yes.

145  
146 Diane McCartney: Yeses have it.

147 Motion to approve the agenda with changes. Modify item 8 to "recommend" a scale  
148 instead of "approve". Remove items 9, 10 and 12.

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

(seconder-yes) Cole

Yes: 6, No: 0

**MOTION: Motion Carried**

149

150 Community Comments

151 Open Meetings

152 \*'26-'27 Budget

153 (Exhibit #2)

154

155 Scott VanWinkle: That brings us to number 8, pay scales. I entertain a motion on what

156 we want to recommend.

157

158 Chris King: Well, Mr. Chair number 7.

159

160 Scott VanWinkle: We didn't have that in the motion.

161

162 Chris King: So we need to look at it. I would move that we approve the budget as

163 drafted so far.

164

165 Travis Cole: I'll second.

166

167 Scott VanWinkle: There's been a motion to second to approve the drafted budget to

168 proceed with planning. That's as a draft, right?

169

170 Chris King: Right.

171

172 Scott VanWinkle: Yep. Okay. Any discussion?

173

174 (Silence)

175

176 Scott VanWinkle: No, okay. That's definitely a roll call.

177

178 Diane McCartney: Mr. King?

179

180 Chris King: Yes.

181

182 Diane McCartney: Mr. Matthews?

183

184 Jon Matthews: Yes.

185

186 Diane McCartney: Mr. Cole?

187

188 Travis Cole: Yes.

189

190 Diane McCartney: Ms. Nichols?

191

192 Sheri Nichols: Yes.

193

194 Diane McCartney: Ms. Stull?  
195  
196 Elizabeth Stull: Yes.  
197  
198 Diane McCartney: Mr. VanWinkle?  
199  
200 Scott VanWinkle: Yes.  
201  
202 Diane McCartney: Yeses have it.  
203 Motion to approve the budget as a draft.

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

(seconder-yes) Cole

Yes: 6, No: 0

**MOTION: Motion Carried**

204

205 \*Pay Scales

206 (Exhibit #3)

207

208 Scott VanWinkle: Okay. That brings us to number eight, pay scales.

209

210 Chris King: Mr. Chair, since we're recommending scales, these three, two have been out  
211 for a while and seen one is a little higher than the other. There's very little difference.  
212 They're very similar. I would like to move that. We recommend option A for planning  
213 purposes.

214

215 Scott VanWinkle: Only option A? Is that your motion?

216

217 Chris King: Well, for calculations in the budget, I think they're all fine to look at.

218

219 Scott VanWinkle: Okay.

220

221 Rebecca Farley: May I comment?

222

223 Scott VanWinkle: Yes, please.

224

225 Chris King: It's not that we're adopting one tonight.

226

227 Rebecca Farley: So that's what we did on Thursday. I understood. And maybe I  
228 misunderstood, but that was at the time the highest. So the budget that was presented to

229 you tonight is with Option A.  
230  
231 Chris King: Okay. That's my main point there.  
232  
233 Scott VanWinkle: We've already approved that draft, so we're good on that.  
234  
235 Chris King: Okay so we're good.  
236  
237 Scott VanWinkle: Yeah. Now I guess we just need to consider what options need to go  
238 for discussion with the teachers.  
239  
240 Rebecca Farley: Yeah.  
241  
242 Scott VanWinkle: We can make a motion on what options those need to be. I guess I'll  
243 entertain that.  
244  
245 Jon Matthews: I'd like, I'd make a motion that we do the linear model.  
246  
247 Travis Cole: I'll second that.  
248  
249 Jon Matthews: Going to the teachers.  
250  
251 Chris King: I think it all needs to be discussed.  
252  
253 Scott VanWinkle: Think it all does?  
254  
255 Chris King: Well I mean the option that we are working from and the linear model.  
256  
257 Rebecca Farley: So the budget that we have now. Yeah. Okay.  
258  
259 Chris King: Plus explain the linear model, see if that's agreeable.  
260  
261 Scott VanWinkle: Okay. Any discussion Mr. Matthews on your motion with just the  
262 linear model?  
263  
264 Jon Matthews: Well, with just going with the linear model, I think it kind of, like you  
265 said, it's getting us where we need to be and they can project now hopefully for the next  
266 several years. But given the teachers that option, of course anytime you're dealing with  
267 their pay scales and stuff, they've got a right to be heard just like everybody else. But I  
268 think in seeing that linear model, I think to me is what I was watching, it makes the most  
269 sense to get us there. So.  
270  
271 Travis Cole: Yeah, I feel like the linear model is the best option because last year when  
272 we started this fixing the pay scale thing that we all held so highly, being able to cross  
273 the finish line on something that we've initiated two or three years ahead of schedule. I  
274 believe one time we were saying it was going to take five years and we've got the

275 opportunity to cross that finish line, now. I think anything less than that would be  
276 counterproductive.  
277  
278 Scott VanWinkle: Any other discussion? Go ahead, Mr. King.  
279  
280 Chris King: I'm just going to say I think this is an important step to get where we need to  
281 go.  
282  
283 Sheri Nichols: Yes.  
284  
285 Chris King: Tweaked and tune and fix things. This helps.  
286  
287 Scott VanWinkle: So if there's no other comments, my only comment is we're taking  
288 only one option to the teachers and there's nothing. I mean, is that something that's okay.  
289  
290 (Audio)  
291  
292 Scott VanWinkle: Just to take one.  
293  
294 Chris McCarty: I think as long as it's understood that this is what the board is  
295 recommending and it's not finalized, so obviously if the discussions, we hope they go  
296 well, but if they were to not go well, the board has to understand that that would be  
297 coming back for another vote and more discussion.  
298  
299 Jon Matthews: Right.  
300  
301 Scott VanWinkle: They've already seen A and B, right?  
302  
303 Rebecca Farley: I started to say, so we met with the group on February the 16th and  
304 February the 23rd. And at that time we know that they had those options because Dr.  
305 McCoy was able to plug those in and look at how those were affected by what insurance  
306 plans we were anticipating at the time. So they've seen A and B. We know that. So if  
307 they have any questions about that, we can discuss it.  
308  
309 Scott VanWinkle: Alright. So motion and a second to approve option linear model to go  
310 to the teacher discussion. Any other discussion on that matter?  
311  
312 (Silence)  
313  
314 Scott VanWinkle: Okay. All those in favor? Oh, I guess that's a financial too, roll call.  
315  
316 Diane McCartney: Ms. Nichols?  
317  
318 Sheri Nichols: Yes.  
319  
320 Diane McCartney: Mr. Matthews?

321  
322 Jon Matthews: Yes.  
323  
324 Diane McCartney: Mr. Cole?  
325  
326 Travis Cole: Yes.  
327  
328 Diane McCartney: Ms. Stull?  
329  
330 Elizabeth Stull: Yes.  
331  
332 Diane McCartney: Mr. King?  
333  
334 Chris King: Yes.  
335  
336 Diane McCartney: Mr. VanWinkle?  
337  
338 Scott VanWinkle: Yes.  
339  
340 Diane McCartney: Yeses have it.  
341 Motion to approve recommending the linear model.

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

(seconder-yes) Cole

Yes: 6, No: 0

**MOTION: Motion Carried**

342  
343 \*Resolution Options  
344 (Removed see item 4. Approval of Agenda)  
345 \*Memorandum of Understanding CCS and CCEA  
346 (Removed see item 4. Approval of Agenda)  
347 \*Policies for Approval  
348 (Exhibit #4)  
349  
350 Scott VanWinkle: Okay. And that brings us to number 11, which is the policy 1.404 that  
351 we just went over in the work session.  
352  
353 Rebecca Farley: Yep.

354  
355 Travis Cole: Mr. Chair, I move to approve.  
356  
357 Chris King: Second.  
358  
359 Scott VanWinkle: Yeah, go ahead. I know what you're going to say.  
360  
361 Diane McCartney: Well, go ahead.  
362  
363 Scott VanWinkle: I was going to just ask for Mr. Cole's discussion is all I was going do.  
364 He made the motion.  
365  
366 Travis Cole: I make the motion based on the conversation from the work session and  
367 aligning our policy with state law.  
368  
369 Scott VanWinkle: Yeah.  
370  
371 (Audio)  
372  
373 Scott VanWinkle: Yeah.  
374  
375 Travis Cole: With the clerical changes.  
376  
377 (Laughter) (Audio)  
378  
379 Scott VanWinkle: Mr. King, you made the second, didn't you? Yeah.  
380  
381 Chris King: Yeah. That's clean up the language there. What needs to be added and taken  
382 away? Yeah.  
383  
384 Scott VanWinkle: I think what we need is a motion to approve it first and second  
385 reading.  
386  
387 Travis Cole: Yeah.  
388  
389 Scott VanWinkle: Can you amend that?  
390  
391 Travis Cole: Yes. I'll amend my motion to approve this policy for first and second  
392 reading with the clerical changes discussed in the work session.  
393  
394 Scott VanWinkle: Okay.  
395  
396 (Laughter)  
397  
398 Sheri Nichols: With Diane's changes with clerical changes.  
399

400 Chris King: Second that.  
401  
402 Scott VanWinkle: Motion and second to approve policy 1.404 for first and second  
403 reading. We can actually do all in favor, say aye.

404  
405 All Board Members: Aye.

406  
407 Scott VanWinkle: Aye. All opposed say nay.

408  
409 (Silence)

410  
411 Scott VanWinkle: Thank you. Yeses get it.

412  
413 (Laughter)

414  
415 Scott VanWinkle: Got it anyway.

416 Motion to approve policy 1.404 for first and second reading.

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

(seconder-yes) King

Yes: 6, No: 0

**MOTION: Motion Carried**

417

418 \*Pay Scale Supplements  
419 (Removed see item 4. Approval of Agenda)

420 \*B&G Pine View Playground Equipment

421 (Exhibit #5)

422

423 Scott VanWinkle: Okay. That brings us to number 13.

424

425 Rebecca Farley: Okay. So in the past we've had committees and anything that we make a  
426 change needed to go before the Building and Grounds committee, since we don't have  
427 those. It comes before you all. Here you go. So this is for Pine View, this is for their pre-  
428 K playground. The health inspector came and kind of said what you have is no longer  
429 acceptable. So their PTO has voted to or has purchased or wanting to purchase this and  
430 have it installed. So I need you all to make a motion to accept this change to the building  
431 and grounds at Pine View Elementary.

432

433 Jon Matthews: I make a motion that we accept this building and grounds monies.

434  
435 Sheri Nichols: I'll second that.  
436  
437 Scott VanWinkle: Motion to second to approve. Item number 13, Pine View playground  
438 equipment. Any discussion?  
439  
440 Chris King: Got a question.  
441  
442 Scott VanWinkle: Sir?  
443  
444 Chris King: Is PTO the normal funding for playgrounds at every school?  
445  
446 Rebecca Farley: That has been what we have seen recently, yes.  
447  
448 Scott VanWinkle: Okay. Roll call please.  
449  
450 Diane McCartney: Mr. Cole?  
451  
452 Travis Cole: Yes.  
453  
454 Diane McCartney: Ms. Nichols?  
455  
456 Sheri Nichols: Yes.  
457  
458 Diane McCartney: Ms. Stull?  
459  
460 Elizabeth Stull: Yes.  
461  
462 Diane McCartney: Mr. King?  
463  
464 Chris King: Yes.  
465  
466 Diane McCartney: Mr. Matthews?  
467  
468 Jon Matthews: Yes.  
469  
470 Diane McCartney: Mr. VanWinkle?  
471  
472 Scott VanWinkle: Yes.  
473  
474 Diane McCartney: Yeses have it.  
475  
476 Scott VanWinkle: Okay. So do we need to make a date for anything?  
477  
478 Rebecca Farley: Well, I don't know if Dr. McCoy can make the date for collaborative  
479 conferencing or if I need to reach out to Ms. Timson.

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Scott VanWinkle: Okay. Can you just email that out?

Rebecca Farley: I'll be happy to email that out to you all. And then we just have our regular scheduled work session in two weeks and.

Scott VanWinkle: So, if we get something from the MOU, we can do a special call on a salary scale then after that?

Rebecca Farley: Absolutely.

Scott VanWinkle: Alright, so.

Rebecca Farley: After the work session, not an extra meeting after the work session.

Motion to approve B&G Pine View Playground Equipment.

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

(seconder-yes) Nichols

Yes: 6, No: 0

**MOTION: Motion Carried**

Questions from Media

Scott VanWinkle: One other item, any questions from the media?

(Silence)

Adjournment

Scott VanWinkle: Alright. Meeting adjourned.

(Meeting adjourned at approximately 5:38 PM)

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**Rebecca Farley**  
**Director of Schools**

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**Scott Van Winkle**  
**Chairperson of the Board**

Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on April 7th 2026.

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**Jason McGhee**  
**Board of Education Recorder**

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

The Board of Education met for a work session on Thursday, April 2, 2026 in the Central office boardroom where the chairman called the meeting to order at approximately 4:00 pm with a moment of silence and Pledge of Allegiance.

PRESENT:

Stull  
VanWinkle  
Nichols  
King  
Matthews  
Cole  
Farley, DOS  
McCarty, Atty  
Delk, FD  
Cebollas, Media

ABSENT:

Hale  
Davis  
Stout

The board began the meeting with Farley's presentation of the proposed '26-'27 budget. Overview of the discussion follows.

## I. Revenue Overview

- **Total Local Taxes:** Estimated at **\$18,403,420** (based on the March TISA estimate).
- **State Funding:** Estimated at **\$53,690,093** (also based on the March TISA estimate). A final projection from the state is expected in April.
- **Parental Leave Line:** Currently set at \$0. This is a reimbursement-based line, and the board is consulting with a fiscal advisor to determine if a "buffer" amount should be added.
- **Total Proposed Revenue:** Approximately **\$74,065,684**.

## II. Key Personnel & Benefit Changes

- **Retirement Rates:** A significant cleanup was performed by Delk, who calculated individual retirement rates for every employee rather than using a broad average.
  - **Legacy:** 6.35%
  - **Hybrid:** 9%
  - **Classified:** 10% increase.
- **Medical Insurance:** All increases previously voted on by the board have been consolidated into a single line item on page 4 of the budget.

- **Substitute Pay:** Budgeted increases reflect new daily rates:
  - **Certified Subs:** \$135/day (Total budget: \$72,900).
  - **Classified Subs:** \$100/day (Total budget: \$240,000).

### III. Departmental Highlights

#### Instruction & Special Education

- **K-3 Class Size Ratios:** An increase in the teacher line (budgeting for 360 teachers) was necessary to accommodate policy changes regarding class sizes.
- **Special Education:** \* Caseload ratios for elementary were adjusted from 1:15 to 1:20.
  - **New Curriculum:** A \$20,000 investment was added for a dedicated curriculum for students in Comprehensive Development Classrooms (CDC)—a first for the county. The life expectancy of this curriculum is estimated at 10–12 years.
  - **Contracted Services:** A large increase in the 399 line for OT, PT, Psychologists, and Speech Therapists due to a severe shortage of available staff to hire directly.

#### CTE (Career & Technical Education)

- **Grant Sunsetting:** The ISM Grant (\$6M) is ending. Consequently, the maintenance budget increased by \$10,000 to cover upkeep for new facilities (like greenhouses) previously funded by the grant.
- **Software:** Software previously covered by the grant has been moved to the general budget (Line 471).

#### Support Services & Technology

- **Skyward (Student Information System):** A significant increase in software costs because the state is no longer hosting the system, forcing the district to take over the expense.
- **Testing:** Increased budget for Pre-ACT testing (\$21/student) and a shift toward a site license for Edmentum to save costs compared to individual seats.
- **Library Software:** Budgeted a 10–15% increase for Follett as the vendor would not provide a firm quote.

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### IV. Items for Clarification

- **CAO Position:** There was a brief discussion regarding the Chief Academic Officer (CAO) salary (Line 105). The board is verifying if a previous motion intended to replace this position entirely with a new role or if the salary needs to be moved to a different line.

## I. Technology & Internet Services (Page 13)

- **Provider Switch:** The district moved away from Education Networks of America (ENA/Zayo) after 30 years.
  - **Reasoning:** Service quality declined significantly following a corporate buyout, leading to unpaid bills (resulting in a site disconnection) and slow response times for outages.
  - **New Provider:** The new group offers higher bandwidth ("more gigs") at a slightly lower rate. The transition was completed over Spring Break.
- **Audit Discrepancy (Line 350):** A dramatic decrease in the "Audited" line for 24/25 was clarified as a standard accounting/journal entry made by federal auditors to "wash" or balance the account.

## II. Personnel & Administrative Updates (Pages 14–16)

- **Board Expenses:** Page 14 (the Board's specific budget) remains flat with no pay increases, with the exception of a 5% increase in Worker's Compensation rates.
- **Director's Travel:** A significant increase in the travel line on page 15 is due to the Director's car allowance (per contract) being categorized as "travel" by the courthouse rather than "salary."
- **School Leadership & Support Staff:**
  - **Assistant Principals:** Added two assistant principals at the elementary level for schools exceeding 600 students (resulting in a full-time principal, full-time AP, and part-time AP).
  - **Phoenix High School:** The principal's contract was adjusted to 220 days.
  - **Front Desk/Secretarial:** School front desk positions were increased by 10 extra days per year to meet principal requests.

## III. Software & Operational Efficiency (Pages 16–18)

- **Attendance on Demand (Page 17):** A significant increase in the software line covers the district-wide rollout of this system.
    - **Purpose:** To track employee leave and digital timesheets.
    - **Status:** Successfully piloted at Central and four other schools; full implementation for all employees is scheduled for the upcoming year.
  - **Maintenance & Operations (Page 18):** \* Disposal Services (Line 359): Noted a slight increase.
    - **Custodial Supplies:** Minimal increases due to inflation/supply costs, but otherwise consistent with previous years.
-

## IV. Consistent Themes

Throughout these pages, the recurring drivers for budget increases are:

1. **Salary Adjustments:** Alignment with the previously discussed "Option A" pay scale.
2. **Retirement Contributions:** The precise per-person calculations mentioned in Part 1.
3. **Software Licensing:** Driven by the shift from state-hosted to district-managed systems and the move to digital time-tracking.

## I. Maintenance & Operations (Page 19)

- **HVAC Management Tracking:** A cell phone communication budget increase is tied to the McKinstry partnership. Maintenance staff will now use mobile devices to scan QR-style codes on every HVAC unit, feeding data directly into the new Centralized Maintenance Management System (CMMS).
- **Budget Increases:**
  - **Maintenance & Repair (Line 335):** Increased by \$115,000.
  - **Lawn Care:** Significant cost increase for specialized "clay dirt" for athletic playing fields.
  - **Equipment (Line 717):** Budgeted for new high-end lawnmowers for each high school (noted as "long overdue").
- **Budget Decreases:** A large decrease in the software line because the initial McKinstry implementation costs have passed, and the district is now just maintaining the CMMS license.

## II. Transportation & Community Services (Pages 20–21)

- **Bus Fleet:** The district plans to purchase:
  - One Special Education (SPED) bus.
  - One 78-passenger bus.
  - One 90-passenger bus.
- **Social Work & Pre-K:** These lines cover social workers and the "Kids Club" childcare program. While salary and substitute costs are up, grant money covers a portion of the Early Childhood/Pre-K program.

## III. Capital Projects & Long-Term Planning (Page 22)

The board discussed a \$4,360,000 total for educational capital projects. Notable items include:

- **HVAC Repairs (\$2,100,000):** Targeting 20 units in the worst condition across both high schools.

- **Fire Alarm Systems (\$1,000,000):** Continuing a district-wide rollout. North and CCHS are done; South is in progress. Next are Martin, Stone Elementary, and the 1980s wing of Pleasant Hill.
- **Rollover Projects:** Roughly \$1.1M is being rolled over from the previous year for electrical work at Homestead and Martin, plus drainage at Martin.

## IV. Budget Summary & One-Time Expenses

- **Total Budget:** Currently stands at \$83,117,137 (an increase of approximately \$4M over last year).
- **Revenue Gap:** Estimated revenue is \$74,656,684, leaving a gap that the board is analyzing.
- **"One-Time" vs. Recurring:** A board member requested a formal report on which expenses are one-time (e.g., the CDC curriculum, lawnmowers, buses, and HVAC) vs. recurring (salaries). The HVAC and capital projects alone account for over \$4.3M of the "one-time" category.

## V. Energy Savings Update

- **LED Lighting Project:** A preliminary update on the new lighting suggests the district is about \$5,000 ahead over the last three months (Nov–Jan) in terms of electrical savings. While not yet fully covering the project payment, a decrease in kilowatt usage is visible meter-to-meter.

## I. Overview of Pay Scale Options

The board is currently evaluating three primary models (A, B, and F) as they move toward a linear pay scale (where salary increases are consistent between every degree level and every year of experience/step).

- **Option A:** Designed to move toward a linear model while maximizing teacher pay increases to help offset rising insurance costs.
- **Option B:** Originally developed two years ago as a lower-cost option assuming insurance stayed flat. It remains the Director's preferred choice as it provides a "decent raise" with less "blow" to the overall budget.
- **Option F:** A newer model introduced by VanWinkle in March. It was recently finalized by Delk to provide a three-year projection to show long-term sustainability.
- *Note:* Options C and D were previously discarded because they became too "squirrely" (complex/inconsistent).

## II. Timeline & Procedural Context

There has been significant back-and-forth regarding these scales over the last few months:

- **February 13–26:** Options were first posted and discussed. A motion to vote on Feb 26 was tabled.
- **March:** Further discussion occurred during work sessions and regular meetings without a final vote.
- **April 2 (Current Meeting):** The board is now reviewing 3-year projections for A, B, and F.

## III. The Shift Toward a Linear Model

The board's ultimate goal is a fully linear scale, a process originally estimated to take 3 to 5 years. However, a board member noted they are much closer to achieving this than expected:

- **Progress:** The district is within \$150,000 to \$450,000 of completing the transition to a linear model this year, depending on which option is chosen.
- **Option A Gap:** Approximately \$150,000 away from a full linear transition.
- **Option B Gap:** Approximately \$450,000 away.

## IV. Interplay with Insurance

The board has already committed \$11.8 million in the budget for insurance benefits. While the funding is secured, the board is still unclear on exactly how this will affect individual teachers' take-home pay, which is why some members are pushing for Option A to provide a larger "buffer" via salary.

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## V. Key Takeaways

- **Preference:** Dr. Farley (Director) continues to favor Option B for its fiscal restraint.
- **Urgency:** There is a desire to "do what's right instead of just doing it to be done," despite the timeline pressures.
- **Next Steps:** The Executive Committee will meet during the work session to discuss the linear model further, as they have not yet had a formal chance to deliberate on the latest projections.

## I. The Linear Model: "Fixing it Forever"

VanWinkle presented the case for a perfectly balanced linear scale. The goal is to move away from year-to-year guesswork and create a transparent, predictable system.

- **The Structure:**
  - A fixed **\$625 annual step** increase for every teacher.
  - Fixed pay gaps between different degree levels (Bachelors, Masters, etc.).
  - **The Result:** Every teacher in the district receives the same base raise every year, regardless of where they are on the scale.
- **The Math:** For 584 teachers, the district's baseline obligation for annual step increases would be approximately \$365,000.

## II. TISA Funding & Earmarked Raises

The discussion clarified how the state's new funding formula (TISA) supports teacher salaries:

- **Earmarked Money:** This year, the state has earmarked \$857,000 specifically for teacher raises. Under the linear plan, this money is divided by the number of teachers and automatically added to the salary scale.
- **Total Funding:** Combining earmarked raise money with "outcome money" (performance-based funding), the district has \$2.69 million available for raises.
- **Cost of the Plan:** The proposed linear plan requires \$2.5 million to fully fund, meaning the district could implement it using existing TISA funds with a small surplus left over.

## III. Catching Up to State Benchmarks

The board noted that the "struggle" in previous years was due to being behind.

- In 2023, the base pay (Step 0) was \$40,000.
- State mandates required a move to \$50,000 by this year.
- Now that the district has "caught up" to these benchmarks, the linear model can act as a permanent formula that stays ahead of state requirements.

## IV. Risks and "Outcome Money"

A board member raised concerns about the reliability of Outcome Money, which is not a guaranteed annual amount.

- **The Strategy:** Use the current outcome money to "catch up" and finalize the linear scale this year.
- **The Future:** Once the scale is set, the district will rely on the standard TISA formula and its built-in COLA (Cost of Living Adjustment), which has averaged around 3%.

## V. Transparency and Policy

- **Draft Policy:** A draft policy was introduced (not for a vote tonight, but for review) that would codify this formula into school board rules.
- **Teacher Perspective:** The proponent argued that teachers want transparency—if they know the TISA earmarked amount and the number of teachers, they can calculate their own raises without waiting for board negotiations.
- **The Downside:** The only major risk identified is if the state legislature changes the TISA funding formula or removes the built-in COLA.

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## Key Financial Figures

Category	Amount
<b>Total New Income (Projected TISA)</b>	~\$1.9 Million
<b>Earmarked for Teacher Raises</b>	\$857,000
<b>Total Available for Raises (incl. Outcome \$)</b>	\$2.69 Million
<b>Cost to Fund Linear Model</b>	\$2.5 Million
<b>Annual Board Obligation (\$625 x 584 teachers)</b>	~\$365,000

## I. TISA Funding vs. Board Obligations

- **The "625" Rule:** The board reiterated that their primary recurring obligation under the linear model is the \$625 step increase per teacher.
- **State Responsibility:** Future growth of the salary scale (the "COLA" or base raises) would be driven by state TISA allocations. By law, earmarked state funds for teacher salaries must go to the teachers; the linear model simply creates a transparent mechanism for that pass-through.

- **The "Cushion":** Projections show that while the district is funded for \$1.9 million next year, only \$875,000 is strictly earmarked for raises. This leaves a "cushion" of nearly \$900,000 that can be used to offset staffing costs or classroom needs.

## II. The "Overstaffing" Concern

A primary point of debate was whether the district's new local policy would conflict with state funding levels:

- **Local Policy Change:** The board recently lowered the teacher-to-student ratio in K-3 to 1:20 (stricter than the state's 1:25 limit).
- **Staffing Impact:** To meet this 1:20 ratio, the district needs approximately 11 to 12 additional teachers.
- **Financial Safety Net:** Proponents of the linear model argue that even if the district is "overstaffed" relative to state funding formulas, the existing TISA "cushion" is large enough to cover those extra positions for at least the next 2–3 years without straining the budget.

## III. Resolutions and Drafts

The board reviewed two draft resolutions designed to "fix" the scale permanently and reduce the need for multiple floor motions:

- **Resolution 1:** Establishes the linear model with a \$51,000 base and the \$625 experience steps.
- **Resolution 2:** Includes the educational degree spacing (\$4,500 for Masters, \$8,000 for Ed.S, \$11,500 for Doctorate) and specifically utilizes "Outcome Money" to finalize the transition this year.
- **The Goal:** To consolidate salary, degree steps, and funding sources into a single, clean policy.

## IV. Closing Sentiment

- **Proximity to Success:** After two years of "playing with the scale," the board member leading the initiative noted that the district is surprisingly close to a perfect linear model.
  - **Next Steps:** The resolutions are currently in "draft" form and require further refinement (and potentially some email revisions) before a formal vote, as some degree-step data was missing from the initial projection screen.
-

## Summary of Proposed Linear Structure

Component	Proposed Value
Base Salary (Step 0)	\$51,000
Annual Experience Step	\$625
Masters Degree Gap	\$4,500
Ed.S Degree Gap	\$8,000
Doctorate Degree Gap	\$11,500

## I. Finalizing the Linear Pay Scale Math

The board reviewed "Draft 7," which codifies the specific mathematical formula for how teacher raises will be calculated moving forward. The goal is to provide total transparency to the community and the teachers' association.

### The "Lift" Formula

VanWinkle introduced a simplified formula to calculate the annual salary scale increase (referred to as the "Lift"):

$$\text{\$Lift} = \frac{A}{E}$$

- **A:** The restricted salary amount provided by the state via TISA funding.
- **E:** The total number of certified employees.
- **Rounding:** The result is rounded to the nearest \$10 to keep the salary scale clean (no pennies).

### Example Calculation provided in the meeting:

If the state provides \$876,000 for raises and the district has 584 employees, the base "Lift" would be \$1,500. This \$1,500 is added to the scale in addition to the standard \$625 experience step.

## Strategic Intent

- **Ending the Yearly Debate:** By using this formula, the board hopes to avoid the "crosseyed" confusion of debating 6+ different options every year.
- **Fairness:** In the past, some teachers might get a \$5 raise while others got \$3,000. This model ensures a predictable \$2,000–\$2,500 total increase for everyone if the state maintains its 2–3% COLA.
- **Compliance:** The Director's office will still perform an annual check to ensure the district remains above state-mandated minimums, though the legal counsel noted this review should be significantly faster under the new model.

---

## I. Policy 1.404: Public Comment Period

The board shifted to discussing mandatory changes to Policy 1.404, driven by a new state bill that became effective immediately upon the Governor's signature.

- **15-Minute Rule:** To ensure the board has time to review who is speaking (since commenters no longer have to speak specifically on agenda items), a new recommendation requires speakers to sign up no later than 15 minutes prior to the start of the meeting.
- **TSBA Alignment:** The board is adopting language recommended by the Tennessee School Boards Association (TSBA), with minor tweaks for clarity (e.g., adding the word "relevant" to clarify "germane").
- **Immediate Effect:** Because the state law is already in effect, the board must update its local policy to remain compliant with the new requirements for public participation.

---

## II. Policy 5.1101: The Linear Model Mandate

The board reviewed the draft policy language that would codify the linear salary model. Key provisions include:

- **Maintaining the Scale:** The policy requires the board to maintain the linear structure moving forward.
- **Non-Supplanting Requirement:** State-funded "lifts" (from TISA) must be applied in **addition to** the locally funded \$625 annual step, not in place of it.
- **Inflation Protection:** The model leverages the built-in COLA of the TISA formula to ensure automated salary growth.
- **Morale & Integrity:** By keeping degree-level gaps consistent (Masters, Ed.S., Doctorate), the policy aims to eliminate "salary compression" and "shrinkage" where long-term employees' raises stagnate compared to new hires.

### III. Legal Compliance & Voucher Context

- **Reporting:** At the suggestion of the board's attorney ( McCarty), the policy will include a "Compliance Report" process where the Director reviews the scale annually to ensure it remains linear and meets state minimums.
- **The Voucher Connection:** A board member noted that the TISA funding levels are currently robust because they are tied to proposed state "voucher" amounts; by adopting this scale now, the district secures that funding for certified teachers.

### IV. Procedural Strategy: "First and Final" Readings

Because of the new state law regarding public comments, the board discussed an accelerated timeline:

- **Policy 1.404:** Since this law is already in effect, the attorney recommended passing the update on "First and Final" reading via a special called meeting to ensure immediate legal compliance.
  - **Policy 5.1101:** This will likely proceed through the standard first reading in April.
- 

### I. Collaborative Conferencing & The "OU"

A significant procedural point was clarified regarding the Operating Unit (OU) and the Teachers' Association:

- **Open Status:** Because the board previously voted to fund insurance at a specific amount, the "Collaborative Conferencing" (negotiation) period is officially open.
- **Mandatory Discussion:** By law, the board cannot unilaterally "plug in" a new pay scale without first discussing it with the Teachers' Association.
- **The Plan:** Instead of a final vote tonight, the board will present the Linear Model (Option A or B) as their formal recommendation to the teachers.

### Next Steps

- **Work Session** (2 weeks from tonight): The board will meet for a work session to discuss potentially finalizing pay scales once collaborative conferencing with the teachers is complete.

After all matters were discussed, the chairman adjourned the meeting at approximately 5:16 pm.

The Cumberland County BOE met in a work session on Thursday, April 16, 2026, in the board room at Central Office. The Chairman of the board called the meeting to order with a moment of silence and the Pledge at approximately 4:00 pm.

PRESENT:

Stull  
Nichols  
VanWinkle  
King  
Stout  
Matthews  
Farley, DOS  
Fontaine, McKinstry  
Burchette, Atty  
Farley, Technology

ABSENT:

Hale  
Davis  
Cole

---

## 1. Community Comments

**Speaker: Ed Camera (District 1)**

The first item on the agenda was the community comments portion.

Mr. Camera raised three specific concerns regarding the current budget:

- **Reserve Fund:** Alleged violation of the County Commission's **17% reserve fund mandate**.
- **Accounting Practices:** Criticized placing insurance under the "instructional line," arguing it makes departmental budget comparisons impossible.
- **Staffing Priorities:** Questioned the addition of an Athletic/Activities Director, suggesting those funds should instead be used to hire teachers and reduce class sizes.

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## 2. Facility & Operations Presentation (McKinstry)

The second item on the agenda was the presentation from McKinstry. The representative from McKinstry presented a "Phase 2" plan, transitioning from data collection (Phase 1) to actionable implementation.

### **Core Objectives: "Better Data, Better Decisions"**

The program aims to address a \$52 million deferred maintenance backlog projected over the next 10 years.

## Key Accomplishments & Tools

- **CMMS Selection:** The district has selected a new Computerized Maintenance Management System. This serves as the "foundation" for all maintenance data and workflow.
- **Student Engagement:** Partnered with the "Gear Up" team and CCHS to engage students in engineering and MEP (Mechanical, Electrical, Plumbing) programs, including building tours for 8th graders.
- **Stakeholder Input:** McKinstry interviewed every principal and various custodial staff members to understand day-to-day resource deficiencies.

## The Phase 2 Strategy

The strategy is split into two primary "prongs":

Prong 1: Operations	Prong 2: Capital Projects
<b>Workflow Optimization:</b> Ensuring specialists (like HVAC techs) aren't diverted to general tasks (like moving furniture).	<b>Retro-commissioning:</b> "Tuning up" existing systems to extend their lifespan beyond the standard 10 years.
<b>Asset Tagging:</b> Tracking the specific repair history/cost of every unit to decide when to "fix vs. replace."	<b>HVAC Modernization:</b> Bundling large-scale heating and cooling replacements to lower procurement costs.
<b>Smart Technology:</b> Installing remote sensors to reduce "truck rolls" (unnecessary maintenance trips).	<b>Strategic Bundling:</b> Grouping projects to gain "delivery efficiencies" and avoid the <b>40% cost premium</b> associated with emergency repairs.

## Financial Outlook

- **Projected Savings:** McKinstry estimates the program could yield \$10.5 million in operational savings and \$6.5 million in delivery efficiencies over 10 years.
  - **Funding:** The team will also assist the district in identifying rebates and grant funding.
-

### 3. Board Interaction

- **System Selection:** McKinstry clarified that while they provided a "floor" of technical requirements, the district administrative team (not the consultants) made the final choice on which management system to purchase based on training and support features.
- 

## 1. Capital Projects & Facility Priorities

The board and McKinstry identified several high-priority infrastructure needs for the upcoming budget cycle:

- **Plumbing & Drainage:** Investigative work (using cameras) is planned for Glenn Martin to determine if original 1970s plumbing needs total replacement or lining.
  - **Electrical:** Upgrades at Homestead were emphasized as a carry-over need from the previous year.
  - **Fire & Life Safety:** Prioritizing the oldest systems: Glenn Martin (1976), Stone (1999), and the Pleasant Hill old wing (1980).
  - **HVAC Modernization:** Discussion regarding the loud, space-consuming "Bard units" at Cumberland County High School and whether to replace them with more efficient, modern systems.
  - **Transportation:** A request for \$5.4 million total in capital projects includes:
    - 20 new HVAC units for SMHS and CCHS.
    - New lawn tractors for groundskeeping.
    - New buses: One large Special Education bus and several 78-to-90 passenger buses to replace those at the end of their lifespan.
- 

## 2. Funding & Contract Approval (McKinstry)

McKinstry outlined the immediate next steps for the Board:

- **TVA Rebate:** The district has \$221,000 in "found money" from previous lighting projects that will be used to kickstart Phase 2.
  - **The MSA:** A Master Services Agreement has been reviewed and approved by the board attorney. Approval is requested for next week's board meeting.
  - **Phasing:** \* **Phase 2A1:** Setting up the management software (CMMS) and asset tagging.
    - **Phase 2A/B:** Developing dashboards and beginning actual construction/modernization after the August budget approval.
-

### 3. Budget Draft 2 & Financial Challenges

The Board reviewed the second draft of the 2025-2026 budget:

- **Legal Fees:** A board member questioned if the \$65,000 legal budget is realistic, noting they have already exceeded that amount this year.
  - **Reserve Funds:** The district remains above the state-mandated reserve but below the county's preferred reserve level.
  - **Deadlines:** The budget must be voted on next Thursday (April 23) to reach the County Commission by April 27.
- 

### 4. Technology Volatility

**Speaker: Elbert Farley (Technology Dept)** Mr. Farley reported a "dire" situation regarding technology procurement due to the global demand for AI data center chips:

- **Quote Validity:** Vendors are now only honoring price quotes for 7 days (down from the traditional 90 days).
  - **Rising Costs:** Apple teacher laptops have already increased by \$100 per unit, and Chromebooks are projected to see a \$6,000–\$8,000 total increase soon.
  - **Recommendation:** He suggested the Board use fund balances to purchase technology immediately rather than waiting for next year's budget to avoid further price hikes and lack of availability.
- 

### 5. Technology Procurement Crisis

Mr. Farley (Technology Dept) provided further details on the urgency of purchasing student devices:

- **Market Volatility:** The current quote for 1,200 Chromebooks (specifically for 5th and 9th graders) is \$430,800. This includes a 4-year warranty and Google management licenses.
- **The "AI Data Center" Factor:** Massive demand for chips from AI data centers has slashed the lifespan of price quotes to just 7 days.
- **Legislative Pressure:** Despite potential legislation regarding student screen time, the state still mandates online TCAP testing for grades 3–5, making the Chromebooks a functional necessity.
- **The Plan:** The Board is looking to approve this purchase in a special called meeting to secure the current price before it expires and is subjected to projected increases.

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## 2. Policy Updates & Revisions (First Reading)

The board reviewed several policy adjustments, primarily focused on health and student services:

- **Physicals (Policy 6.402):** A board member requested clarification to align with TSSAA rules. Currently, physicals performed after April 15th are valid through the following school year. The goal is to prevent parents from paying for multiple physicals unnecessarily.
- **Communicable Diseases (Policy 6.403):** Discussion occurred regarding the removal of language referring students with long-term illnesses to Special Education. It was clarified that these students are often served through homebound services rather than a specific Special Ed designation.
- **Terminology (Policy 6.407):** The board directed the removal of the outdated term "Guidance Counselor," replacing it solely with "School Counselor."
- **Salary Scales (Policy 5.1101):** The board discussed adding a suggested policy to manage salary scales moving forward, with a draft to be emailed for review.

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## 3. Student Release & Dismissal (Second Reading)

A debate occurred regarding **Policy 6.208** (Release during school hours):

- **ParentSquare Integration:** There is a request to allow parents of driving-age students to use ParentSquare or email to authorize dismissal for appointments, rather than requiring the parent to appear in person at the school.
- **Instructional Time:** The board aims to balance security with efficiency, noting that requiring parents to walk in sometimes results in students sitting in the office and missing class time unnecessarily.

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## 4. Operations & Curriculum

- **2027-2028 Calendar:** The board reviewed the top-voted option for the school calendar two years out. This option was selected by parents and teachers via a three-week online survey.
- **Textbook Adoption:** The board is moving to approve new Wellness textbooks. These are state-approved, meet 100% of standards, and were made available for community review (though no public comments were received).

- **Financials:** A standard list of all financials were presented, many of which will be required to put to vote at next week's meeting.

After no further discussion on any agenda items, the meeting was adjourned at approximately 5:10 pm.

1 Board of Education  
2 April 16, 2026 4:45 PM  
3 Central Services Board Room  
4

5 The Cumberland County Board of Education met in a special called session on  
6 Thursday April 16th, in the Central Services Board Room, where the meeting was called  
7 to order by Chairman of the Board Scott VanWinkle at the approximate hour of 5:22  
8 pm.  
9

10 **BOARD MEMBERS:**

Mr. Travis Cole:	Absent
Mr. Nick Davis:	Absent
Ms. Anita Hale:	Absent
Mr. Chris King:	Present
Mr. Jon Matthews:	Present
Ms. Sheri Nichols:	Present
Ms. Shannon Stout:	Present
Ms. Elizabeth Stull:	Present
Mr. Scott VanWinkle:	Present

11  
12 **Call to Order**

13  
14 Scott VanWinkle: Call a special called meeting to Order.

15 **Moment of Silence/Pledge of Allegiance**

16  
17 Scott VanWinkle: Please join us in the moment of silence and pledge of  
18 allegiance.

19  
20 (All stand for a moment of silence and recite the pledge)

21  
22 Rebecca Farley: One thing that's not on here is the declaration of conflict.

23 **Roll Call**

24 Scott VanWinkle: Roll call  
25  
26 Diane McCartney: Ms. Stull?  
27  
28 Elizabeth Stull: Here.  
29  
30 Diane McCartney: Ms. Nichols?  
31  
32 Sheri Nichols: Here.  
33  
34 Diane McCartney: Ms. Hale?  
35  
36 (Silence)  
37  
38 Diane McCartney: Mr. VanWinkle?  
39  
40 Scott VanWinkle: Here.  
41  
42 Diane McCartney: Ms. Stout?  
43  
44 Shannon Stout: Here.  
45  
46 Diane McCartney: Mr. Davis?  
47  
48 (Silence)  
49  
50 Diane McCartney: Mr. King?  
51  
52 Chris King: Here.  
53  
54 Diane McCartney: Mr. Matthews?  
55  
56 Jon Matthews: Here.  
57  
58 Diane McCartney: Mr. Cole?  
59  
60 (Silence)  
61  
62 Diane McCartney: Let the record show Hale, Davis, Cole absent for the meeting.  
63  
64 **\*Approval of Agenda**  
65 (Exhibit #1)  
66  
67 Scott VanWinkle: So we can move to add that on agenda approval. So I'll  
68 entertain a motion on approval of agenda.

69  
70 Chris King: Mr. Chair?  
71  
72 Scott VanWinkle: Sir?  
73  
74 Chris King: Move to approve the agenda.  
75  
76 Shannon Stout: Second.  
77  
78 Scott VanWinkle: There's been a motion, a second to approve the agenda. Any  
79 discussion?  
80  
81 Rebecca Farley: Can I bring that up?  
82  
83 Scott VanWinkle: You can.  
84  
85 Rebecca Farley: In looking at this just now, I realize that the declaration of  
86 conflict has been left off and since you all are going to be voting tonight, I would  
87 ask that that be added to this agenda. If someone wouldn't care to make a  
88 motion to amend their amendment.  
89  
90 Chris King: I amend my motion to include that.  
91  
92 Shannon Stout: Second.  
93  
94 Scott VanWinkle: A motion and a second to approve the agenda with the  
95 addition of the declaration of conflict. Any discussion?  
96  
97 (Silence)  
98  
99 Scott VanWinkle: Okay. All those in favor say aye.  
100  
101 All Board Members: Aye.  
102  
103 Scott VanWinkle: All those opposed say nay.  
104  
105 (Silence)  
106  
107 Scott VanWinkle: The ayes have it.  
108  
109 **Declaration**  
110  
111 Scott VanWinkle: Want to do the?  
112  
113 Rebecca Farley: Yeah. I can't remember it right off the top of my head.  
114

115 Jason McGhee: Hold on, let me pull it up.

116

117 Sheri Nichols: Diane can pull it up. Oh Jason.

118

119 Jason McGhee: Last special call meeting. There you go.

120

121 Rebecca Farley: Declaration of conflict per Tennessee code 49 2 2 0 2. Board of  
122 Education members who have relatives per the statute, relative means spouse,  
123 parent, parent in-law, child, son-in-law, daughter-in-law, grandparent,  
124 grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who  
125 resides in the same household as you employed by the system are asked to  
126 raise your hands to identify yourselves.

127

128 (Scott VanWinkle, Jon Matthews and Chris King raise their hands)

129

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

133

134 Scott VanWinkle: Yes.

135

136 Jon Matthews: Yes.

137

138 Chris King: Yes.

139

140 Rebecca Farley: Let the record show Mr. Matthews, Mr. King and Mr.  
141 VanWinkle.

142 Motion to approve the agenda with the addition of declaration of conflict.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 6, No: 0

MOTION: Motion Carried

143

#### 144 **Community Comments**

145 Scott VanWinkle: Community comments, no community comments tonight.

#### 146 **Open Meetings**

147 Scott VanWinkle: Go ahead and use my discretion and say we don't need the  
148 open meetings reading this meeting.

149 **\*Resolution**

150 (Exhibit #2)

151

152 Scott VanWinkle: So we'll move on to the number seven Board of Education of  
153 Cumberland County Resolution.

154

155 Chris King: Mr. Chair, move to approve the resolution.

156

157 Shannon Stout: Second.

158

159 Scott VanWinkle: Been a motion and second to approve agenda item number  
160 seven, resolution. Any discussion?

161

162 Chris King: Looks good to me.

163

164 Shannon Stout: It'll help us with our trajectory that we're trying to commit to.

165

166 Sheri Nichols: Yep. I agree.

167

168 Scott VanWinkle: Alright. No other discussion. Roll call please?

169

170 Diane McCartney: Ms. Stull?

171

172 Elizabeth Stull: Yes.

173

174 Diane McCartney: Ms. Nichols?

175

176 Sheri Nichols: Yes.

177

178 Diane McCartney: Ms. Stout?

179

180 Shannon Stout: Yes.

181

182 Diane McCartney: Mr. King?

183

184 Chris King: Yes.

185

186 Diane McCartney: Mr. Cole, excuse me. Mr. Matthews?

187

188 Jon Matthews: Yes.

189

190 (Laughter)

191

192 Diane McCartney: Mr. VanWinkle?

193

194 Scott VanWinkle: Yes.

195

196 Diane McCartney: Yeses have it.

197 Motion to approve the Resolution.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 6, No: 0

MOTION: Motion Carried

198

199 **\*Certified Pay Scales**

200 (Exhibit #3)

201

202 Scott VanWinkle: That brings us to number eight, certified pay scales.

203

204 Chris King: Mr. Chair, move to approve this model.

205

206 Jon Matthews: I'll second.

207

208 Scott VanWinkle: Been a motion and a second to approve the certified 26 27  
209 linear model for the pay scale. Any discussion?

210

211 Chris King: Something we've been trying to do for a long time. It's good to see it  
212 happen.

213

214 Sheri Nichols: A long time, yeah.

215

216 Scott VanWinkle: Mr. Matthews, any discussion?

217

218 Jon Matthews: No, I think it looks good. I think it gets us looking forward. I like  
219 the idea that it's getting us to look beyond just this year and gets us looking  
220 down the road. I think that helps tremendously.

221

222 Sheri Nichols: Yeah future.

223

224 Shannon Stout: Helps us to meet our goal for retaining, attracting and retaining.  
225 Recruiting and retraining. Recruiting and retaining. If I can get it out.

226

227 (Laughter)  
228  
229 Shannon Stout: It keeps us competitive with surrounding counties, which is  
230 good.  
231  
232 Sheri Nichols: Yep.  
233  
234 Scott VanWinkle: No other discussion, we'll move to roll call.  
235  
236 Diane McCartney: Ms. Nichols?  
237  
238 Sheri Nichols: Yes.  
239  
240 Diane McCartney: Ms. Stout?  
241  
242 Shannon Stout: Yes.  
243  
244 Diane McCartney: Mr. King?  
245  
246 Chris King: Yes.  
247  
248 Diane McCartney: Mr. Matthews?  
249  
250 Jon Matthews: Yes.  
251  
252 Diane McCartney: Ms. Stull?  
253  
254 Elizabeth Stull: Yes.  
255  
256 Diane McCartney: Mr. VanWinkle?  
257  
258 Scott VanWinkle: Yes.  
259  
260 Diane McCartney: Yeses have it.  
261  
261 Motion to approve the Linear Model.  
  
VOICE VOTE: (mover-yes) King  
  
(seconder-yes) Matthews  
  
Yes: 6, No: 0  
  
MOTION: Motion Carried

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**\*CDC/SDS Supplements**

(Exhibit #4)

Scott VanWinkle: Okay. That brings us to number nine CDC and SDS supplements.

Rebecca Farley: Do you want me to talk on these?

Scott VanWinkle: Yes, please.

Rebecca Farley: Okay. So when we were talking and we were doing our budget monthly items, this came up at the time and then since it was not added on to our budget, so before we finalize our budget, these individuals have a job that is really, really challenging. And so I think they do need a little bit of extra for what they deal with every day. And I came up with some different amounts and you can see how that will affect the budget. But I would like to see this supplement added for these comprehensive development teachers and special day school teachers. You all can choose the amount, but I do think that it is worthy of additional funding.

Shannon Stout: Need a motion before we discuss?

Scott VanWinkle: Yeah, typically.

Shannon Stout: Motion to approve the CDC and SDS supplements for discussion purposes.

Sheri Nichols: I'll second that.

Scott VanWinkle: Do you want to, there's five different amounts. Do you want to designate one or just move?

Shannon Stout: Well, I think just, no, I don't. Just to discuss 'em as a whole since they're on here as a whole, Dr. Farley was there. How does this look compared to other surrounding counties for us?

Rebecca Farley: I don't know. I haven't seen anything like this in surrounding counties. I don't know if it is just included as a regular classroom teacher or not. Some of these individuals had been on a district wide pay scale in the past and that has since gone away. So that's why I had asked for the supplement.

Shannon Stout: Are these positions that are hard to fill? Hard to keep.

Rebecca Farley: Hard to keep, yes.

Scott VanWinkle: Do you remember what the difference was on the old scale

309 versus the current between the two scales, I guess. Was it? Okay, I don't  
310 remember.

311

312 Rebecca Farley: Not off the top of my head. It was all over the place. Ms. Delk  
313 said.

314

315 Scott VanWinkle: It was different depending on what year you were. Yeah.  
316

317 Shannon Stout: Are you looking at this being a one-time bonus or a bonus  
318 spread out over 12 months?

319

320 Rebecca Farley: I mean we could add it anyway.

321

322 Scott VanWinkle: How do you do other supplements?  
323

324 Rebecca Farley: So other supplements they typically get for a lot of the athletic  
325 supplements or the club supplements, they get it after the sport is over. Like  
326 your fall folks, they get paid in December and then your spring sports, they get  
327 paid in May. So it would probably be similar. And we could split it. Whatever  
328 amount you choose, we could have it do half of it the first semester and half of it  
329 the second semester because sometimes you do have people leaving the  
330 middle of the school year.

331

332 Shannon Stout: It would probably be a wise way to do it. Yeah.  
333

334 Sheri Nichols: Yeah, I like that.

335

336 Shannon Stout: All right, so I'll go back and I will amend my motion.  
337

338 Rebecca Farley: Okay.  
339

340 Shannon Stout: Motion to approve the thousand dollars CDC and SDS  
341 supplements for the 26 27 school year budget.  
342

343 Sheri Nichols: I'll still second it. I just wish I had, we had more of a base of what  
344 they used to get or I mean it seems a minimal amount. I know what they do is so  
345 difficult. That's why we can't keep them. This is definitely incentive, but.  
346

347 Scott VanWinkle: Any other discussion from you on the amendment?  
348

349 Shannon Stout: No. Just kind of starting with that specific amount, knowing  
350 where we are budget wise, but in order to offer some kind of incentive to help  
351 retain and I think Dr. Farley's idea of breaking it up between semesters would be  
352 good as well.  
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354 Sheri Nichols: Yeah, I like that idea too.

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Shannon Stout: I think it's definitely a starting point, but I see your point about where were we from before to.

Rebecca Farley: And Ms. Delk said it was kind of all over the place.

Chris King: It depending on where you were on the scale, which was everywhere. We've taken care of now. I think our new scale.

Sheri Nichols: So was it based on how many kids they took care of?

Rebecca Farley: No.

Sheri Nichols: No.

Rebecca Farley: It was just based on your years of experience.

Sheri Nichols: Got it.

Rebecca Farley: But instead of it being like out of the regular teacher line, there was another line that said system wide. So there was a little bit of a bump. Ms. Diane, would you just shoot me if you had to pull up a pay scale?

(Laughter)

Rebecca Farley: Okay. So would you go to the school system website and go to where the pay scales are?

Shannon Stout: No, I think.

Rebecca Farley: And it's not going to be here because we did not.

Scott VanWinkle: Budget for this last year.

Rebecca Farley: Yeah.

Scott VanWinkle: Yeah. So we'd have to go back to.

Rebecca Farley: 24, 25 and we don't have that pay scale.

Scott VanWinkle: MS Bray's working on it. I see her back there.

Sheri Nichols: I see her back there. She's madly going into that computer.

Shannon Stout: I know that other districts have had success in offering some kind of bonus or supplement to retain or to retain positions.

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Jon Matthews: Well, here's a question that I have in the last year.

Sheri Nichols: Hang on. We have a hand.

Sonya Delk: It was anywhere from 1000 to 2000.

Sheri Nichols: OK.

Sonya Delk: That was if they had a master's all the way from year zero to.

(Audio)

Jon Matthews: Say in the last year or so, how much turnover have we had in these positions? Do you have any idea? Because I think to me that this kind of should lead us towards how much of this counts towards retention because it's going to cost us \$5,000 every time we have to hire somebody new just on average just to hire a new person cost around \$5,000. So are we going to save that? You know what I mean? If we keep 'em the whole year, then.

Rebecca Farley: Just off the top of my head, I think we might have lost about three countywide.

Jon Matthews: So \$15,000 is what it cost us. Just not keeping those people and having to hire 'em back. And so in my mind.

Sheri Nichols: And this may have given them incentive to stay.

Jon Matthews: Yes. And that's why I would lean, I don't know, maybe a little bit more than the thousand dollars one, but that's just.

Elizabeth Stull: I would lean more to 1500 to 2000 personally.

Jon Matthews: Yeah.

Sheri Nichols: Can we do that in our budget? We're already. Right?

Jon Matthews: Well, it's going to cost us that much.

Sheri Nichols: I know. I know. I agree.

Jon Matthews: Any which way we go with it.

Sheri Nichols: I know more the other way.

Jon Matthews: And what we're trying to do is trying to keep those so.

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Sheri Nichols: Retained

Jon Matthews: That we're not losing them.

Sheri Nichols: Yes, you're right.

Jon Matthews: Consistently.

Sheri Nichols: You're right.

Rebecca Farley: We have an amended motion on the.

Shannon Stout: I can amend.

Scott VanWinkle: Or somebody else can move to amend your motion or you can.

Jon Matthews: Someone, or if you want.

Shannon Stout: I can go back and amend to the 1500. So same motion, but to the 1500 broken up into the two semesters, that would put us right in the middle. Kind of based on what you're saying the range was before we made the changes.

Sheri Nichols: I'll keep my second. Renew it. Whatever we have to do.

Scott VanWinkle: Any discussion on the new amendment?

Shannon Stout: I think that we need to revisit next budget season to see how we are with our retention now that we've got this in place versus before we were paying it. And if it's made any difference because we're picking up an extra expense for it and if it doesn't make difference then.

Sheri Nichols: We'll change it.

Shannon Stout: Maybe there's another issue other than pay that we need to be looking at.

Rebecca Farley: And I can tell you right now that we are going to be losing some CDC teachers next year because we're going to be moving some students around to different classrooms. So our CDC numbers next year will be smaller, but it's not because necessarily that they have quit. But yeah.

Shannon Stout: It's based on.

493 Scott VanWinkle: Restructuring,  
494  
495 Sheri Nichols: Restructuring.  
496  
497 Scott VanWinkle: Restructuring. And I already know that so I'm just.  
498  
499 Sheri Nichols: Giving us a heads up.  
500  
501 Rebecca Farley: Yep.  
502  
503 Scott VanWinkle: So a motion and a second to approve a \$1,500 supplement for  
504 CDC and SDS teachers. Is there any other discussion?  
505  
506 Sheri Nichols: No.  
507  
508 Scott VanWinkle: Roll call please.  
509  
510 Diane McCartney: Ms. Stout?  
511  
512 Shannon Stout: Yes.  
513  
514 Diane McCartney: Mr. King?  
515  
516 Chris King: Yes.  
517  
518 Diane McCartney: Mr. Matthews?  
519  
520 Jon Matthews: Yes.  
521  
522 Diane McCartney: Ms. Stull?  
523  
524 Elizabeth Stull: Yes.  
525  
526 Diane McCartney: Ms. Nichols?  
527  
528 Sheri Nichols: Yes.  
529  
530 Diane McCartney: Mr. VanWinkle?  
531  
532 Scott VanWinkle: Yes.  
533  
534 Diane McCartney: Yeses have it.  
535  
Motion to approve the \$1500 suppliment.  
VOICE VOTE: (mover-yes) Stout

(seconder-yes) Nichols

Yes: 6, No: 0

MOTION: Motion Carried

536

537

**\*Technology**

538

Scott VanWinkle: Okay. That brings us to number 10. The technology.

539

540

Shannon Stout: This time of year, it's about spending money on all these things, isn't it? It's just money this time of year.

541

542

543

Rebecca Farley: But the bright thing with this, I guess if you can consider it, brightside, is it's not coming out of next year's budget.

544

545

546

Shannon Stout: So I'd like to make a motion to approve a resolution for the \$430,800 to purchase the Chromebooks and their systems from the 25, 26 year budget.

547

548

549

Sheri Nichols: Going once, going twice.

550

551

552

Chris King: How much?

553

554

Shannon Stout: It was the 4000, 430,800, which is what we were told it would cost to purchase just the Chromebooks and not the Apples.

555

556

557

Chris King: Pretty sure heard it, right?

558

559

Shannon Stout: Yep.

560

561

Sheri Nichols: I'll second it.

562

563

Scott VanWinkle: Motion to second to approve the Chromebooks for \$430,800. Any discussion?

564

565

566

Shannon Stout: Hopefully it saves us some money doing this.

567

568

Sheri Nichols: And this is only good for a week.

569

570

Elizabeth Stull: Well.

571

572

Sheri Nichols: Can we do that?

573

574 Jon Matthews: That kind of makes me ask the question. Can we, instead of  
575 doing the 430,000, I mean you're putting an exact number on there. Can we  
576 approve discretion for certain amount because of the bid?  
577  
578 Sheri Nichols: Because it might be an increase?  
579  
580 Jon Matthews: Because of the bid.  
581  
582 Shannon Stout: I'm putting the exact amount on there so they can actually, Ms.  
583 Bray could actually do the, or whoever.  
584  
585 Rebecca Farley: Ms. Delk.  
586  
587 Shannon Stout: Thank you. Ms. Delk can actually. I'm so used to saying Ms.  
588 Bray from all those years can actually do the resolution and get it on over for the  
589 commission meeting Tuesday, right?  
590  
591 Rebecca Farley: Yeah. But it will not go before the commission meeting  
592 Tuesday because it's not been before the budget committee. So it, it's going to  
593 have to go through the budget committee, which is not until May.  
594  
595 Shannon Stout: Okay. So it's going to push us back a month anyway.  
596  
597 Sheri Nichols: So if they approve it though, can't, we dig into a little of our money  
598 to.  
599  
600 Rebecca Farley: They still have to approve it if we go through our money.  
601  
602 Shannon Stout: Yeah, anything that comes out of general.  
603  
604 Elizabeth Stull: If we went ahead and add it, I don't know what possible increase  
605 in price, but if you added, I don't know if \$25 per Chromebook is too much or  
606 \$50 is.  
607  
608 Sheri Nichols: What Jon was saying.  
609  
610 Elizabeth Stull: That's what we're looking at. I mean if we did 50, I mean that's  
611 60,000. If we increase the 430 by 60, we don't have to spend all of that if it's not  
612 required. But we would have that cushion if they go ahead and approve it. We  
613 can actually do the whole purchase versus having to come back and go through  
614 the whole process again.  
615  
616 Shannon Stout: My question would be what do we have in the technology fund  
617 now? Do we have a little wiggle room? If we get the approval for the bid that we  
618 have, the bid we'd be taking forward, do we have enough where we could pull a  
619 little difference out of the technology line anyway?

620  
621 Rebecca Farley: Ms. Delk says No.  
622  
623 Shannon Stout: No. Okay.  
624  
625 Rebecca Farley: Not at this time of year because.  
626  
627 Scott VanWinkle: Can we phone the attorney?  
628  
629 Attorney: The attorney doesn't have that kind of money.  
630  
631 (Silence)  
632  
633 Attorney: You need the boss man who's not here today.  
634  
635 Scott VanWinkle: Can we approve?  
636  
637 Jon Matthews: A discretionary fund?  
638  
639 Scott VanWinkle: A discretionary amount?  
640  
641 Jon Matthews: Yeah.  
642  
643 Attorney: I think you could do that. I mean you could say you want to resolve to  
644 purchase up to X amount, like set your ceiling and do it that way. That way the  
645 county commission knows that you're allotting at least that much money and  
646 then if you need to move it back over at the next budget amendment, you can do  
647 that. I would go over rather than under so you're not having to mess with the  
648 money.  
649  
650 Scott VanWinkle: So 450?  
651  
652 Rebecca Farley: I was thinking 450 or 475 even.  
653  
654 Sheri Nichols: One of you mathematicians added up. It's not me and Jon.  
655  
656 Jon Matthews: Our math don't math.  
657  
658 Elizabeth Stull: It's simple math over here, I mean.  
659  
660 Shannon Stout: 450?  
661  
662 Rebecca Farley: 450 or 475. That would be not to exceed that.  
663  
664 Scott VanWinkle: Not to exceed.  
665

666 Shannon Stout: Not to exceed the 475. And then we take the bid with us and  
667 explaining to them.  
668

669 Rebecca Farley: Yeah because every time we go to county commission budget,  
670 we have to present every amendment so we can show them that bid and say  
671 this is the amount we're going to spend. This is the bid we got this day and it's  
672 good for two more.  
673

674 Shannon Stout: And we'll only spend up to.  
675

676 Rebecca Farley: We'll expend what it says. Yes.  
677

678 Shannon Stout: So.  
679

680 Attorney: We can progressively bid it too. So you can show the increase  
681 incrementally over the week's times.  
682

683 Rebecca Farley: Yeah.  
684

685 Attorney: To document why you have that need of that floor or that ceiling.  
686

687 Rebecca Farley: OK.  
688

689 (Audio)  
690

691 Shannon Stout: That's we're doing this year too.  
692

693 (Audio)  
694

695 Jon Matthews: I'd bug them to death, calling every week. Give me a new bid  
696 today.  
697

698 (Audio)  
699

700 Attorney: Exactly. It's Tuesday here's the bid.  
701

702 (Audio)  
703

704 Rebecca Farley: We can get him to get a bid every seven days. We get it  
705 approved.  
706

707 (Audio)  
708

709 Shannon Stout: Yeah.  
710

711 Shannon Stout: Poor Elbert.

712  
713 Rebecca Farley: Are you good with that, Ms. Stull?  
714  
715 Elizabeth Stull: That's fine.  
716  
717 Rebecca Farley: Okay.  
718  
719 Shannon Stout: Okay. I'll amend the motion then to approve a resolution up to  
720 not to exceed 475,000 to purchase the Chromebooks and their systems from  
721 this year's budget to be taken with the bids original bid and following bids. To the  
722 budget committee.  
723  
724 Sheri Nichols: Second.  
725  
726 Scott VanWinkle: There's a motion and a second to approve purchase of  
727 Chromebooks, not to exceed \$475,000. Any discussion?  
728  
729 Chris King: It just goes to technology line.  
730  
731 (Audio)  
732  
733 Scott VanWinkle: Roll call please.  
734  
735 Diane McCartney: Mr. King?  
736  
737 Chris King: Yes.  
738  
739 Diane McCartney: Mr. Matthews?  
740  
741 Jon Matthews: Yes.  
742  
743 Diane McCartney: Ms. Stull?  
744  
745 Elizabeth Stull: Yes.  
746  
747 Diane McCartney: Ms. Nichols?  
748  
749 Sheri Nichols: Yes.  
750  
751 Diane McCartney: Ms. Stout?  
752  
753 Shannon Stout: Yes.  
754  
755 Diane McCartney: Mr. VanWinkle?  
756  
757 Scott VanWinkle: Yes.

758  
759 Diane McCartney: Yeses have it.  
760 Motion to approve a fund not to exceed \$475,000 to purchase chromebooks.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) Nichols

Yes: 6, No: 0

MOTION: Motion Carried

761

762 **Questions from Media**

763 Scott VanWinkle: That brings us to the, end of the agenda. Any questions from  
764 the media?

765  
766 Media: And this salary, the new scale that you approve goes in for 26, 27. And  
767 so are you requesting 2.5 million? Where is that? To be determined.

768  
769 Sheri Nichols: What was that?

770  
771 Rebecca Farley: 2.5.

772  
773 Scott VanWinkle: So the 2.5 million is a request or resolution to cover.

774  
775 Rebecca Farley: I see what your asking.

776  
777 Scott VanWinkle: That salary scale increase. Yes. Out of our budget.

778  
779 Rebecca Farley: That threw me off. Sorry.

780  
781 Scott VanWinkle: No, that's okay.

782  
783 Sheri Nichols: I think we're good. I'm good. You good?

784 **Adjournment**

785 Scott VanWinkle: Any other questions?

786  
787 (Silence)

788  
789 Scott VanWinkle: Okay. Meeting adjourned.

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**(Meeting ended at approximately 5:45 pm)**

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Rebecca Farley  
Director of Schools

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Scott VanWinkle  
Chairperson of the Board

Comment I, Jason McGhee hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on April 20th 2026.



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Jason McGhee  
Board of Education Recorder

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

(\*) Indicates Board Approval Required

**April 23, 2026 at 6:00 PM - Board of Education Meeting**

1. Call to Order

**Agenda Item Type:** Procedural Item

2. Moment of Silence/Pledge of Allegiance

Phoenix School

[Luke Brace](#)

[Olivia Roach](#)

[Anthony VanWinkle](#)

**Agenda Item Type:** Procedural Item

3. Welcome to Visitors/Acknowledgement of Elected Officials

**Agenda Item Type:** Procedural Item

4. Special Recognition

Student Representatives

[CCHS Abigail Lowe](#)

[Phoenix Falon Lambert](#)

[SMHS Hayley George](#)

Doctorate Recipients

[Mary Jane Allen](#)

[Sabrina Babin](#)

[Stephanie Brown](#)

[Aaron Lewis](#)

[John Lewis](#)

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Recognition](#)

5. Roll Call

**Agenda Item Type:** Procedural Item

6. Declaration of Conflict

**Agenda Item Type:** Action Item

7. \*Approval of Minutes

**Agenda Item Type:** Action Item

**Attachments:** (5)

- [3-26-26 Board Meeting Minutes](#)
- [4-2-26 Special Called Minutes](#)
- [4-2-26 Work Session Minutes](#)
- [4-16-26 Work Session Minutes](#)

- [4-16-26 Special Called Minutes](#)

8. \*Approval of Agenda

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Agenda](#)

9. Community Comments

**Agenda Item Type:** Information Item

10. Open Meetings

**Agenda Item Type:** Action Item

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

**Agenda Item Type:** Information Item

12. Legal Report

**Agenda Item Type:** Information Item

13. \*26-27 Budget

**Agenda Item Type:** Action Item

**Attachments:** (2)

- [26-27 Budget Draft II 04.23.26](#)
- [Capital Projects](#)

14. \*Central Cafeteria Budget

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Central Cafeteria Proposed Budget](#)

15. \*McKinstry Contract

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [McKinstry Viridis LLC Contract Document](#)

16. \*27-28 Calendar Option

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [2027-2028 Calendar Option A](#)

17. \*Lifetime Wellness Textbook Adoption

**Agenda Item Type:** Action Item

**Attachments:** (1)

- [Lifetime Wellness Textbook Adoption Approval April 2026](#)

18. \*Technology

**Agenda Item Type:** Action Item

19. Director's Report

**Agenda Item Type:** Information Item

19.A. Crossroads Academy Renewal

**Agenda Item Type:** Information Item

19.B. LBJ&C Renewal

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [LBJ&C Agreement Renewal](#)

19.C. Leadership Update

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Leadership Update](#)

19.D. Annual Planning Calendar

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Annual Planning Calendar](#)

19.E. FYI

**Agenda Item Type:** Information Item

19.E.1. Attendance Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Warm Body Count](#)

19.E.2. Personnel Report

**Agenda Item Type:** Information Item

**Attachments:** (2)

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

19.E.3. Substitute List

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Substitute List](#)

19.E.4. School News Articles

**Agenda Item Type:** Information Item

**Attachments:** (12)

- [BES Newsletter](#)
- [CCHS Newsletter](#)
- [COE Newsletter](#)
- [HES Newsletter](#)
- [MES Newsletter](#)
- [North Newsletter](#)
- [Phoenix Newsletter](#)
- [PHS Newsletter](#)
- [PVE Newsletter](#)
- [SCE Newsletter](#)
- [SES Newsletter](#)
- [SMHS Newsletter](#)

19.E.5. School Calendar of Events

**Agenda Item Type:** Information Item

**Attachments:** (12)

- [BES Calendar](#)
- [CCHS Calendar](#)
- [COE Calendar](#)
- [HES Calendar](#)
- [MES Calendar](#)
- [North Calendar](#)
- [Phoenix Calendar](#)
- [PHS Calendar](#)
- [PVE Calendar](#)
- [SCE Calendar](#)
- [SES Calendar](#)
- [SMHS Calendar](#)

20. \*First Reading of Policies

**Agenda Item Type:** Action Item

**Attachments:** (13)

- [5.1101 Differentiated Pay Plan](#)
- [6.402 Physical Examinations and Immunizations](#)
- [6.403 Student Communicable Diseases](#)
- [6.404 Acquired Immune Deficiency Syndrome](#)

- [6.405 Medicines](#)
- [6.4051 Glucagon and Diazepam Gel \(Diastat\)](#)
- [6.407 Student Social Services](#)
- [6.408 Supervision of Students](#)
- [6.410 Accidents and Illnesses](#)
- [6.411 Student Wellness](#)
- [6.415 Student Suicide Prevention](#)
- [6.702 Student Clubs and Organizations](#)
- [6.709 Student Fees and Fines](#)

21. \*Second Reading of Policies

**Agenda Item Type:** Action Item

**Attachments:** (7)

- [5.105 Recruitment of Employees](#)
- [6.201 Compulsory Attendance Ages](#)
- [6.2011 Voluntary Pre-K Attendance](#)
- [6.208 Release During School Hours](#)
- [6.3041 Title IX & Sexual Harassment](#)
- [6.316 Suspension Remand](#)
- [6.317 Student Disciplinary Hearing Authority](#)

22. Chief Financial Officer's Report

**Agenda Item Type:** Information Item

22.A. Monthly Financial Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Financial Report](#)

22.B. Monthly Sales Tax Report

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Sales Tax](#)

22.C. \*141 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (6)

- [141 BA CTE](#)
- [141 BA GEAR Up Grant](#)
- [141 BA Legal Services](#)
- [141 BA NCE TVA Grant](#)
- [141 BA Recruitment & Retention Grant](#)

- [141 BA Technology-Chromebooks](#)

22.D. \*142 Budget Amendments

**Agenda Item Type:** Action Item

**Attachments:** (4)

- [142 BA 891 Revision](#)
- [142 BA 911](#)
- [142 BA BBLC Revision](#)
- [142 BA IDEA 901](#)

23. \*Consent Agenda

**Agenda Item Type:** Consent Agenda

23.A. School Board Reports

**Agenda Item Type:** Consent Item

23.A.1. TLN Report

**Agenda Item Type:** Action Item

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

**Agenda Item Type:** Consent Item

**Attachments:** (7)

- [CCHS Overnight Request-Cheer Team](#)
- [GEAR UP Youth Summit Overnight Request-Knoxville](#)
- [SMHS Overnight Request-Girls Soccer Gatlinburg](#)
- [SMHS Overnight Request-Volleyball August 2026](#)
- [SMHS Overnight Request-Volleyball Eagleville TN](#)
- [SMHS Overnight Request-Volleyball Panama City FL](#)
- [SMMS Overnight Request-Cheer Team](#)

23.C. \*Approval of Contracts

**Agenda Item Type:** Action Item

**Attachments:** (6)

- [BES & Simple Pix Agreement](#)
- [COE & Simple Pix Agreement](#)
- [HES & Simple Pix Agreement](#)
- [MES & Simple Pix Agreement](#)
- [PHS & Simple Pix Agreement](#)
- [SCE & Simple Pix Agreement](#)

23.D. \*Approval of Grants

**Agenda Item Type:** Consent Item

**Attachments:** (3)

- [COE TVA Grant Request](#)

- [HES TVA Grant Request](#)
- [HES VEC STEM BETA Grant Request](#)

23.E. \*School Wide Fundraisers

**Agenda Item Type:** Consent Item

**Attachments:** (16)

- [CCHS Fundraiser Crowdfunding Cheer Team](#)
- [CCHS Fundraiser Crowdfunding JROTC](#)
- [CCHS Fundraiser Crowdfunding Wrestling Team](#)
- [PHS Fundraiser School-Wide Fall 2026 School Photos](#)
- [PHS Fundraiser School-Wide Group Photo Sales](#)
- [PHS Fundraiser School-Wide Spring 2027](#)
- [PVE Fundraiser Crowdfunding School-Wide Library](#)
- [PVE Fundraiser Crowdfunding School-Wide PTO](#)
- [SCE Fundraiser Crowdfunding School-Wide](#)
- [SCE Fundraiser Crowdfunding-JV Cheer](#)
- [SCE Fundraiser School-Wide Smart Cards](#)
- [SCE School-Wide Fundraiser School Pictures](#)
- [SCE School-Wide Fundraiser Yearbook](#)
- [SMHS Fundraiser Crowdfunding Girls Soccer Shirt Sales](#)
- [SMHS Fundraiser Crowdfunding Girls Soccer-Soccer Camp](#)
- [SMHS Fundraiser Crowdfunding-Girls Soccer Give Butter](#)

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

**Agenda Item Type:** Consent Item

**Attachments:** (5)

- [CCHS Retired Inventory](#)
- [CTE, Food Service and SPED Retired Inventory](#)
- [Federal Programs Retired Inventory](#)
- [NCE Retired Inventory](#)
- [SMHS Retired Inventory](#)

23.G. \*Executive Approval

**Agenda Item Type:** Consent Item

24. Questions from Media

**Agenda Item Type:** Information Item

25. Adjournment

**Agenda Item Type:** Action Item

**Comments:**



Fund 141		2024-2025	2025-2026	2026-2027	Notes
Revenue	Description	Audited Actual	Projected Budget	Proposed Draft II	
<b>40000</b>	<b>LOCAL TAXES</b>				
<b>40100</b>	<b>County Property Taxes</b>				
40110	Current Property Taxes	2,026,748	1,890,277		
40120	Trustee's Collection - Prior Year	66,150	52,999		
40130	Cir Clk/Clk & Master Coll-Pr Yr	5,359	18,765		
40140	Interest & Penalty	9,253	21,342		
<b>Total</b>	<b>County Property Taxes</b>	<b>2,107,510</b>	<b>1,983,383</b>		
<b>40200</b>	<b>County Local Option Taxes</b>				
40210	Local Option Sales Tax	16,620,915	16,953,333		
40270	Business Tax	4,153	3,561		
40275	Mixed Drink Sales	66,279	57,360		
<b>Total</b>	<b>County Local Option Taxes</b>	<b>16,691,347</b>	<b>17,014,254</b>		
<b>TOTAL</b>	<b>LOCAL TAXES</b>	<b>18,798,857</b>	<b>18,997,637</b>	<b>18,403,420</b>	Per March Estimate
<b>43000</b>	<b>CHARGES FOR CURRENT SERVICES</b>				
<b>43500</b>	<b>Education Charges</b>				
43517	Tuition - Other	189,894	150,246	179,598	Kids Club
43570	Receipts from Individual Schools	111,591	66,000	66,000	
43990	Other Charges for Services	32,237	15,000	24,623	Dual Credit
<b>Total</b>	<b>Education Charges</b>	<b>333,722</b>	<b>231,246</b>	<b>270,221</b>	
<b>TOTAL</b>	<b>CHARGES FOR CURRENT SERVICES</b>	<b>333,722</b>	<b>231,246</b>	<b>270,221</b>	
<b>44000</b>	<b>OTHER LOCAL REVENUES</b>				
<b>44100</b>	<b>Recurring Items</b>				
44110	Investment Income	95,377	-	-	This is an audit adjustment each year made by the state auditor regarding Retirement Hybrid Stabilization
44120	Lease/Rentals	7,140	4,240	13,821	Crossroads Academy
44145	Sale of Recycled Materials	3,093	2,500	2,500	Scrap Metal Recycling
44170	Miscellaneous Refunds	166,463	110,000	110,000	
<b>Total</b>	<b>Recurring Items</b>	<b>272,073</b>	<b>116,740</b>	<b>126,321</b>	
<b>44500</b>	<b>Nonrecurring Items</b>				
44530	Sale of Equipment	534	-	-	
44560	Damages Recovered from Individuals	1,629	500	500	Books/Bus Seats, etc.
44570	Contributions & Gifts	17,300	16,000	16,000	
<b>Total</b>	<b>Nonrecurring Items</b>	<b>19,464</b>	<b>16,500</b>	<b>16,500</b>	

General Purpose School Fund  
For Fiscal Year Ending June 30, 2027

Cumberland County Board of Education  
Proposed Budget FY 27

Budget Draft II  
April 23, 2025

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Revenue	Description	Audited Actual	Projected Budget	Proposed Draft II	
<b>44900</b>	<b>Other Local Revenues</b>				
44990	Other Local Revenues	18,882	14,000	14,000	District Solution Bus Advertising
<b>Total</b>	<b>Other Local Revenues</b>	<b>37,764</b>	<b>14,000</b>	<b>14,000</b>	
<b>TOTAL</b>	<b>OTHER LOCAL REVENUES</b>	<b>310,418</b>	<b>147,240</b>	<b>156,821</b>	
<b>46000</b>	<b>STATE OF TENNESSEE</b>				
<b>46100</b>	<b>General Government Grants</b>				
46175	On-behalf Contributions for OPEB	197,599			This is an audit adjustment each year made by the state auditor.
<b>Total</b>	<b>General Government Grants</b>	<b>197,599</b>	<b>-</b>	<b>-</b>	
<b>46500</b>	<b>State Education Funds</b>				
46510	TISA	50,209,282	51,834,178	53,690,093	Per March Estimate
46513	TISA - On-behalf Payments	149,737	-	-	
46515	Early Childhood Education	1,167,132	973,987	973,987	
46590	Other State Education	910,731	597,026	597,026	Salary Equity/Strategic Compensation
46591	Healthy Students Stronger Learners	127,847	113,000	113,000	3rd yr of 5 yr grant
46610	Career Ladder Program	49,730	80,000	75,000	
46790	Other Vocational	2,029,776	3,000,000		
<b>Total</b>	<b>Regular Education Funds</b>	<b>54,644,235</b>	<b>56,598,191</b>	<b>55,449,106</b>	
<b>46800</b>	<b>Other State Revenue</b>				
46980	Other State Grants	142,496	-	-	
46981	Safe Schools - ARRA	198,314	-	-	
46990	Other State Revenues	194,935	89,637	-	Parental Leave from State
<b>Total</b>	<b>Other State Revenues</b>	<b>535,744</b>	<b>89,637</b>	<b>-</b>	
<b>TOTAL</b>	<b>STATE OF TENNESSEE</b>	<b>55,377,579</b>	<b>56,687,828</b>	<b>55,449,106</b>	
<b>47000</b>	<b>FEDERAL GOVERNMENT</b>				
<b>47100</b>	<b>Federal Through State</b>				
47590	Other Federal Through State	290,646	271,000	326,115	Gear Up Grant
<b>Total</b>	<b>Federal Government</b>	<b>290,646</b>	<b>271,000</b>	<b>326,115</b>	
<b>TOTAL</b>	<b>FEDERAL GOVERNMENT</b>	<b>290,646</b>	<b>271,000</b>	<b>326,115</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Revenue	Description	Audited Actual	Projected Budget	Proposed Draft II	
<b>48000</b>	<b>OTHER GOVT AND CITIZENS GROUPS</b>				
<b>48100</b>	<b>Other Governments</b>				
48130	Contributions	705,472			e-RateProgram; Auditor gives us this info during audit.
<b>Total</b>	<b>Other Governments</b>	<b>705,472</b>	-	-	
<b>48600</b>	<b>Citizens Groups</b>				
48610	Donations	27,800	3,250	-	
48990	Other	5,500			
<b>Total</b>	<b>Citizens Groups</b>	<b>33,300</b>	<b>3,250</b>	-	
<b>TOTAL</b>	<b>OTHER GOVT AND CITIZENS GROUPS</b>	<b>738,772</b>	<b>3,250</b>	-	
<b>49000</b>	<b>OTHER SOURCES (NON-REVENUE)</b>				
49600	Proceeds from Sale of Capital Assets	4,500	-		
49700	Insurance Recovery	-	-		
49800	Transfers In	10,000			
<b>Total</b>		<b>14,500</b>	-		
<b>TOTAL</b>	<b>OTHER SOURCES (NON-REVENUE)</b>	<b>14,500</b>	-		
<b>TOTAL</b>	<b>REVENUES FUND 141</b>	<b>75,864,494</b>	<b>76,338,201</b>	<b>74,605,684</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>71000</b>	<b>INSTRUCTION</b>				
<b>71100</b>	<b>REGULAR INSTRUCTION PROGRAM</b>				
					360 Teaching positions. + \$703,500 for 12 addtl teachers for new class size ratio +10,000 Classroom overage expense, HS Summer School - \$50,000 + Strategic Comp \$100,000.
116	Teachers	20,016,822	19,985,567	22,193,869	
117	Career Ladder Program	38,875	28,000	30,000	
128	Homebound Teachers	59,385	66,780	71,738	(2) 1/2 time positions
163	Aides	1,011,324	1,111,492	1,254,742	57 Teaching Assistants
188	Bonus Payments	298,501		-	
189	Other Salaries & Wages	78,465		-	
195	Certified Substitute Teachers	59,262	68,000	72,900	\$135 per day
198	Non-Certified Substitute Teachers	220,920	195,113	240,000	\$100 per day
201	Social Security	1,567,679	1,545,123	1,825,539	7.65%
204	State Retirement	1,489,583	1,390,551	1,736,990	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	24,636	24,207	29,172	
207	Medical Insurance	4,886,459	4,957,853	5,600,000	
208	Dental Insurance	128,004	122,043	145,695	\$28.17*431*12
217	Ret-Hybrid Stabilization	-	75,968	86,640	.85% Hybrid
399	Other Contracted Services	31,092	27,032	35,000	Residential facility fees for students; \$24,000x3 students, 504 Student Therapy \$11,000
429	Instructional Supplies	307,521	269,155	300,000	Record Books \$3,200 (Art, Instr. Supplies \$254,000 includes paper), \$5,000 district paper, \$200 Gifted, w/cushion for enrollment change & price increase, handwriting program.
449	Textbooks - Bound	28,905	738,500	738,500	Science, Social Studies, ELA
471	Software	4,945	11,605	20,000	Aimsweb 4-8
499	Other Supplies & Materials	64,197	58,304	67,983	Dual Credit \$30,000, (\$23,751 Band, Choir, Music, Library supply) Kindergarten supply \$2,900
535	Fee Waivers	4,687	6,200	10,000	Caps/Gowns, Jostens
595	TISA - On-behalf Payments	149,737	89,637	-	Parental Leave Reimbursement
599	Other Charges	-	-	-	
790	Other Equipment	4,139	-	-	
<b>71100</b>	<b>Total</b>	<b>30,475,138</b>	<b>30,771,129</b>	<b>34,458,767</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>71150</b>	<b>ALTERNATIVE INSTRUCTION PROGRAM</b>				
116	Teachers	238,279	250,939	264,750	4 Alt School Teacher FT
117	Career Ladder Program	3,000	3,000	3,000	
163	Aides	19,699	22,102	24,010	\$1/Hr Pay increase plus step
188	Bonus Payments	3,020	-	-	
201	Social Security	19,522	20,241	22,320	7.65%
204	State Retirement	18,086	17,609	20,614	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	275	275	275	
207	Medical Insurance	52,880	53,317	70,800	
208	Dental Insurance	1,633	1,662	1,690	\$28.17*5*12
217	Ret-Hybrid Stabilization	-	463	449	.85% Hybrid
399	Other Contracted Services	1,000	1,000	1,000	TISA (Copier)
429	Instructional Supplies	5,000	8,035	8,300	Edmentum Annual Licenses Curriculum Seat Software for MS & HS
499	Other Supplies & Materials	1,000	1,076	2,000	TISA + Day Care Supplies
790	Other Equipment	1,000	1,000	1,000	TISA
<b>71150</b>	<b>Total</b>	<b>364,394</b>	<b>380,718</b>	<b>420,208</b>	
<b>71200</b>	<b>SPECIAL EDUCATION PROGRAM</b>				
116	Teachers	3,142,392	3,262,541	3,689,938	57
117	Career Ladder Program	6,000	6,000	5,000	
128	Homebound Teachers	67,145	69,269	66,438	(2) 1/2 time positions
163	Aides	833,908	894,484	947,075	41 assistants; \$1/Hr Pay Increase
188	Bonus Payments	57,078	-	-	
189	Other Salaries & Wages	-	-	-	
195	Certified Substitute Teachers	3,985	4,000	10,000	\$135 Per Day
198	Non-Certified Substitute Teachers	39,792	62,825	71,562	\$100 Per Day
201	Social Security	306,866	317,618	366,436	7.65%
204	State Retirement	305,044	305,530	369,706	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	4,967	4,938	5,336	59 Cert, 37 Class
207	Medical Insurance	1,058,098	1,095,627	1,298,000	
208	Dental Insurance	29,234	29,722	32,452	\$28.17x12x96
210	Unemployment Compensation	315	315	315	
217	Ret-Hybrid Stabilization	-	17,945	16,104	0.85%
336	Maint & Repair Serv. - Equipment	-	-	200	Copier repair & re-calibration of audiometers
429	Instructional Supplies	9,734	11,200	12,000	TISA money for teachers x 60
499	Other Supplies & Materials	81,972	33	1,000	Non-instr. Supplies (protocols, testing materials), cleaning supplies, diaper wipes, etc. + PreK expenses based on funding
725	Special Education Equipment	13,633	5,390	15,000	Specialized equip., wheelchairs, hearing systems, etc.
<b>71200</b>	<b>Total</b>	<b>5,960,163</b>	<b>6,087,437</b>	<b>6,906,561</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>71300</b>	<b>CAREER &amp; TECHNICAL EDUCATION PROGRAM</b>				
116	Teachers	3,498,341	3,236,375	3,992,403	62 Teachers, not including 2 GEAR UP
117	Career Ladder Program	4,000	2,000	4,000	
162	Clerical Personnel	7,749	-	-	
163	Inventory Clerk				
188	Bonus Payments	28,199	-	-	
189	Other Salaries & Wages	6,200	-	-	
195	Certified Substitute Teachers	12,500	13,000	15,795	\$135 per day
198	Non-Certified Substitute Teachers	53,138	38,000	45,600	\$100 per day
201	Social Security	266,381	246,539	310,422	7.65%
204	State Retirement	246,072	235,757	295,102	6.35% Legacy; 9% Hybrid
206	Life Insurance	4,108	3,558	4,108	
207	Medical Insurance	769,996	727,254	1,062,000	
208	Dental Insurance	19,027	16,777	20,958	\$28.17*62*12
210	Unemployment Compensation	1,190	-	1,190	
217	Ret-Hybrid Stabilization	-	14,016	13,147	0.85%
299	Other Fringe Benefits	2,619	1,684	-	
336	Maint & Repair Serv. - Equipment	38,474	40,000	50,000	buildings & equipment as well as floors, electrical work, and plumbing in CTE classrooms.
355	Travel	3,428	5,000	5,000	In county travel for CTE teachers & work based learning coordinators.
399	Other Contracted Services	150,295	122,350	125,000	TCAT fees, registration fees, buses for state & national competitions, bus transportation for career & job fairs, and college visits.
429	Instructional Supplies	211,121	108,250	90,000	TISA \$12,400 (\$200 per CTE teacher), CTE program consumables (lab supplies for all programs)
449	Textbooks - Bound	71,743	50,000	50,000	Supplemental texts, iCEV online textbook/curriculum for teachers, not included in regular textbook rotation.
471	Software	3,591	-	5,000	Adobe, Solid Works, Industry Certs; increase due to loss of ISM Grant.
499	Other Supplies & Materials	4,000	4,000	4,000	Teacher supplies
599	Other Charges	6,573	7,000	7,000	Advisory meetings, student awards, Career fairs
706	Building Construction	23,612	50,000	50,000	General Building materials for construction classes.
730	Vocational Instruction Equipment	414,359	76,000	70,000	Teacher Computers, any equipment for CTE programs.
<b>71300</b>	<b>Total CAREER &amp; TECHNICAL EDUCATION PROGRAM</b>	<b>5,846,716</b>	<b>4,997,560</b>	<b>6,220,725</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>71400</b>	<b>STUDENT BODY EDUCATION PROGRAM</b>				
	188 Bonus Payments				
	189 Other Salaries & Wages	536,772	527,213	646,772	AD, all supplements (approx 254) for sports & extracurricular clubs, w/coaching longevity schedule added.
	201 Social Security	31,839	40,332	49,478	7.65%
	204 State Retirement	30,189	27,637	50,400	6.35% Legacy; 9% Hybrid; 10% Classified
	217 Ret-Hybrid Stabilization		1,592	2,000	0.85%
	399 Other Contracted Services			20,000	Athletic Trainers
	499 Other Supplies & Materials	25,500	26,718	27,250	ADA money extracurricular \$500 per elem and \$10,000 for CCHS & SMHS, \$1,000 PHNX + \$1,750 for AD travel and TIAAA & NIAAA dues
	599 Other Charges	5,300	4,576	7,500	National Competitions \$7,500, 5 teams * \$1,500
<b>71400</b>	<b>Total</b>	<b>629,600</b>	<b>628,068</b>	<b>803,400</b>	
<b>72000</b>	<b>SUPPORT SERVICES</b>				
<b>72110</b>	<b>ATTENDANCE</b>				
	105 Supervisor/Director	74,297	76,560	80,988	SIS 220 Days
	161 Secretary	45,635	47,486	50,502	Secretary
	188 Bonus Payments	1,208		-	
	201 Social Security	8,753	9,490	10,059	7.65%
	204 State Retirement	10,038	11,045	13,028	9% Hybrid; 10% Classified
	206 Life Insurance	102	105	105	
	207 Medical Insurance	27,086	28,032	47,200	
	208 Dental Insurance	653	655	677	\$28.17*2*12
	217 Ret-Hybrid Stabilization	749	745	689	0.85%
	471 Software	59,270	61,819	98,317	Skyward (yearly increase), Loom(Training Videos), End of State Hosting. Added SIS Hosting & Migration, Critical Response (CRG) Software for 12 sites & Qmalativ conversion. (Skyward required upgrade)
	499 Other Supplies & Materials	2,949	3,000	3,250	Cumulative folders, inserts, withdraw forms, perfect attendance, office supplies
	524 Staff Development	5,001	7,727	5,500	
<b>72110</b>	<b>Total</b>	<b>235,741</b>	<b>246,664</b>	<b>310,315</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72120</b>	<b>HEALTH SERVICES</b>				
105	Supervisor/Director	74,404	77,349	82,156	Nursing Supervisor
131	Medical Personnel	442,073	486,480	506,824	12 positions 184 days (180 student days + 3 staff development + 1 CPR)
169	Part-time Personnel	23,595	25,619	28,500	Substitute nurse pay (summer school pay for nursing services)
188	Bonus Payments	8,456	-	-	
189	Other Salaries and Wages	41,613	60,789	60,553	CSH Assistant + \$13K for School Team Leaders
201	Social Security	41,974	49,743	51,870	7.65%
204	State Retirement	47,566	50,744	56,636	6.35% Legacy; 10% Classified
206	Life Insurance	500	497	500	
207	Medical Insurance	128,754	129,584	135,000	
208	Dental Insurance	4,573	4,380	4,733	\$28.17*14*12
355	Travel	2,000	1,600	1,600	In County travel; CSH events
399	Other Contracted Services	13,617	14,000	14,000	Medical waste disposal; Hep. Shots; random bus driver drug screens, student drug screens, work.comp. drug screens
413	Medical Supplies	9,970	10,000	10,000	Consumable supplies, band aids, thermometers, probe covers, lysol, feminine products, general medical supplies; \$200 per school for purchase of med supplies
499	Other Supplies & Materials	22,446	28,847	32,900	CSH mini grants, incentives, student involvement promotion, staff wellness incentives
524	Staff Development	5,800	13,800	8,600	Nursing trainings, TAPHERD conference, SPARK conference, required CSH trainings
599	Other Charges	17,842	20,333	20,500	
735	Health Equipment	37,375	36,000	36,000	Automatic vital sign monitors for 12 clinics, wheelchairs, scales, CPR manequins
<b>72120</b>	<b>Total</b>	<b>922,558</b>	<b>1,009,766</b>	<b>1,050,371</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72130</b>	<b>OTHER STUDENT SUPPORT</b>				
117	Career Ladder Program	1,500	1,800	1,500	
123	Guidance Personnel	871,231	921,230	973,184	15 FT for each school+(1)100-day @ PV+(5) extra days for HS guidance personnel=30 extra days;215 days for HS
124	Psychological Personnel	383,300	377,768	399,048	7 Mental Health Counselors+1 Social Worker Cert
170	Security Coordinator	91,908	98,931	104,706	
188	Bonus Payments	13,342	-	-	
189	Other Salaries & Wages	32,429	-	-	
201	Social Security	96,211	107,079	113,101	7.65%
204	State Retirement	96,533	96,904	121,010	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	1,320	1,346	1,320	
207	Medical Insurance	263,462	282,725	337,000	
208	Dental Insurance	6,887	7,147	8,451	\$28.17*25*12
217	Ret-Hybrid Stabilization	-	6,833	7,202	0.85%
322	Evaluation & Testing	19,106	36,077	56,191	Pre ACT \$22,260+\$25,500 for Edmentum+\$8,431 ACT Study Island
355	Travel	465	222	600	In County Travel
471	Software	8,246	8,340	9,000	Raptor
499	Other Supplies and Materials	3,760	3,962	4,500	Supplies for mental health professionals, WeatherTap pro, meeting supplies, subscriptions
524	Staff Development	28,836	4,500	14,500	\$4,500 Mental Health Counselors, SRO Conference; Does not include GEAR UP money
599	Other Charges	3,313	4,823	5,500	Equipment
<b>72130</b>	<b>Total</b>	<b>1,921,849</b>	<b>1,959,686</b>	<b>2,156,813</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72210</b>	<b>REGULAR INSTRUCTIONAL SUPPORT</b>				
105	Supervisor/Director	309,590	238,023	227,539	Academic Supvrs (PreK-8 & 9-12)
117	Career Ladder Program	4,000	2,000	2,000	
129	Librarians	555,676	620,924	670,500	10 FT, (1) 80 day
188	Bonus Payments	7,248		-	
201	Social Security	63,960	65,862	68,853	7.65%
204	State Retirement	55,631	50,824	58,511	6.35% Legacy; 9% Hybrid
206	Life Insurance	874	828	874	
207	Medical Insurance	167,407	165,382	236,000	
208	Dental Insurance	4,110	3,966	4,395	\$28.17*13*12
217	Ret-Hybrid Stabilization	-	548	504	0.85%
308	Consultants-Speakers	2,570	3,000	3,000	Convocation Speaker
355	Travel	8,234	8,600	8,600	In County Travel; ESL, Homebound, Gifted
399	Other Contracted Services	51,000	11,000	11,000	Interquest canines
432	Library Books/Media - All Schools	121,415	119,823	117,250	\$17.50 X 6,700 students
471	Software	13,960	13,960	15,356	Follett Library
499	Other Supplies & Materials - Office	-	1,012	2,500	Supplies, toner for printers
524	Staff Development	81,505	80,262	82,000	Includes \$1,000 for Gifted and Alt
<b>72210</b>	<b>Total</b>	<b>1,447,180</b>	<b>1,386,013</b>	<b>1,508,882</b>	

Fund 141	Description	2024-2025	2025-2026	2026-2027	Notes
		Audited Actual	Projected Budget	Proposed Draft II	
<b>72220</b>	<b>SPECIAL EDUCATION INSTRUCTIONAL SUPPORT</b>				
	105 Supervisor/Director	100,174	100,174	107,433	Director, 12 months
	117 Career Ladder Program	1,600	1,600	1,000	
	124 Psychological Personnel	208,705	133,011	134,875	(2) FT
	161 Secretary(s)	56,452	58,445	62,361	260 days+Longevity
	162 Clerical Personnel	30,562	34,230	35,512	200 days+Longevity
	188 Bonus Payments	6,040		-	
	189 Other Salaries & Wages	230,776	234,913	234,912	(4) FT, (1) 110-day
	201 Social Security	46,315	43,022	44,071	7.65%
	204 State Retirement	46,371	41,567	46,523	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	588	519	714	
	207 Medical Insurance	124,567	126,774	135,000	
	208 Dental Insurance	3,267	3,046	3,380	\$28.17*10*12
	210 Unemployment Compensation			1,050	
	217 Ret-Hybrid Stabilization	-	1,767	840	0.85%
	336 Maintenance & Repair Services	-	961	1,000	Copier & Office Equipment Repair
	355 Travel - All SPED Personnel	12,000	14,160	15,000	
	399 Other Contracted Services	342,148	335,900	550,000	Contract w/Sidekick for addtl Speech Pathologist services, Growing as 2nd speech pathologist can not be found, 10% increase Other Therapy Contracts
	429 Instructional Supplies & Materials			20,000	Adopting CDDC Curriculum
	499 Other Supplies & Materials	1,200	-	2,500	Protocols for psychologists (testing supplies), Non-instr. Supplies
<b>72220</b>	<b>Total SPECIAL EDUCATION INSTRUCTIONAL SUPPORT</b>	<b>1,210,765</b>	<b>1,130,088</b>	<b>1,396,172</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72230</b>	<b>CAREER &amp; TECHNICAL EDUCATION</b>				
105	Supervisor/Director	101,069	109,366	115,522	CTE Director; 5% is reimbursement from Perkins (not included)
162	Clerical Personnel	79,699	95,142	92,675	(1) Bookkeeper; (1) Inventory Clerk (190 days)
188	Bonus Payments	3,020		-	
189	Other Salaries & Wages	216,068	214,467	219,050	CTE Coach (205 days), CTE Counselor (210 days), Computer Science/Steam Coordinator (220 days)
201	Social Security	29,157	32,052	32,684	7.65%
204	State Retirement	28,377	32,240	32,423	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	332	360	360	
207	Medical Insurance	83,003	85,908	89,200	
208	Dental Insurance	1,858	1,959	2,028	\$28.17*6*12
210	Unemployment	79			
217	Ret-Hybrid Stabilization	-	690	613	0.85%
299	Other Fringe Benefits	91	-		
355	Travel	2,805	5,000	6,000	Spvr + 5 CTE Staff
499	Other Supplies & Materials	1,500	2,000	2,500	Admin. Office, postage, paper, school counselor meetings, banquets CTE teacher & staff prof development, staff travel to regional, state, & national competitions
524	Staff Development	83,356	65,000	70,000	
599	Other Charges	1,770	2,200	2,500	Advisory meetings, career fairs, etc.
<b>72230</b>	<b>Total</b>	<b>632,184</b>	<b>646,384</b>	<b>665,556</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72250</b>	<b>TECHNOLOGY</b>				
105	Supervisor/Director	80,399	82,007	84,896	Supervisor
138	Computer Technical Personnel	437,887	431,595	451,859	(8) 12 month Techs
188	Bonus Payments	5,436	-	-	
201	Social Security	39,351	39,291	41,062	7.65%
204	State Retirement	45,825	44,940	53,715	10% Classified
206	Life Insurance	295	298	298	
207	Medical Insurance	84,534	88,387	118,000	
208	Dental Insurance	2,940	2,940	3,042	\$28.17*9*12
320	Dues & Memberships	-	-	-	Free
336	Maintenance & Repair Services	46,530	55,000	55,000	Technology, Computer parts, wiring repairs/non e-rate projects Internet services annual w/5% est. increase, (this is our 20% after e-rate) If e- rate continues
350	Internet Connectivity	797,007	100,222	102,255	
399	Other Contracted Services	10,300	15,000	15,000	Contracted services e-rate consultant, \$9,500 e-rate
470	Cabling	84,560	-	-	District wide wireless internet upgrade, e-rate School Insites, Dyknow for all schools, Parent Square, Class link, Scinary
471	Software	62,935	139,826	145,000	Security, Securely
524	Staff Development	4,330	7,000	10,000	TETC, Summer Institute
722	Regular Instruction Equipment	959,212	565,200	118,326	Teacher Laptops @ Martin, Phnx
<b>72250</b>	<b>Total</b>	<b>2,661,541</b>	<b>1,571,706</b>	<b>1,198,453</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72310</b>	<b>BOARD OF EDUCATION</b>				
191	Board Fees	28,550	28,800	28,800	9 Board Members
201	Social Security	2,526	2,203	2,203	7.65%
204	State Retirement	1,722	2,304	1,895	
207	Medical Insurance	276,326	267,705	300,000	Cert or Class Retirees after 30 years of service until they reach 65
208	Dental Insurance	-	-	-	
210	Unemployment Compensation	12,031	15,000	15,500	
305	Audit Services - CPA	16,000	16,000	16,000	School Funds Audit, Matlock Clements, PC
320	Dues & Memberships - TSBA	20,083	21,280	21,500	TSBA \$8,180, Online Policy \$8,750, TSSA, TSSE \$4,500
331	Legal Services - Attorney	48,595	105,000	85,000	
355	Travel	28,544	11,906	31,000	Board & Board Sec. Professional Dev
399	Other Contracted Services	15,364	7,500	7,500	Recorder \$5,000, Emeeting \$2,500
499	Other Supplies & Materials	1,303	1,400	1,400	Board Recognition \$500, Required Annual Notices
508	Premium on Corporate Surety Bonds		-	350	
510	Trustee's Commission	273,335	273,191	280,000	
513	Workman's Compensation	409,667	355,084	414,838	Workman's Comp Insurance, 5% Increase
599	Other Charges	499	1,500	1,500	Supplies for Board
<b>72310</b>	<b>Total</b>	<b>1,134,545</b>	<b>1,108,873</b>	<b>1,207,486</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72320</b>	<b>OFFICE OF THE SUPERINTENDENT</b>				
101	Director	118,560	135,000	137,100	Farley 12 mth (\$2,100 Bonuses)
161	Secretary(s)	94,952	108,189	116,876	Board Sec.; Front Desk
188	Bonus Payments	1,812	-	-	
201	Social Security	16,375	18,604	19,429	7.65%
204	State Retirement	15,993	18,662	20,394	6.35% Legacy; 10% Classified
206	Life Insurance	135	149	135	
207	Medical Insurance	33,030	27,109	47,200	
208	Dental Insurance	980	1,024	1,014	\$28.17*3*12
320	Dues & Memberships	5,318	10,000	10,000	TOSS, TSBA, TSSA, Chamber \$150, AASa \$441, etc.
348	Postal Charges - Central Office	1,627	1,561	2,500	
355	Travel	9,265	11,281	17,200	Includes Car allowance \$7,200
399	Other Contracted Services	4,105	6,430	15,500	Copier maintenance/additional PD
435	Office Supplies	1,922	2,779	3,000	
					Student appreciation \$250, bereavement \$250, Community Advisory luncheon \$1,500, Student & employee advisory events \$500; Teacher of the Year Banquet \$3,500 from HR 599 & Service Awards \$2,000 from HR 499)
499	Other Supplies & Materials	9,034	5,309	12,500	Branding \$5,000/Kitchen Supplies \$1,500
701	Administration Equipment	-	-	500	
<b>72320</b>	<b>Total</b>	<b>313,108</b>	<b>346,096</b>	<b>403,348</b>	

Fund 141	Description	2024-2025	2025-2026	2026-2027	Notes
		Audited Actual	Projected Budget	Proposed Draft II	
<b>72410</b>	<b>OFFICE OF THE PRINCIPAL</b>				
	104 Principals	1,149,136	1,185,472	1,229,839	12 FT (CCHS & SMHS 12 MTH, Elem 11 MTH, Phnx 11 MTH)
	117 Career Ladder Program	6,000	6,000	6,000	
	139 Assistant Principals	1,136,122	1,350,015	1,400,623	15 FT (10 MTH)- Over 200 Students = FT AP, below 200=1/2 Time AP, > 600 earns 120 day AP; 3 Elem has 120 day APs
	161 Secretaries	875,167	972,209	947,416	(28) Secretaries & Attendance clerks + 10 extra days for Elem & Phnx at the request of the principals
	162 Clerical Personnel	375,035	409,503	397,955	(12) Bookkeepers
	188 Bonus Payments	39,958	-	-	
	201 Social Security	267,137	300,125	304,610	7.65%
	204 State Retirement	259,893	271,687	399,643	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	3,122	3,209	3,145	
	207 Medical Insurance	699,602	744,178	826,000	
	208 Dental Insurance	20,606	21,415	22,649	\$28.17*67*12
	217 Ret-Hybrid Stabilization	-	1,504	2,344	0.85%
	499 Other Supplies & Materials	7,769	7,405	8,826	Postage = 6,700 students * \$.78; BK Acct Supplies \$3,600
	524 Staff Development	9,662	5,733	12,000	\$1,000 per school
<b>72410</b>	<b>Total</b>	<b>4,849,209</b>	<b>5,278,456</b>	<b>5,561,050</b>	
<b>72510</b>	<b>FISCAL SERVICES</b>				
	105 Supervisor/Director	96,803	142,943	176,723	COO & Finance Director
	162 Clerical Personnel	96,626	100,704	104,707	Textbook Coordinator/Control Specialist/Receiving Coordinator (Column N, 260 days, 20 yrs + longevity), Financial Asst 260 day
	188 Bonus Payments	1,812	-	-	
	201 Social Security	14,894	18,639	21,529	7.65%
	204 State Retirement	17,084	21,289	28,143	10.00%
	206 Life Insurance	88	107	121	
	207 Medical Insurance	26,346	34,982	47,200	
	208 Dental Insurance	980	1,193	1,352	\$28.17*4*12
	320 Dues & Memberships	303	447	450	AMEX \$90*5
	435 Office Supplies	692	659	800	1099 Forms and Postage
	471 Software	33,899	26,764	34,000	Inventory software, Paperless Pay, Bookkeeper EPES, 1099 Software
	499 Other Supplies & Materials	187	286	300	Copier
	524 Staff Development	255	771	1,000	TASBO, Spring Fiscal Workshop, Bookkeeper Training
<b>72510</b>	<b>Total</b>	<b>289,969</b>	<b>348,785</b>	<b>416,326</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description	Audited Actual	Projected Budget	Proposed Draft II		
<b>72520</b>	<b>HUMAN RESOURCES/PERSONNEL</b>				
105 Supervisor/Director	65,073	66,374	68,375	Supervisor	
161 Secretary	48,485	50,440	53,539	HR Exec Asst	
188 Bonus Payments	1,208	-	-		
201 Social Security	8,742	8,936	9,326	7.65%	
204 State Retirement	10,042	10,221	12,192	10.00%	
206 Life Insurance	55	51	60		
207 Medical Insurance	18,516	19,566	23,600		
208 Dental Insurance	653	655	676	\$28.17*2*12	
320 Dues & Memberships	-	-	-		
355 Travel	772	518	1,000	TASBO Conference, job fairs	
399 Other Contracted Services	1,003	4,607	13,073	Employee fingerprints 150*\$37.15; Rap Back 150*\$50	
435 Office Supplies	373	473	1,000		
471 Software	43,836	66,465	91,758	AOD -Time & Attendance, MyBenefits, Ready Sub, Siesta	
499 Other Supplies & Materials	2,946	835	700		
524 Staff Development	-	3,000	3,000	Summer meeting for Principals/New Teachers	
599 Other Charges	133	95	900		
<b>72520 Total</b>	<b>HUMAN RESOURCES/PERSONNEL</b>	<b>201,837</b>	<b>232,235</b>	<b>279,199</b>	

Fund 141	Description	2024-2025 Audited Actual	2025-2026 Projected Budget	2026-2027 Proposed Draft II	Notes
<b>72610</b>	<b>OPERATION OF PLANT</b>				
166	Custodial Personnel	1,532,011	1,642,191	1,748,184	58 Custodians
188	Bonus Payments	31,710	-	-	
189	Other Salaries & Wages	7,632	25,000	25,000	Summer cleaning/painting/mowing
201	Social Security	118,924	127,540	135,649	7.65%
204	State Retirement	135,259	145,879	177,318	10.00%
206	Life Insurance	1,676	1,670	1,737	
207	Medical Insurance	462,990	468,532	472,000	
208	Dental Insurance	16,849	18,620	19,606	\$28.17*58*12
307	Communication - Phones - All Schools	85,744	94,600	92,800	Phone service, iPad service & 6 hot spots
328	Janitorial Services	34,343	35,000	36,750	Dust mops, rugs/mats, twice per month
347	Pest Control	29,340	30,000	30,000	rotate schools for termite and insect control
359	Disposal	43,178	42,000	44,100	
399	Other Contracted Services	98,903	137,500	145,500	Security Systems, lead water testing, Pelican, Orkin
410	Custodial Supplies	257,249	221,496	243,646	Increase in supplies usage and various price increases
415	Electricity	1,550,449	1,510,707	1,556,242	
434	Natural Gas	177,969	230,000	195,345	
451	Uniforms	2,093	5,000	5,000	PPE & uniforms
454	Water & Sewer	275,704	276,000	265,800	
502	Building & Contents Insurance	707,472	803,027	783,000	
524	Staff Development	1,138	2,000	2,000	Electrician classes/licensing/HVAC license, safety
720	Plant Operation Equipment	28,660	30,000	30,000	Increase for replacement cost of buffers,scrubbers,vacuum cleaners,small school equipment
<b>72610</b>	<b>Total</b>	<b>5,599,293</b>	<b>5,846,762</b>	<b>6,009,677</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>72620</b>	<b>MAINTENANCE OF PLANT</b>				
105	Supervisor/Director	76,891	78,830	82,869	Supervisor + longevity
161	Secretary	55,617	73,089	79,702	(1) FT Bookkeeper, (1) 10 MTH PT Maintenance Clerk
167	Maintenance Personnel	517,282	545,710	600,038	(12) + longevity
169	Part-Time Personnel	-	25,000	25,000	(1) Part time grounds
188	Bonus Payments	7,852			
201	Social Security	49,884	55,281	60,252	7.65%
204	State Retirement	57,499	63,230	78,761	10.00%
206	Life Insurance	408	400	424	
207	Medical Insurance	110,411	116,993	118,000	
208	Dental Insurance	4,029	4,575	4,733	\$28.17*14*12
307	Communications (Cell Phones)	5,905	6,500	10,000	Cell service for Maint Dept, data & internet mobile devices, Summit Tracer, Flashing zone light programming
334	Maintenance Agreement (Septic)	10,800	10,800	10,800	State septic inspections/price increase; \$900/month to inspect 4 schools
335	Maintenance & Repair Services	1,267,188	805,000	915,000	\$715,000 Maint projects+\$200K "as needed" repairs
399	Other Contracted Services	28,174	7,500	28,500	Elevator, boiler permits, maint. & inspections, tests, lead water testing & ASHREA
418	Equipment & Machinery Parts	25,959	20,000	28,000	Materials, parts, mower, trailer, backhoe, tractor parts, maint for all schools
420	Lawn Care Supplies	14,790	20,500	55,000	Fertilizer, seed, sand, maintain school grounds, clay dirt for playing fields
459	Drainage & Septic Materials	26,135	51,000	55,000	All plumbingcosts + replacement boilers, water heaters & sewer pumps w/maintenance
468	Chemicals	2,937	3,850	4,000	Weed killer, court marshal, all schools
471	Software	8,356	293,006	30,000	FMX Maintenance Software
499	Other Supplies & Materials	51,631	55,000	55,000	Parts, bulbs, lumber, paint, wire, all materials used for maint at the schools
524	Staff Development	4,067	5,000	5,000	Conferences and training, OSHA, ABESTOS, Safety, etc
599	Other Charges	93,735	100,000	95,000	Bleacher parts, other items as needed for replacement
701	Administrative Equipment	198,314	-	-	
712	HVAC Equipment	288,305	330,000	130,000	Parts, filters, motors, supplies, scheduled PV
717	Maintenance Equipment	75,685	30,000	-	
790	Other Equipment	169,144			
<b>72620</b>	<b>Total</b>	<b>3,150,998</b>	<b>2,701,264</b>	<b>2,471,079</b>	

Fund 141	Description	2024-2025	2025-2026	2026-2027	Notes
		Audited Actual	Projected Budget	Proposed Draft II	
<b>72710</b>	<b>TRANSPORTATION</b>				
105	Supervisor/Director	69,651	71,385	74,820	Supervisor
142	Mechanics	260,718	275,502	305,869	(2) Column 11; (2) Column 10; 3 Hrs per day OT for 180 days
146	Bus Drivers	1,386,251	1,460,719	1,499,369	63
162	Clerical Personnel	68,650	45,354	45,510	
188	Bonus Payments	56,220	30,000	30,000	Safety/Attendance Bonus
189	Other Salaries & Wages	103,381	113,410	137,168	(10) Bus Attendants
201	Social Security	140,986	152,722	160,094	7.65%
204	State Retirement	152,834	174,682	209,274	10%
206	Life Insurance	1,492	1,418	1,527	
207	Medical Insurance	426,621	444,715	472,000	
208	Dental Insurance	15,939	21,884	26,705	\$28.17*79*12
338	Maintenance & Repairs Vehicles	10,933	10,000	10,000	
355	Travel	-	-	1,500	
399	Other Contracted Services	29,285	30,000	30,000	Extended life of buses per state law, requires twice per year inspections on buses over 15 years old, wrecker bills, TDOT physicals
418	Equipment & Machinery Parts	10,000	10,000	10,000	Hard drive cameras
425	Fuel	283,694	420,000	420,000	Journal entries will affect, modest est. avg = \$4/gallon, 525 gallons daily for regular routes (Rogers Petroleum)
433	Lubricants	19,906	22,000	22,000	
435	Office Supplies	1,198	1,200	1,500	
450	Tires & Tubes	39,925	52,000	47,910	
453	Vehicle Parts	108,154	147,000	118,429	
471	Software	10,150	12,000	15,002	Trip Direct Software, Mapping Software, Cummings, Norwegian
499	Other Supplies & Materials	8,588	8,000	8,500	Fire Ext., cleaning supplies, appreciation, awards, items for in-service
524	Staff Development	4,490	5,000	5,000	PD & CDL Reimbursement
599	Other Charges	1,995	2,000	2,000	
729	Transportation Equipment - Buses	1,560,315	775,780	-	
<b>72710</b>	<b>Total</b>	<b>4,771,376</b>	<b>4,286,771</b>	<b>3,654,177</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>73300</b>	<b>COMMUNITY SERVICES</b>				
105	Supervisor/Director	50,797	57,037	60,107	Coordinator, Family Resource Center Pay July in June [(1) FT + 25% of second employee]
188	Bonus Payments	1,812	-	-	
189	Other Salaries & Wages	72,094	73,674	77,197	Kid's Club, Pay July in June, (2) assistants, (1) Supvr on scale
201	Social Security	9,515	9,999	10,504	7.65%
204	State Retirement	8,486	11,437	13,730	10%
206	Life Insurance	75	75	75	x2
207	Medical Insurance	18,749	20,898	23,800	
208	Dental Insurance	735	735	676	\$28.17*2*12
355	Travel	-	1,500	-	
422	Food Supplies	337	2,000	2,000	Snacks for Kid's Club
499	Other Supplies & Materials	454	1,500	1,500	Games, puzzles, crafts for Kid's Club
535	Fee Waivers (Clothing, Shoes, School Supplies)	4,878	15,000	15,000	Donation - Clothing & School Supplies for at-risk students
599	Other Charges	49,202	500	500	Kid's Club Certifications/Child Care
<b>73300</b>	<b>Total</b>	<b>217,134</b>	<b>194,355</b>	<b>205,089</b>	
<b>73400</b>	<b>EARLY CHILDHOOD EDUCATION PROGRAM</b>				
116	Teachers	722,748	705,176	755,625	(11) FT
117	Career Ladder Program	1,000	1,000	1,000	
163	Educational Assistants	216,118	240,818	255,816	(11) FT + 2 extra days for required trainings
188	Bonus Payments	13,892	-	-	
195	Substitute Teachers - Certified	462	1,000	1,000	\$135 per day
198	Substitute Teachers -Non-certified	10,125	10,000	10,000	\$100 per day
201	Social Security	70,928	73,287	78,293	7.65%
204	State Retirement	69,276	73,297	79,454	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	1,242	1,237	1,242	
207	Medical Insurance	261,007	269,941	342,000	
208	Dental Insurance	7,268	7,267	7,437	\$28.17*22*12
217	Ret-Hybrid Stabilization	2,011		1,889	0.85%
429	Instructional Supplies & Materials	369	5,000	5,000	
499	Other Supplies & Materials	1,200	1,200	1,200	
<b>73400</b>	<b>Total</b>	<b>1,377,646</b>	<b>1,389,223</b>	<b>1,539,956</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
<b>76000</b>	<b>CAPITAL OUTLAY</b>				
<b>76100</b>	<b>REGULAR CAPITAL OUTLAY</b>				
	321 Engineering Services	104,500	115,000	120,000	District engineering on all major projects
	706 Building Construction	208,154	166,000	50,000	CTE Construction projects
	707 Building Improvements	90,216	313,407	50,000	CTE Improvements
	799 Other Capital Outlay	235,405	150,000	150,000	School & Dept needs; \$10,000 per School, \$30,000 district use
<b>76100</b>	<b>Total REGULAR CAPITAL OUTLAY</b>	<b>638,275</b>	<b>744,407</b>	<b>370,000</b>	
<b>82130</b>	<b>DEBT SERVICE</b>				
	620 Principal on Debt	-	222,924	222,924	
<b>82130</b>	<b>Total DEBT SERVICE</b>	<b>-</b>	<b>222,924</b>	<b>222,924</b>	
<b>82230</b>	<b>DEBT SERVICE</b>				
	620 Interest on Debt	-	30,132	30,132	
<b>82230</b>	<b>Total DEBT SERVICE</b>	<b>-</b>	<b>30,132</b>	<b>30,132</b>	
<b>TOTAL</b>	<b>EDUCATION - DEBT SERVICE CONTRIBUTION TO PRIMARY GOVERNMENT</b>	<b>-</b>	<b>253,056</b>	<b>253,056</b>	
<b>91300</b>	<b>EDUCATIONAL CAPITAL PROJECTS</b>		<b>3,110,000</b>	<b>5,427,147</b>	<b>***See Attached Exhibit A on the last page of budget.</b>
<b>91300</b>	<b>Total EDUCATIONAL CAPITAL PROJECTS</b>		<b>3,110,000</b>	<b>5,207,147</b>	
<b>TOTAL ESTIMATED EXPENDITURES</b>		<b>74,851,219</b>	<b>76,655,502</b>	<b>84,673,812</b>	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
39000	EXCESS OF ESTIMATED REVENUE AND OTHER SOURCES OVER (UNDER) ESTIMATED	1,013,275	(317,301)	(10,068,128)	

Beginning Balance As of 06/30/24	17,780,522
Net Change in Fund Balance per Audit 06/30/25	766,695
<b>Actual Audit Report Beginning Balance as of 07/01/25</b>	<b>\$ 18,547,217</b>
Estimated Revenues 2025-2026	76,338,201
Estimated Expenditures 2025-2026	76,655,502
<b>Estimated Ending Balance as of 06/30/26</b>	<b>\$ 18,229,916</b>
Estimated Revenues 2026-2027	74,605,684
Estimated Expenditures 2026-2027	84,673,812
<b>Estimated Ending Balance as of 06/30/27</b>	<b>\$ 8,161,788</b>

<b>Actual Audit Report Beginning Balance as of 07/01/25</b>	<b>\$ 18,547,217</b>
Less: PO Encumbrances Per Audit As of 6/30/25	3,310,090
Less: Restricted for Hybrid Retirement Stabilization Funds	1,100,043
<b>Actual Audit Report <u>Unassigned Fund Balance</u> as of 06/30/25</b>	<b>\$ 14,137,084</b>

\*\*Exhibit I-2 FY25 Annual Financial Report, Comptroller's Office

**Exhibit A - Capital Projects**

**Educational Projects Line**

<b>HVAC</b>	\$ 2,100,000	20 RTU	SMHS CCHS	
<b>1 MM Fire Alarm Systems</b>	\$ 1,000,000		Martin	1976
			Stone	1999
			Pleasant Hill (Old Wing)	1980
	<b>\$ 3,100,000</b>			

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Homestead			
Electric		\$400,000	
Martin			
Drainage		\$400,000	
McKinstry	Retro Commissioning /Asset Tagging		\$240,000
HVAC Units			\$200,000
Lawn			
Tractors			\$85,000
Buses/4	<u>(1) SPED, (2) 78-Passenger, (1) 90-Passenger</u>		\$782,147
			<u>\$2,107,147</u>
	<b>Grand Total</b>		<b>\$5,207,147</b>



**Proposed Cafeteria Employee Pay Scale with \$1.00 (2026-2027 SY)**

<b>YEAR</b>	<b>A</b>	<b>B</b>	<b>C</b>
0	13.50	14.68	16.47
1	13.75	14.95	16.78
2	14.01	15.23	17.09
3	14.27	15.52	17.42
4	14.53	15.81	17.75
5	14.80	16.10	18.08
6	15.08	16.41	18.42
7	15.36	16.71	18.77
8	15.65	17.03	19.13
9	15.94	17.35	19.49
10	16.24	17.68	19.86
11	16.54	18.01	20.24
12	16.85	18.35	20.62
13	17.17	18.70	21.01
14	17.49	19.05	21.41
15	17.82	19.41	21.82
16	18.16	19.78	22.24
17	18.50	20.16	22.66
18	18.85	20.54	23.09
19	19.21	20.93	23.54
20	19.57	21.33	23.99
21	19.95	21.73	24.45
22	20.32	22.15	24.92
23	20.71	22.57	25.39
24	21.11	23.00	25.88
25	21.51	23.44	26.38
26	21.92	23.89	26.89

- A** All cafeteria employees excluding those in columns B and C
- B** Cafeteria assistant managers, bookkeepers, and manager trainees
- C** Cafeteria managers and field managers

CCSNP employees in columns **B** and **C** who *achieve and maintain* certification with the SchoolNutrition Association will receive a one-time pay increase of:

Level 1 Certification	\$0.25
Level 2 Certification	\$0.50 (or \$0.25 additional if Level 1)
Level 3 Certification	\$0.75 (or \$0.25 additional if Level 2)
Level 4 Certification	\$1.00 (or \$0.25 additional of Level 3)

**Longevity Pay:**

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

Cumberland County School Nutrition Program (143)  
 Central Cafeteria Fund

04.09.2026

Statement of Proposed Operations For the Fiscal Year Ending June 30, 2027  
 2024-2025

Account #	Description	Audited	Approved	31-Mar 2025-2026 Year-To-Date	2025-2026 Expected Year End	2026-2027 Proposed	Increase/Decrease based on what was APPROVED last year Increase (Decrease)	
<b>Estimated Revenues</b>								
43000	<b>Charges for Current Services</b>							
43500	<b>Education Charges</b>							<b>NOTES:</b>
43521	Lunch Payments - Children	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	All schools participating in Community Eligibility Provision (CEP)
43522	Lunch Payments - Adults	\$ 70,063	\$ 69,500	\$ 53,704	\$ 69,500	\$ 70,195	\$ 695	No meal price increase
43523	Breakfast Payments - Children	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	All schools participating in Community Eligibility Provision (CEP)
43523	Breakfast Payments - Adults	\$ 6,174	\$ 7,200	\$ 4,471	\$ 6,271	\$ 6,335	\$ (865)	No meal price increase
43525	A la Carte Sales	\$ 203,565	\$ 249,285	\$ 162,968	\$ 225,289	\$ 236,555	\$ (12,730)	EOY w/ 5% price increase
43990	<b>Other Charges for Services</b>							
	Banquet - Other Charges	\$ 12,186	\$ 17,105	\$ 12,895	\$ 17,171	\$ 18,030	\$ 925	EOY w/ 5% price increase
	<b>Total Charges for Services</b>	<b>\$ 291,988</b>	<b>\$ 343,090</b>	<b>\$ 234,038</b>	<b>\$ 318,231</b>	<b>\$ 331,115</b>	<b>\$ (11,975)</b>	
44000	<b>Other Local Revenues</b>							
44100	<b>Recurring Items</b>							
44110	Investment Income	\$ 4,770	\$ 5,900	\$ 2,332	\$ 3,805	\$ 4,500	\$ (1,400)	
44170	Miscellaneous Refunds	\$ 33,833	\$ 23,075	\$ 27,856	\$ 35,500	\$ 37,275	\$ 14,200	EOY w/ 5% price increase
44530	Sale of Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
44570	Gifts & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	<b>Total Other Local Revenue</b>	<b>\$ 38,603</b>	<b>\$ 28,975</b>	<b>\$ 30,188</b>	<b>\$ 39,305</b>	<b>\$ 41,775</b>	<b>\$ 12,800</b>	
46000	<b>State of Tennessee</b>							
46500	<b>State Education Funds</b>							
46520	School Food Service	\$ 47,668	\$ 48,000	\$ 46,232	\$ 46,232	\$ 47,000	\$ (1,000)	Amount set by the State based on prior year's lunches served
	<b>Total State of Tennessee</b>	<b>\$ 47,668</b>	<b>\$ 48,000</b>	<b>\$ 46,232</b>	<b>\$ 46,232</b>	<b>\$ 47,000</b>	<b>\$ (1,000)</b>	
47000	<b>Federal Government</b>							
47100	<b>Federal Through State</b>							
47111	USDA School Lunch Program	\$ 4,364,409	\$ 4,816,115	\$ 3,187,174	\$ 4,830,761	\$ 5,313,840	\$ 497,725	w/ 10% increase in reimbursement rates + increase in participation
47112	USDA - Commodities	\$ 388,057	\$ 520,000	\$ -	\$ 450,500	\$ 500,000	\$ (20,000)	Wash account for tracking purposes, amount set by USDA
47113	Breakfast	\$ 2,091,197	\$ 2,456,650	\$ 1,472,768	\$ 2,249,152	\$ 2,474,070	\$ 17,420	w/ 10% increase in reimbursement rates + increase in participation
47114	USDA Other	\$ 880,598	\$ 950,550	\$ 502,955	\$ 758,433	\$ 834,280	\$ (116,270)	w/ 10% increase in reimbursement rates + increase in participation
47115	USDA Food Service Equipment Grant	\$ 85,000	\$ 37,600	\$ 11,672	\$ 99,500	\$ -	\$ (37,600)	Pine View Kitchen Hood Replacement (this summer)
	<b>Total Federal Government</b>	<b>\$ 7,809,261</b>	<b>\$ 8,780,915</b>	<b>\$ 5,174,569</b>	<b>\$ 8,388,346</b>	<b>\$ 9,122,190</b>	<b>\$ 341,275</b>	
48000	<b>Other Governments and Citizens Groups</b>							
48600	<b>Citizens Groups</b>							
48610	Donations	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	NKH Grants
	<b>Total Other Government and Citizens Groups</b>	<b>\$ 5,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
49000	<b>Other Sources (Non-Revenue)</b>							
49700	Transfers In	\$ 51,741	\$ -	\$ -	\$ -	\$ -	\$ -	
	<b>Total Other Sources (Non-Revenue)</b>	<b>\$ 51,741</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	1 time TISA Bonus
	<b>Total Estimated Revenues</b>	<b>\$ 8,244,261</b>	<b>\$ 9,200,980</b>	<b>\$ 5,485,027</b>	<b>\$ 8,792,114</b>	<b>\$ 9,542,080</b>	<b>\$ 341,100</b>	
	<b>(USDA Reimbursement Receivable) March</b>			<b>\$ 657,905</b>				
				<b>\$ 6,142,932</b>				

Cumberland County School Nutrition Program (143)  
 Central Cafeteria Fund  
 Statement of Proposed Operations (continued)

Account #	Description	2024-2025	2025-2026	31-Mar	2025-2026	2026-2027	Increase	
		Audited	Approved	2025-2026	Expected Year End	Proposed	(Decrease)	
	Estimated Expenditures							
73000	<b>Operation of Non-Instructional Services</b>							
73100	Food Service							
105	Supervisor/Director	\$ 77,153	\$ 78,853	\$ 59,075	\$ 78,853	\$ 80,853	\$ 2,000	Year 25 on the Non-Cert Supervisor Scale
119	Accountants/Bookkeepers	\$ 110,174	\$ 114,590	\$ 82,480	\$ 112,180	\$ 117,790	\$ 3,200	Classified PayScale 2 full time/260 day both on year 20
165	Cafeteria Personnel	\$ 2,173,955	\$ 2,389,520	\$ 1,840,230	\$ 2,439,070	\$ 2,621,905	\$ 232,385	\$1.00 per hour increase to PayScale (103 employees)
167	Maintenance Personnel	\$ 137,545	\$ 144,590	\$ 89,413	\$ 121,280	\$ 159,955	\$ 15,365	Classified PayScale (2 full time/260 day and 1 part time)
186	Longevity Pay	\$ 21,901	\$ 25,980	\$ 21,953	\$ 21,953	\$ 38,145	\$ 12,165	Based on 19 employees
188	Bonus Payments	\$ 45,602	\$ -	\$ -	\$ -	\$ -	\$ -	1 time TISA Bonus
189	Other Salaries and Wages	\$ 26,258	\$ 40,585	\$ 18,143	\$ 40,585	\$ 42,700	\$ 2,115	\$1.00 per hour increase (Courier 200 day + Perfect Attendance Payments)
201	Social Security	\$ 197,486	\$ 213,750	\$ 160,831	\$ 215,265	\$ 234,193	\$ 20,443	7.65%
204	Pensions	\$ 138,958	\$ 156,161	\$ 112,089	\$ 153,695	\$ 169,065	\$ 12,904	45 full time positions at TCRS rate of 10%
206	Life Insurance	\$ 1,193	\$ 1,440	\$ 921	\$ 1,275	\$ 1,410	\$ (30)	no rate increase w/ 45 full time positions
207	Medical Insurance	\$ 382,329	\$ 408,700	\$ 295,348	\$ 396,575	\$ 445,380	\$ 36,680	10% increase w/ 45 full time positions
208	Dental Insurance	\$ 13,719	\$ 14,050	\$ 10,327	\$ 13,877	\$ 15,225	\$ 1,175	small rate increase w/ 45 full time positions
210	Unemployment Compensation	\$ 1,692	\$ 3,500	\$ 2,221	\$ 2,221	\$ 2,500	\$ (1,000)	
307	Communication	\$ 5,798	\$ 6,550	\$ 4,156	\$ 5,656	\$ 6,500	\$ (50)	
336	Maintenance & Repair Services-Equipment	\$ 439	\$ -	\$ 22,385	\$ 34,385	\$ 37,850	\$ 37,850	Includes kitchen equipment repair and parts
337	Maintenance & Repair Services-Office Equip	\$ 1,970	\$ 2,755	\$ -	\$ -	\$ -	\$ (2,755)	Moved to Other Contracted Services
347	Pest Control	\$ 4,440	\$ 4,800	\$ -	\$ -	\$ -	\$ (4,800)	Moved to Other Contracted Services
354	Transportation - Other than Students	\$ 2,756	\$ 5,000	\$ 7,349	\$ 8,339	\$ 8,500	\$ 3,500	USDA Commodity Delivery
355	Travel	\$ 895	\$ 1,500	\$ 313	\$ 465	\$ 650	\$ (850)	EOY plus increase - in county travel
359	Disposal Fees	\$ 37,366	\$ 38,850	\$ -	\$ -	\$ -	\$ (38,850)	Moved to Other Contracted Services
399	Other Contracted Services	\$ 29,927	\$ 38,945	\$ 64,316	\$ 80,335	\$ 88,390	\$ 49,445	POS and BOH Software, Fire suppression inspections, Copier, Pest Control & Waste Pickup/Disposal plus 10% price increase
418	Equipment and Machinery Parts	\$ 49,388	\$ 56,035	\$ -	\$ -	\$ -	\$ (56,035)	Moved to Maintenance & Repair Services - Equipment
422	Food Supplies	\$ 4,092,225	\$ 4,521,020	\$ 2,901,153	\$ 4,094,895	\$ 4,504,385	\$ (16,635)	Projected EOY+ 10% cost increase
435	Office Supplies	\$ 9,183	\$ 9,230	\$ 9,742	\$ 13,342	\$ 14,010	\$ 4,780	Projected EOY plus 5% cost increase
451	Uniforms	\$ 8,163	\$ 8,670	\$ 8,612	\$ 8,612	\$ 10,200	\$ 1,530	\$100 per person/102 kitchen employees
469	USDA - Commodities	\$ 388,058	\$ 520,000	\$ -	\$ 450,500	\$ 500,000	\$ (20,000)	Wash account for tracking purposes
499	Other Supplies and Materials	\$ 217,198	\$ 300,028	\$ 193,214	\$ 276,775	\$ 290,614	\$ (9,414)	Projected EOY + 5% cost increase
524	In-Service /Staff Development	\$ 14,494	\$ 24,805	\$ 6,520	\$ 21,215	\$ 22,280	\$ (2,525)	In person trainings and conference w/ 5% increase
599	Other Charges	\$ 9,779	\$ 35,295	\$ 7,230	\$ 10,230	\$ 10,745	\$ (24,550)	*see page 3 + 5% increase
710	Food Service Equipment	\$ 257,638	\$ 98,000	\$ 10,362	\$ 109,650	\$ 64,000	\$ (34,000)	Unexpected replacement small equipment, PV Kitchen hood, oven SMHS and saving for SMHS Café Renovation hopefully NEXT SY
	<b>Total Estimated Expenditures</b>	<b>\$ 8,457,682</b>	<b>\$ 9,263,202</b>	<b>\$ 5,928,383</b>	<b>\$ 8,711,228</b>	<b>\$ 9,487,245</b>	<b>\$ 224,043</b>	

Cumberland County School Nutrition Program (143)  
 Central Cafeteria Fund  
 Statement of Proposed Operations (continued)

Account # Description	2024-2025	2025-2026	31-Mar	2025-2026	2026-2027	Increase/decrease based on what was approved last year
	Audited	Approved	Year-To-Date	Expected Year End	Proposed	Increase (Decrease)
Total Estimated Revenues	\$ 8,244,261	\$ 9,200,980	\$ 6,142,932	\$ 8,792,114	\$ 9,542,080	\$ 341,100
Total Estimated Expenditures	\$ 8,457,682	\$ 9,263,202	\$ 5,928,383	\$ 8,711,228	\$ 9,487,245	\$ 224,043
<b>Excess of Estimated Revenues Over/(Under) Estimate</b>	<b>\$ (213,421)</b>	<b>\$ (62,222)</b>	<b>\$ 214,549</b>	<b>\$ 80,886</b>	<b>\$ 54,835</b>	<b>\$ 117,057</b>
Beginning Fund Balance, July 1	\$ 1,772,626	\$ 1,559,205		\$ 1,559,205	\$ 1,640,091	\$ 80,886
Difference of Revenues and Expenditures	\$ (213,421)	\$ (62,222.03)		\$ 80,885.54	\$ 54,834.88	\$ 117,057
<b>*Ending Fund Balance adjusted for Inventory and Accr</b>	<b>\$ 1,559,205</b>	<b>\$ 1,496,983</b>		<b>\$ 1,640,091</b>	<b>\$ 1,694,926</b>	<b>\$ 197,943</b>

**Apx. \$790,519 expense per month**  
 A little over a 2 month operating fund balance

**Items charged to account 73100-599 Other Charges:**

- Health Department permits
- Decorations and promotional items
- Paint for kitchens
- Decorated lunch sacks
- Keys and charges for rekeying locks
- Repair charges for maintenance trucks, and old bus
- Postage charges
- School Nutrition Association /TSNA yearly membership dues for employees

**PERFORMANCE CONTRACT**

This Performance Contract ("**Contract**") is made and entered into as of \_\_\_\_\_ ("**Effective Date**"), between McKinstry Viridis, LLC, a Washington limited liability company ("**McKinstry**"), having its principal offices at 5005 3<sup>rd</sup> Ave S., Seattle, WA 98134, and Cumberland County Schools, ("**Customer**"), who are collectively referred to as the "**Parties**", or individually as "**Party**".

WHEREAS, McKinstry is a company with experience and technical and management capabilities to provide for the discovery, engineering, procurement, installation, financing, savings guarantee, maintenance and monitoring of energy and water saving measures, and/or operations and maintenance cost reductions at facilities similar to Customer's facilities;

WHEREAS, McKinstry has prepared a project proposal which may be in the form of a directed engineering study, investment grade audit , other audit, study, or other preliminary assessment, ("**Proposal**") for Customer; and

WHEREAS, Customer desires for McKinstry to perform certain work as identified in this Contract, and McKinstry desires to perform such work;

WHEREAS, if Customer is a public entity, this Contract is procured pursuant to the following procurement statute or other authority: T.C.A. § 49-2-203 (a)(3)(G)(i-vi). McKinstry enters into this Contract in reliance on Customer's representations concerning the appropriateness and validity of the procurement mechanism(s) under which this contract is procured. Customer as a fiduciary acknowledges such reliance by McKinstry.

NOW THEREFORE, the parties agree as follows:

- 1. Contacts.** As of the Effective Date, and subject to change from time to time, the following persons are the primary representatives of each party as related to execution of this project:

For McKinstry:

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Address: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Email: \_\_\_\_\_

For Customer:

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Address: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Email: \_\_\_\_\_

- 2. Scope of Work.** McKinstry agrees to perform the design and/or construction work set forth in the Proposal described as set forth in the exhibits noted below and attached hereto ("**Work**"). Customer agrees to take all actions identified in this Contract that are necessary to achieve the project benefits identified. McKinstry will provide all labor, materials, equipment, and supervision, including subcontractors, necessary to perform the Work. If included in the Proposal or other exhibit to this Contract, McKinstry also agrees to perform post-construction services, which may include monitoring, measurement and verification services, following Substantial Completion of the Work ("**Services**").

- 3. Compensation.** Customer shall pay McKinstry, see respective exhibits, ("**Price**") as

compensation for McKinstry's performance of the Work and/or Services. Unless different payment terms are specified in this Contract, or required by law: thirty percent of the Price shall be paid to McKinstry upon commencement of the Work as a mobilization fee; Customer shall pay McKinstry for the balance of the value of Work or Services that McKinstry completes, as the Work and Services are completed; Customer shall pay McKinstry within ten (10) days of receiving an invoice; and McKinstry will be entitled to interest at the rate allowed by law on all sums overdue and unpaid from the date due. Additional project financial information including total compensation and payment terms is as set forth in the Proposal, or other attached exhibits, as applicable.

**4. Time.** The Work to be performed under this Contract shall begin on \_\_\_\_\_ (“**Commencement Date**”) and is anticipated to end by the earlier of the dates set forth in Section 4.a. or 4.b., below (“**Time**”). If the Work is divided into phases or individual projects, each phase or project will start in accordance with the timeline included as part of this Contract. The Work, but not the Services, shall be completed by the date that is the earlier of:

- a.** The date on which McKinstry is substantially complete with the Work. Substantial completion means that McKinstry has performed enough of the Work so that Customer may use the Work for its intended purpose or realize an intended benefit from the Work. If the Work is divided into phases or individual projects for which individual prices have been negotiated, then substantial completion dates shall apply to each phase or individual project as indicated in this Contract. Substantial completion should be demonstrated via execution by Customer of a certificate of substantial completion.
- b.** 365 days after the Commencement Date, subject to equitable extensions of Time, or pursuant to this Contract.

Any Services shall commence on the substantial completion date, unless a different date is specified herein, and shall continue for a 1 year period unless a different period is specified herein. The term of all utility cost savings guarantees as set forth in the Proposal shall coincide with the term of the Services. If for any reason Customer terminates or breaches this Contract including but not limited to its obligations pursuant to the Services portion of the Contract or other separate agreement, the utility cost savings guarantees, if any, in this Contract shall automatically terminate.

**5. Permits, Approvals, Taxes.** Unless obtained by Customer or otherwise specified in this Contract, McKinstry shall obtain all permits, licenses, and inspections that are required for the Work. Customer shall be responsible for securing all other necessary approvals, easements, zoning changes, or similar entitlements. An equitable adjustment in the Time and Price of the Contract shall be made to account for any time Customer spends securing any of these items after the Commencement Date, and reasonable costs incurred by McKinstry as a result. Customer shall pay all taxes associated with the Work including, sales, use, real estate, and personal property taxes.

**6. Safety.** McKinstry shall be responsible for initiating, maintaining, and supervising all the safe performance of the Work. McKinstry shall comply with all applicable laws, ordinances, rules, regulations, and lawful orders of public authorities related to safety of persons or property.

**7. Cleanup.** McKinstry shall keep the premises and the surrounding area free from accumulation of waste materials or rubbish caused by the Work. Upon completion of the Work, McKinstry shall remove all waste materials, rubbish, tools, construction equipment, machinery, and surplus materials.

**8. Subcontractors.** McKinstry may hire subcontractors to perform any portion of the Work or Services under this Contract. McKinstry is entirely and ultimately responsible for compliance with the provisions of this Contract and for any part of work that is performed by a subcontractor.

**9. Borrowed Equipment.** If requested by McKinstry and if permitted by Customer's representative,

McKinstry may use Customer's equipment in performing the Work or Services. McKinstry, assumes full and complete responsibility for the use of the equipment, will ensure that only a competent operator will be permitted to use the equipment and only after fully inspecting the equipment, shall not modify the equipment, shall be solely responsible for all claims, demands, lawsuits, losses, expenses and/or liabilities that arise from its use of the equipment to the extent of McKinstry's negligence, and agrees that Customer makes no representation or warranty regarding the condition or suitability of equipment for any intended use.

**10. Insurance.** Prior to commencing Work, McKinstry shall provide to Customer a certificate of insurance. McKinstry shall maintain such insurance in full force and effect at all times until the Work has been completed, in the following minimum amounts:

Type of Insurance	Coverage
General Liability	\$4,000,000 General Aggregate / \$2,000,000 Each Occurrence
Professional Liability	\$5,000 Policy Aggregate / \$5,000,000 Each Claim
Automobile Liability	\$1,000,000 Combined Single Limit
Workers Compensation	Statutory

All deductibles or self-insured retentions (SIR) related to the above insurance requirements, regardless of size, will remain the responsibility of the party causing the claim.

**11. Bonds.** If required by Customer and not included in the Proposal, McKinstry shall furnish a performance bond and/or a payment bond, in an amount equal to the construction cost of the Work, and such cost shall be paid by Customer in addition to the Price. The performance bond shall cover completion of the physical work per the approved design. The bonds shall not guarantee or warranty the efficiency or performance of any aspect of the Work or Services, and shall not cover any obligation of McKinstry to ensure that the Work as constructed, or Services, will result in any particular level of energy savings. Any suit on the Bonds must be brought within the period of one (1) year after substantial completion; provided, however, that if this suit limitation is void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable. McKinstry may at its sole option furnish a retention bond in lieu of Customer withholding retainage on invoices. Retainage shall not exceed the minimum amount required by law, if any.

**12. Hazardous Materials.** The Work and Services expressly exclude any work of any nature associated or connected with the identification, abatement, cleanup, control, removal, or disposal of hazardous materials or substances, including but not limited to asbestos, lead, or PCBs. As of the Effective Date, Customer represents that, to the best of its knowledge, there is no hazardous material on the premises that may in any way relate to the Work or affect McKinstry's ability to deliver the Work or Services. Prior to the Commencement Date, Customer shall provide to McKinstry a comprehensive good faith survey that at a minimum complies with applicable regulatory requirements, and identifies all actual or suspected hazardous materials, quantities, and specific locations of such materials on the premises. Failure to timely provide such good faith survey shall result in an equitable adjustment to Time. If McKinstry becomes aware of or suspects the presence of hazardous materials on the premises during the Work or Services, McKinstry shall notify Customer, Customer shall investigate and correct the suspected hazardous materials in accordance with all applicable laws, McKinstry shall have the right to stop work in the affected area until the suspected hazardous materials are investigated and remediated by Customer, and the Time shall be equitably adjusted relative to the duration of Customer's investigation and remediation of the suspected hazardous materials.

**13. Delays.** If McKinstry is delayed in the commencement or completion of the Work or Services by any causes beyond its control, including but not limited to fire, flood, theft, vandalism, labor disputes, health emergencies, abnormal adverse weather conditions, acts of God, acts of the public enemy, riot, war, unavailability of equipment or supplies, or supply chain delays caused by any of the foregoing, then McKinstry shall provide written notice to the Customer of the existence, extent of,

and reason for such delays, and an equitable adjustment in the Time of the Contract shall be made as a result. If a delay is attributable to failure by Customer to perform its obligations under the Contract or failure to cooperate with McKinstry in the timely completion of the Work, then delays, and an equitable adjustment to Time and Price shall be made as a result. Customer agrees that McKinstry's time for performance under this Contract shall be increased to reflect the duration of the delay and that no liquidated damages or other damages shall apply related to such delay.

**14. Certificate of Substantial Completion.** Upon Substantial Completion of any part of the Work, Customer should execute a certificate of substantial completion acknowledging:

- a. The portion of the Work substantially completed, and the date of substantial completion.
- b. Receipt of any manuals and training provided by McKinstry under this Contract.
- c. Any warranty start date and warranty period.
- d. A punchlist of items remaining to be completed by McKinstry.

**15. Customer Use.** Upon substantial completion or beneficial use, whichever occurs first, Customer is responsible for use, operation, and maintenance of all aspects of the Work and Services. McKinstry shall not be responsible for improper use, operation, or maintenance of any aspect of the Work or Services by Customer or others at any time.

**16. Warranty and Guarantee.** McKinstry warrants that the Work will be of good quality and new; that the Work will be free from defects not inherent in the quality required or permitted; and that the Work will conform to this Contract. McKinstry warrants that the Work shall be free from defects in material and workmanship arising from normal usage for a period of one ( 1 ) year from the date of substantial completion, or beneficial use by Customer, whichever is earlier. This warranty does not cover any improper use, operation, or maintenance of any aspect of the Work, or if the Work has been abused, altered, or repaired by the Customer or third parties without supervision by or prior written approval from McKinstry, or if serial numbers or warranty date decals have been removed or altered. Customer must report any warranty claims to McKinstry in writing, and such claims must be presented immediately upon having reason to know that a warranty issue exists. Provided, however, that McKinstry makes no warranty whatsoever regarding materials or products provided by third parties that are incorporated into the Work, but in such case the terms of the manufacturer's warranty or other warranty, if any, shall apply between Customer and the third party manufacturer of the material or product. THE WARRANTIES CONTAINED IN THIS CONTRACT ARE EXCLUSIVE AND IN LIEU OF ALL OTHER WARRANTIES, WHETHER EXPRESS, IMPLIED, OR STATUTORY. If a performance guarantee is included in this Contract, then performance in excess of the baseline of the guarantee in any period(s) shall be credited toward other period(s) where performance is below the baseline of the guarantee for such other period(s) and shall offset such performance shortfalls in those other period(s).

**17. Indemnity.** Each Party ("Indemnitor") shall indemnify and hold harmless the other Party and its directors, officers, agents and employees against loss, liability, damage, and expense including attorneys' fees awarded by a court of competent jurisdiction, for third party claims for injury or death to persons or damage to property, caused by the negligent conduct of the Indemnitor in connection with the work, but only to the extent of the Indemnitor's negligence. Customer shall indemnify the Indemnitor from any claims by its financing sources related to McKinstry's actions or inactions under this Agreement. This section shall only apply to the extent allowable under Tennessee law.

**18. Damages.** NEITHER PARTY SHALL BE LIABLE TO THE OTHER PARTY FOR ANY CONSEQUENTIAL, INDIRECT, SPECIAL, INCIDENTAL, EXEMPLARY, OR SIMILAR DAMAGES OR LOSSES, INCLUDING LOSS OF PROFITS, ARISING OUT OF OR RELATING TO THIS CONTRACT, WHETHER BASED IN CONTRACT OR TORT OR ANY OTHER THEORY, EVEN IF A PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. NEITHER PARTY

SHALL BE LIABLE TO THE OTHER PARTY IN AN AMOUNT IN EXCESS OF THE LIABLE PARTY'S PRIMARY INSURANCE COVERAGE LIMITS. NOTWITHSTANDING THE FOREGOING, IN NO EVENT WILL MCKINSTRY'S AGGREGATE LIABILITY TO CUSTOMER UNDER THIS CONTRACT OR ANY CONSTRUCTION RELATED TO THE PROPOSALS EVER EXCEED THE AMOUNTS ACTUALLY PAID BY CUSTOMER TO MCKINSTRY UNDER THIS AGREEMENT. MCKINSTRY SHALL NOT BE RESPONSIBLE FOR ANY LOSS, DAMAGE, COST OR EXPENSE ARISING OUT OF OR RESULTING FROM (I) CUSTOMER'S FAILURE TO USE AND MAINTAIN THE EQUIPMENT AND/OR THE CUSTOMER'S FACILITIES IN ACCORDANCE WITH OPERATIONAL GUIDELINES; (II) CUSTOMER'S NON-COMPLIANCE WITH ANY LAW OR PERMITS AS APPLICABLE; (III) ANY ALTERATION OR MODIFICATION MADE TO THE CUSTOMER'S FACILITIES BY THE CUSTOMER OR ITS AGENTS OTHER THAN MCKINSTRY; (IV) THE NEGLIGENCE, WILLFUL MISCONDUCT, OR BREACH OF THIS AGREEMENT BY THE CUSTOMER OR ITS AGENTS (OTHER THAN MCKINSTRY AND ITS SUBCONTRACTORS); OR (V) PRE-EXISTING ENVIRONMENTAL CONDITIONS OR FAILURE BY CUSTOMER TO MAINTAIN THE PREMISES OF THE CUSTOMER'S FACILITIES OR TO PROPERLY DISPOSE OF ANY HAZARDOUS WASTES BY THE CUSTOMER. THIS SECTION SHALL ONLY APPLY TO THE EXTENT ALLOWABLE UNDER TENNESSEE LAW.

**19. Force Majeure.** Neither Party will be liable to the other Party for damages, loss, injury, or delay caused by conditions that are beyond the reasonable control of the Party. Such conditions include, but are not limited to fire, flood, theft, vandalism, labor disputes, abnormal adverse weather conditions, acts of God, acts of the public enemy, riot, war, pandemic, cyberattack, unavailability of equipment or supplies, or supply chain delays caused by any of the foregoing. If this Contract covers fire safety or security equipment, Customer acknowledges that McKinstry is not an insurer regarding those services, and McKinstry shall not be responsible for any damage or loss that may result from fire safety or security equipment that fails to perform properly or fails to prevent a casualty loss.

**20. Changes.** The Work or Services may be changed pursuant to a written change order executed by an authorized McKinstry signer and Customer signer ("**Change Order**"). A Change Order is valid only to the extent that it changes the scope of Work or Services, Price, and/or Time. Any invalid portions of a Change Order shall be disregarded. The Parties contemplate that Change Orders may include scope changes such as installation of additional utility conservation measures, facility improvement measures, and operational efficiency improvements or the furnishing of additional services within the identified facilities, as well as other facilities owned or operated by Customer.

**21. Intellectual Property.** Plans, designs, specifications, drawings, materials, exhibits, reports, memoranda, studies, software code, electronic data, and other intellectual information and materials provided by McKinstry to Customer (collectively the "Intellectual Property") as part of the Work or Services are instruments of service owned by McKinstry and are not "work made for hire" as such term is defined under U.S. copyright law. If this Contract is performed to completion, then McKinstry grants to Customer a limited license to use the Intellectual Property to operate, maintain, renovate, and manage the subject matter of this Contract. The Intellectual Property shall not be used on other projects or for completion of the Work or Services by others, unless McKinstry is adjudged to be in material breach of this Contract, in which case Customer shall use the Intellectual Property at its sole risk, and shall hold McKinstry harmless from any and all errors or omissions in the Intellectual Property.

**22. Termination.** This Contract may be terminated at any time as described below:

- a. Termination for Cause.** If McKinstry materially fails to perform under this Contract, Customer may notify McKinstry in writing of Customer's intent to terminate this Contract along with a description of the alleged failure. If McKinstry does not in good faith take reasonable steps to correct such failure within fifteen (15) days after receipt of such notice,

Customer may terminate this Contract, and McKinstry shall be entitled to receive payment for all amounts earned prior to termination. If it is determined for any reason that termination was improper, the termination shall be treated as a termination for convenience.

- b. Termination for Convenience.** Customer may terminate this Contract in whole or in part for any reason by providing written notice of termination to McKinstry and specifying the date on when the termination becomes effective. Upon receipt of such notice, McKinstry shall incur no further obligations in connection with the terminated work and will stop work to the extent specified. McKinstry shall also terminate outstanding orders and subcontracts as they relate to the terminated work. McKinstry shall settle liabilities and claims arising out of the termination of subcontracts and orders connected with the terminated work, and Customer shall pay McKinstry for such expensees, demobilization costs incurred by McKinstry due to the termination, and lost profits on terminated work. Such amounts shall be paid by Customer to McKinstry within fifteen (15) days of McKinstry's delivery to Customer of a request for payment. In addition, McKinstry may terminate this Contract in whole or in part for any reason by providing written notice of termination to Customer and specifying when termination becomes effective. In such case, McKinstry shall refund to Customer all amounts prepaid by Customer and unearned by McKinstry as of the date of termination, and Customer shall have no payment obligation to McKinstry for unperformed Work.
- c. Unappropriated Public Funds.** If Customer is a public entity that is prohibited by law from making fiscal commitments beyond the term of its current fiscal period, and does not currently have funds set aside to pay for this Contract in future years, then McKinstry's compensation in future years is contingent upon the availability of appropriations in future years sufficient to pay for this Contract. Payments pursuant to this Contract shall only be made from funds appropriated or available to pay for this Contract, and Customer's liability for payments shall be limited to the amount of appropriated or available funds. If Customer funds are not appropriated or available to fund this Contract, then Customer may terminate this Contract without further obligation related to the non appropriated or unavailble funds.

**23. Disputes.** The Parties agree that the following process will be used to resolve any dispute between them. All dispute resolution shall be conducted in good faith, shall be confidential, shall be treated as compromise and settlement negotiations for purposes of applicable rules of evidence, and shall be inadmissible in any litigation, or other judicial proceeding. First, the Parties will attempt to negotiate a resolution. If a dispute remains unresolved more than thirty (30) calendar days after the commencement of negotiation and the Parties have not mutually agreed to extend the negotiation period, then the Parties shall pursue mediation. In mediation, the Parties shall mutually select a mediator, the cost of the mediator and other administrative costs shall be shared equally by the Parties, and each Party shall be responsible for its own costs and expenses. If any dispute remains unresolved more than sixty (60) calendar days after the commencement of mediation, and the Parties have not mutually agreed to extend the mediation period, then either Party may pursue arbitration. If any dispute remains unresolved more than sixty (60) calendar days after the commencement of mediation, and the Parties have not mutually agreed to extend the mediation period, then either Party may pursue the dispute in a court of competent jurisdiction for Cumberland County, Tennessee.

**24. Notices.** All notices to McKinstry shall be written, shall be sent via certified mail or a national courier service or personally delivered, shall consist of one original to Attn: General Counsel, McKinstry, 5005 3<sup>rd</sup> Ave. S., Seattle, WA 98134, and one original to the primary McKinstry contact for the Work, and shall be deemed delivered when received by the General Counsel.

**25. Non-Solicitation of Employees.** Customer shall not, so long as McKinstry is engaged by Customer

and for twelve (12) months after such engagement ends, directly or indirectly solicit or recruit any employee of McKinstry to leave his or her employment with McKinstry. This provision does not apply if the McKinstry employee approaches Customer of his or her own accord.

**26. Choice of Law/Venue.** The validity, interpretation, and performance of this Contract shall be governed exclusively in accordance with and by the laws of the state in which the Work is performed. The venue for resolving any dispute shall be the county in which the Work is performed.

**27. Assignment.** Neither Party may assign or transfer its rights and/or obligations under this Contract without the prior written consent of the other Party which shall not be unreasonably withheld, unless the assignment is to an affiliate of the Party.

**28. No Waiver.** No waiver of a breach, failure of any condition, or any right or remedy contained in or granted by the provisions of this Contract shall be effective unless it is in writing and signed by the party waiving the breach, failure, right, or remedy. No waiver of any breach, failure, right, or remedy shall be deemed a waiver of any other breach, failure, right, or remedy, whether or not similar, nor shall any waiver constitute a continuing waiver.

**29. No Third Party Beneficiaries.** There are no third party beneficiaries under this Contract or any portion thereof.

**30. Severability, Survival.** If any portion of this Contract shall be held invalid in whole or in part under any law, rule, regulation, or order, then such portion shall remain in effect only to the extent permitted, and the remaining portions of the Contract shall remain in full force and effect. Any invalid portions shall be substituted with an interpretation that most accurately reflects the Parties' intentions.

**31. Tax Benefits.** Unless otherwise specified in this Contract, McKinstry is solely entitled to claim tax benefits available under section 179D of the Internal Revenue Code (EPAAct), or its successor.

**32. Waiver of Subrogation.** The Parties waive all rights against each other and their directors, officers, agents, and employees, and other contractors, for damages or losses to the extent covered by insurance.

**33. Amendment.** This Contract may not be amended except pursuant to a written amendment signed by an authorized signer of each Party.

**34. Headings.** The headings of this Contract are for purposes of reference only and shall not limit or define the meaning of the provisions of this Contract.

**35. Complete Agreement.** This Contract, including the exhibits attached hereto, is a fully integrated agreement, and contains the entire understanding between McKinstry and Customer with respect to the subject matter hereof. Any legal terms and conditions appearing elsewhere in this Contract shall be ignored to the extent they contradict or are inconsistent with the terms and conditions contained in the foregoing numbered list. All previous agreements between McKinstry and Customer as to the Work are superseded by this Contract.

**36. Contract Documents.** By this reference, the following exhibits are attached hereto and made a part of this Contract:

Exhibit A:	Phase 2A-1: Operations and Maintenance Improvement Program
Exhibit B:	Phase 2B: Capital Project Engineering and Design
Exhibit C:	Customer Expectations
Exhibit D:	Facilities

IN WITNESS WHEREOF, the parties hereto have executed this Contract as of the Effective Date.

**MCKINSTRY**

**CUSTOMER**

By: \_\_\_\_\_  
Printed Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date Signed: \_\_\_\_\_

By: \_\_\_\_\_  
Printed Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date Signed: \_\_\_\_\_

\_\_\_\_\_

## EXHIBIT A

### PHASE 2A-1: OPERATIONS AND MAINTENANCE IMPROVEMENT PROGRAM

The scope of work for the CMMS & Workflow Implementation includes the following services:

- 1.1. Define New Workflow Process & KPIs: McKinstry will engage the district in a collaborative process to define a new workflow process centered around moving from paper to electronic documentation, consolidating and improving communication channels, tagging assets to work orders, tracking labor and material costs, reducing administrative time and increasing time-on-tool, increasing preventative maintenance completion, and improving data quality and reporting capabilities.
  - 1.1.1. Define Key Performance Indicators (KPIs) by which the future workflow process will be measured.
  - 1.1.2. Define requirements for a new CMMS based on the needs of the optimized workflow process.
  - 1.1.3. Meet with the district up to 4 times in support of these activities.
  - 1.1.4. Deliver a workflow optimization plan that includes: a workflow diagram showing adjustments to workflow processes and procedures, KPI definitions, a work order prioritization framework (including definitions around emergency, high, and low priority work), and CMMS software requirements.
- 1.2. Asset Labeling & Tagging: McKinstry will provide an asset labeling and QR tagging standard. Once approved by the district, McKinstry will perform asset labeling and tagging as follows:
  - 1.2.1. Provide an asset tagging standard, to be approved by district.
  - 1.2.2. Provide a weather-resistant tag for each asset, up to 1,900 assets.
  - 1.2.3. Tag each asset in accordance with the asset tagging standard using nomenclature provided by the owner.
  - 1.2.4. Upon completion of tagging, provide an asset tagging database documenting all QR codes and their associated assets.
  - 1.2.5. Label each asset with a unique equipment ID and work with the CMMS software vendor to assign QR codes to assets within the software.
- 1.3. Setup & Rollout of CMMS Software: McKinstry will manage the CMMS setup and rollout process, including:
  - 1.3.1. Work with CMMS vendor to define a delivery timeline and manage the project to that timeline.
  - 1.3.2. Provide system setup parameters to CMMS vendor (building IDs, building groups, user types, issue types, service request info, preventative maintenance info).
  - 1.3.3. Provide CMMS guidance around preventative maintenance and ensure vendor sets up PM tasks and frequencies.
  - 1.3.4. Ensure users are properly trained on system use and have been given access.
  - 1.3.5. Work with CMMS vendor to support rollout of a service request portal (if defined and procured), including system parameters and communication to end users.
- 1.4. RCx Enablement – Installation of Pelican Temperature Sensors: McKinstry will provide and install supply air temperature sensors on identified HVAC equipment across Cumberland County Schools, including:
  - 1.4.1. Install new supply air temperature sensors on 296 rooftop units (RTUs) across the district.
  - 1.4.2. Install new supply air temperature sensors on 31 split systems greater than 4 tons in size.
  - 1.4.3. Integrate new sensors into the existing building automation system (BAS) and verify that sensor points are properly mapped, visible within the BAS, and communicating as intended.
  - 1.4.4. Confirm that installed sensors are functioning properly and providing reliable temperature data for ongoing monitoring and operational use.
- 1.5. Reveal Energy Module Expansion: McKinstry will expand the district's current Reveal platform capabilities through the addition of the Energy Module, including:
  - 1.5.1. Add the Reveal Energy Module to supplement the district's existing facility condition assessment capabilities.
  - 1.5.2. Incorporate selected building automation system (BAS) information into the Reveal platform.
  - 1.5.3. Configure the platform to support system trending and fault detection functionality.
  - 1.5.4. Improve visibility into equipment performance and operational conditions across the district to support more informed maintenance planning, asset management, and long-term capital decision-making.

1.6. NOT Included in this Phase:

1.6.1. Facility Intelligence (KPIs, Dashboards) setup

1.6.2. Ongoing Management & Support

To the extent consistent with applicable laws and regulations:

The maximum fee for the CMMS & Workflow Implementation scope of work shall be: \$220,400.

## **EXHIBIT B**

### **PHASE 2B: CAPITAL PROJECT ENGINEERING AND DESIGN**

The scope of work includes the services described in this exhibit. As applicable, the Phase 2B: Capital Project Engineering and Design shall be performed as described below, to the extent consistent with applicable laws and regulations:

- 1.1. Through on-site evaluations, meetings with key stakeholders, preliminary engineering efforts, McKinstry shall develop a preliminary analysis of potential Strategic Capital Planning Projects to be implemented and recommended operations and maintenance improvements for Customer. These projects are aimed at addressing the mechanical, electrical, plumbing, safety, and other systems within the facilities.
  - 1.1.1. Identify Facility Improvement Measures (FIMs), which appear in the judgment of McKinstry to be likely to provide strategic benefit to the Customer and therefore warrant further analysis.
  - 1.1.2. For each FIM, prepare a preliminary estimate of implementation costs and energy cost savings, including description of analysis methodology, supporting calculations and assumptions used to estimate savings. Operational cost savings will be calculated where applicable.
  - 1.1.3. Throughout the Phase 2B: Capital Project Engineering and Design, the team may find items that could be efficiently and effectively replaced by the owner and their staff. McKinstry staff will notify the owner should they come across any of these items.
- 1.2. McKinstry shall establish allowable cost and savings factors with Customer:
  - 1.2.1. Savings estimates may include:
    - a. Energy and water savings
    - b. Customer material/commodity savings, including scheduled replacement of parts
    - c. Outside labor cost savings, including maintenance contracts
    - d. Customer in-house labor costs
    - e. Customer deferred maintenance cost
    - f. Offset of future customer capital cost
    - g. Other savings the Customer and McKinstry jointly deem reasonable
- 1.3. McKinstry shall assess facility systems and asset conditions to identify deficiencies, risks, and opportunities for capital improvement across the Customer's portfolio.
- 1.4. McKinstry shall develop engineered documentation and supporting materials to define recommended capital projects and associated scopes of work.
- 1.5. McKinstry shall establish design and performance standards to guide capital improvements, considering facility use, occupant needs, lifecycle performance, and operational efficiency.
- 1.6. There are three phases of design and development work that can be staged to support informed decision-making, manage financial impact, and validate next steps with the Customer for proposed capital projects:
- 1.7. **Conceptual Design:** The initial phase focuses on identifying and prioritizing potential capital projects in collaboration with the Customer. This includes evaluating existing conditions, defining the range and depth of improvements, and aligning scope with the Customer's goals. Deliverables include conceptual designs, planning narratives, and budgetary cost estimates, co-developed and agreed upon at the conclusion of this phase.
- 1.8. **Midterm Design:** This phase advances priority projects into more detailed, engineering-grade design to refine scope, validate assumptions, and solidify project costs. Drawing sets and technical documentation are developed to support project planning and delivery. Portions of this phase may be deferred until after project award if the Customer and Authority Having Jurisdiction (AHJ) are comfortable proceeding based on budgetary pricing.
- 1.9. **Final Design:** This phase includes finalizing project designs, producing stamped construction documents, and developing contractor procurement packages to execute the defined scope of work. This phase may also be deferred until after project award at the Customer's discretion.
  - 1.9.1. McKinstry shall review the selected FIMs with Customer at the final stage of FIM development. The purpose of this review is to ensure alignment with Customer goals and identify any necessary changes to the FIMs prior to the next phases of work. This review will include the final implementation cost,

energy use, savings potential, and retrofit opportunities. At the conclusion of the review, Customer will work mutually with McKinstry to select FIMs for inclusion in the next phase of work.

1.10. McKinstry shall assist the Customer in completing and submitting funding applications related to the FIMs developed by McKinstry as part of a potential construction project.

1.11. Upon completion of FIM development, McKinstry shall prepare a report to include the above referenced items.

Future scopes of work may be added to this Contract by execution of one or more work orders or change orders mutually agreed upon between McKinstry and Customer.

To the extent consistent with applicable laws and regulations:

The maximum fee for the Phase 2B: Capital Project Engineering and Design shall be: \$76,878  
McKinstry will perform the Phase 2B: Capital Project Engineering and Design at no upfront cost to Customer.

If Customer accepts the design phase agreement and enters into an capital project with McKinstry, Customer shall have no up-front payment obligations under this Contract but acknowledges that the fee for the design phase shall become part of the compensation owed to McKinstry under the Phase 2B: Capital Project Engineering and Design.

If the Capital Project Engineering and Design phase yields actionable measures that demonstrate improvements for the Customer but Customer fails or refuses to enter into a capital project with McKinstry within thirty business days after completion of the Phase 2B: Capital Project Engineering and Design , Customer shall pay McKinstry the fee listed above within 30 days of completion of the Phase 2B: Capital Project Engineering and Design , and this Contract will terminate without any further liability of either party.

If, during the Phase 2B: Capital Project Engineering and Design , Customer terminates this Contract, Customer shall pay McKinstry for work performed prior to such termination, calculated as a prorated portion of the fee listed above, within 30 days of completion of the Phase 2B: Capital Project Engineering and Design , and this Contract will terminate without any further liability of either party.

## EXHIBIT C

### CUSTOMER EXPECTATIONS

1.1 McKinstry shall collect data and background information from Customer:

- 1.1.1 Customer shall use its best efforts to assist McKinstry in performing the Phase 2B: Capital Project Engineering and Design .
- 1.1.2 Customer agrees to work diligently to provide McKinstry full and accurate information regarding the facilities that are the subject of the Phase 2B: Capital Project Engineering and Design and acknowledges that McKinstry will rely on the accuracy of such information.
- 1.1.3 Customer will provide McKinstry with information concerning facility operation and energy use for the most recent three years from the effective date of this Contract as follows:
  - a. Building area (square footage)
  - b. Construction date of facilities and major additions/modifications
  - c. Utility company invoices, and if available, electronic access to utility usage information
  - d. Facility occupancy and usage information
  - e. Description of all energy-consuming or energy-saving equipment used on the premises, as available
  - f. Description of current energy management procedures
  - g. Description of any energy-related improvements made or currently being implemented
  - h. Description of any changes in structure of the facility or energy-using or water-using equipment
  - i. Description of future plans regarding building modifications or equipment modifications and replacements
  - j. Description of future plans regarding school consolidation
  - k. Drawings (may include mechanical, plumbing, electrical, buildings automation and temperature controls, structural, architectural, modifications, and remodels), as available
  - l. Original construction submittals and factory data (specifications, pump curves, etc.), as available
  - m. Operating engineer logs, maintenance work orders, etc. as available
  - n. Remote access to building automation systems if available, local access otherwise.
  - o. Records of maintenance expenditures on energy-using equipment, including service contracts
  - p. Prior energy audits or studies, facility/master plans, engineering studies, if any

## **EXHIBIT D**

### **FACILITIES**

List of facilities that will be evaluated:

1. Central Office
2. Central Services Annex
3. Crab Orchard Elementary
4. Cumberland County High School
5. Frank P. Brown Elementary
6. Glenn Martin Elementary
7. Homestead Elementary
8. Maintenance Shop
9. North Cumberland Elementary
10. Phoenix Elementary
11. Pine View Elementary
12. Pleasant Hill Elementary
13. South Cumberland Elementary
14. Stone Elementary
15. Stone Memorial High School
16. Transportation Shop

Year: 2027    Month: 7    Start Day: 1  
 1: Sunday, 2: Monday

# Cumberland County Schools Option A 2027-2028

DRAFT-NOT APPROVED

July 2027				
M	Tu	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

## Option A



August 2027				
M	Tu	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

September 2027				
M	Tu	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

October 2027				
M	Tu	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

November 2027				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

December 2027				
M	Tu	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

8/2	Convocation Day (No Students)
8/3	Administrative Day (No Students)
8/4	Students First Day 10:00 Release
8/5	Teacher In-Service (No Students)
8/6	Administrative Day (No Students)
8/9	First Full Day of School
9/6	Labor Day - No School
10/11-15	Fall Break - No School
11/24-26	Thanksgiving Break-No School
12/17	Abbreviated Day-10:00 Release
12/20-12/31	Winter Break - No School
1/3	Teacher In-Service (No Students)
1/4	Administrative Day (No Students)
1/5	First Day of Spring Semester
1/17	MLK Day - No School
2/21	Presidents Day - No School
3/20-24	Spring Break - No School
4/14	Good Friday - No School
4/17	Teacher In-Service (No Students)
5/25	Administrative Day (No Students)
5/26	Students Last Day-10:00 Release

January 2028				
M	Tu	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

February 2028				
M	Tu	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

March 2028				
M	Tu	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

April 2028				
M	Tu	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

May 2028				
M	Tu	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

June 2028				
M	Tu	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

July 2028				
M	Tu	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

August 2028				
M	Tu	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

	Regular School Day
	No School-Holiday
	No School-F/S Breaks
	Admin Day-No Students
	Teacher In-Service-No Students
	Abbreviated Day-Early Release
	<b>Teacher Days</b>
	<b>Paid Vacation-F/S Breaks 10 days</b>
	<b>In-Service 8/2, 8/3, 1/3, 4/17 and Safe Schools</b>
	<b>Admin- 8/4, 8/6, 1/4, 5/25</b>
	<b>P/T Conf 1 Day</b>

Fall: 87 Spring: 93

Please note: In the event school is cancelled in excess of the 13 day maximum, additional days and/or hours will be added at the Cumberland County Board of Education's discretion



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

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

April 8, 2026

To: Dr. Rebecca Farley, Director of Schools and  
Cumberland County Board of Education Members

From: Kelly Smith, Secondary Supervisor

Dr. Farley and Board Members,  
Please see below and approve the Lifetime Wellness textbook that the committee  
has selected for adoption for the 2026-2027 school year.

High School Lifetime Wellness  
Goodheart Willcox - Essential Skills for High School

If you have any questions, please contact me.

Thank you,

A handwritten signature in black ink that reads "Kelly J. Smith".

Kelly J. Smith  
Secondary Supervisor

**Partnership Agreement  
Between  
L.B.J. & C. Head Start  
And  
Cumberland County Board of Education**

This agreement is between L.B.J. & C. Head Start and Cumberland County School System for the period of May 1, 2026 through April 30, 2027.

**I. Purpose: Statement**

The purpose of this agreement is to establish working procedures between L.B.J. & C. Head Start and Cumberland County School System in the provision of services to preschool children eligible for special education in compliance with regulation, federal and state laws.

**It is the Intent of this Agreement to**

1. Define which service will be provided by each agency.
2. Ensure that children eligible for preschool special education services receive a free and appropriate public education, as required by law, in the least restrictive environment.
3. Ensure that each Agency cooperatively maintains communication and shares leadership responsibilities at the local level and to ensure that available resources are utilized in the most effective manner.
4. Ensure that cooperative arrangements are developed, implemented and preserved.

**II. Program Mandates**

**Responsibility of School District**

1. Locate and identify all preschool children with disabilities within jurisdiction.
2. Provide services to preschool children with disabilities on a mandatory basis following (Expanded Requirements under the Individual with Disabilities Education Act as amended P.L. 102-119), including providing comprehensive evaluation of children with suspected disabilities by appropriate personnel using appropriate instruments.
3. Provide preschool children with disabilities a free and appropriate public education (FAPE) including the development and implementation of an Individualized Education Plan (IEP) or Individualized Family Service Plan (IFSP), which included all of the components of an IEP, procedural safeguards and the provision of related services.
4. Place preschool children with disabilities in the least restrictive environment with an opportunity to interact with non-disabled peers to the maximum extent appropriate.
5. Work with appropriate community agencies to provide services to preschool children with disabilities.

### **Responsibility of the Head Start Program**

1. Recruit, enroll, and serve eligible children three to five years of age. At least 10 percent of the total number of enrollment in the Head Start program shall be available for children with disabilities.
2. Screen all enrolled children for potential problems in the areas of health and development.
3. Refer children found to be at risk to local public school for diagnostic evaluation.
4. Participate in the development and implementation of the IEP and Transition Plans following the IEP for children with disabilities, (with parent participation) based on diagnostic information.
5. Work closely with other agencies in order to provide services to children with disabilities.
6. At the beginning of each school year, share names of known children with disabilities enrolled in Head Start with school system special education department.

### **III. Service Implementation**

#### **1. Child Find and Screening**

##### **Local schools will**

- a. Screen referrals for evaluations made by Head Start and observe when appropriate.
- b. Respond to parental requests for requested information and/or services.
- c. Share information on screening instruments used by the school system with appropriate Head Start personnel.

##### **L.B.J. & C. Head Start will**

- a. Conduct Community Assessment.
- b. Contact community agencies and individuals who serve children with disabilities.
- c. Advertise services through newspapers, flyers, radio spots and other printed materials and share staff and facilities for joint screening.
- d. Receive referrals from local school and other agencies.
- e. Screen all enrolled children within 45 calendar days of entry into the program in areas of health and development.
- f. Maintain a minimum of 10 percent enrollment of children with disabilities.

### **IV. Referral for Evaluation**

##### **Local schools will**

- a. Review referrals, review assessments and interventions in place prior to referral, Development of Assessment Plan, and provide psycho-comprehensive educational and/or speech/language evaluations of children with suspected disabilities within the proper time frame. Write an Eligibility Report following evaluation of children. The Assessment Team has 60 calendar days after the LEA receives the informed parental consent. An initial meeting to develop an IEP must be conducted within (30) calendar days of the determination of eligibility.
- b. Maintain the Special Services Folder at the Head Start Centers with assistance by the Disabilities Area Specialist.

**L.B.J. & C. Head Start will**

- a. Refer children who fail screening and are suspected of having a disability in a timely manner to appropriate professionals.
- b. Conduct monthly tracking of children at risk as verified by screenings who are referred for evaluation.
- c. Contact and involve parents in the interventions, referral and evaluation process.
- d. Complete pre-referral data, provide parent rights, and obtain parental consent to discuss child with LEA.
- e. Encourage parents to attend/or participate in any scheduled kindergarten preparation classes or training opportunities on rights and responsibilities of parents with children in special education conducted in the community.
- f. Refer children needing alternative evaluations to other community agencies.
- g. Provide copies of screening results and interventions on children referred to assessment team.
- h. Provide copy of LAP-D assessment completed on referred children to assessment team.

**V. Comprehensive Evaluation**

**Local schools will**

- a. Review referrals, develop assessment plan, and provide psycho-comprehensive educational and/or speech/language evaluations of children with suspected disabilities within the proper period.
- b. Write an Eligibility Report following evaluation of children. The assessment team has 60 calendar days from the date of consent to test to complete the evaluation.

**L.B.J. & C. Head Start will**

- a. Refer and obtain appropriate diagnosis for children suspected of having a disability.
- b. Coordinate sites and scheduling for comprehensive evaluations conducted through the school system.
- c. Coordinate paperwork to assure evaluation results can be shared between agencies when appropriate, including parent permission regarding evaluation and sharing of evaluation information.

**VI. Individualized Education Program/Development**

**Local schools will**

- a. Following the evaluation and using proper notification, facilitate the IEP-Team meeting to discuss evaluation results, involving the appropriate Head Start personnel and the parents.
- b. Develop a service plan or IEP and Transition Plan, when applicable, with the IEP-Team for children eligible for services.
- c. Facilitate the review of the IEP and Transition Plan on an as needed basis, but no less than on an annual basis.

**L.B.J. & C. Head Start will**

- a. Following the evaluation of a child by the assessment team and using proper notification forms, Head Start will coordinate the scheduling of an IEP-Team meeting and assure participation of appropriate Head Start staff and parents. Facilitate active involvement of parents. Develop a service plan or IEP and Transition Plan, when applicable, with the IEP-Team for children's eligible services.
- b. Coordinate annual review of IEP, including Transition Plan, with appropriate personnel from Head Start, public school, and parents.
- d. Provide space needs for IEP-Team meetings.

**VII. Placement**

**Local schools will**

- a. The IEP-Team will place pre-school children with disabilities in the least restrictive environment with opportunity to interact with non-disabled peers (Head Start, if appropriate).

**L.B.J. & C. Head Start will**

- a. Provide services for children in the least restrictive environment with opportunity to interact with non-disabled peers in the regular Head Start classroom, if appropriate.
- b. Provide part-time/shared slots for dual placements in both local school and Head Start, if deemed necessary in IEP.

**VIII. Specific Program Service Delivery**

**Local school will**

- a. Ensure all services are being provided as designated in the child's IEP.
- b. Ensure all services are provided by, or under supervision of personnel Meeting state qualifications.

**L.B.J. & C. Head Start will**

- a. Seek related services designated in the IEP.
- b. Arrange for transportation, if needed to related services.
- c. Coordinate scheduling and space needs for service delivery.

**IX. Procedures for Reviewing/Monitoring Child's Progress**

**Local schools will**

- a. Maintain special services folders following local public schools and Head Start protocol.
- b. Maintain annual review reports, and provide periodic consultation with Head Start staff.

**L.B.J. & C. Head Start will**

- a. Coordinate developing procedures and forms for reporting attendance.
- b. Coordinate developing procedures for progress reports and periodic consultation with Head Start staff by those providing related services.

**X. Confidentiality**

The local schools and the L.B.J. & C. Head Start shall follow the requirements outlined in the Family Education Right to Privacy Act (FERPA).

**XI. Training and Technical Assistance**

**Local schools will**

- a. Include Head Start in appropriate training and technical activities provided by the school system. Jointly plan training and technical assistance activities, include specific procedures and regulations for each agency.

**L.B.J. & C. Head Start will**

- a. Develop a system for staff needs assessment in the area of training.
- b. Jointly plan specialized training based on needs assessments.
- c. Notify local school staff of appropriate training and technical assistance activities.

**XII. Counting and Reporting**

**Local schools will**

- a. Complete head count report.

**L.B.J. & C. Head Start will**

- a. Complete necessary forms and submit to local public schools whenever child is determined eligible for special educational services.
- b. Complete annual Program Information Report (PIR).

**XIII. Involving Families**

**L.B.J. & C. Head Start and local schools will**

- a. Develop supportive ways to contact, inform and solicit input from families.
- b. Develop ways for sharing of information, orientation and training for parents.
- c. Encourage parents to attend and/or participate in scheduled spring kindergarten registration and orientation activities at respective public schools.
- d. Encourage parents to attend and/or participate in any scheduled kindergarten preparation classes or training opportunities on rights and responsibilities of parents with children in special education conducted in the community.
- e. Provide training opportunities for parents on the rights and responsibilities of parents of children in special education.

**XIV. Transition**

Work within the IEP-Team to develop a Transition Plan at the appropriate time for each eligible child to ensure a smooth transition from Head Start to kindergarten.

- a. Develop process for sharing information.
- b. Share information about file- and resources and school readiness goals and assessment information with eh LEA'S and families.
- c. Provide training about the local school systems and expectations from staff and families.
- d. Offer and arrange visits for Head Start children and families to the receiving schools.
- e. Complete special transition forms.
- f. Follow time lines for transition activities as developed by local school.

**Termination/Review**

This Partnership Agreement will be reviewed and revised by L.B.J.& C. Head Start and the Cumberland County School System on an as-needed basis or at least once annually. This agreement may be terminated by either party upon 30 days written notice.

Penny Meadows  
Head Start Director

3/25/2026  
Date

Angela L R West  
Head Start Disability Specialist

3/25/2026  
Date

Rebecca Garley  
Director of Schools

3.30.2026  
Date

Maureen Halton  
Director of Special Education

3/30/26  
Date



## Transition Plan

1st 30 Days		
-Meet and Greet		7/7/25
-Outlook Meetings		Completed
Supervisors		7/24/25
Principals		7/23 & 7/25/25
Central Office		8/1/25
1st 60 Days		
-Lead Convocation		8/1/25
-Meet with School Admin to Develop Years Goals	Completed	
-Visit Every School/Faculty Mtg		12 out of 12 complete
-Participate in Back to School, Meet your Teacher, Open House, P/T Conf		July/Aug=1 Aug/Sept=2
Day with the Director/Complete		July/Aug=0 Aug/Sept=2 Sept/Oct=9 Oct/Nov=4
-Publish Org Chart		9/25/25 Board Mtg

1st 90 Days

### Temperature Checks

Sent Out-10/8/25 Closed-10/29/25

1st 120 Days

### Round 1 Communication

Monthly News Article to Chronicle-Monthly

Weekly with Board

Weekly with Principals/Supervisors

With CCBOE

End of Nine Weeks=Parent Newsletter

Desert with the Director

Advisory Council Meetings

Ongoing Monthly

Ongoing Weekly

Ongoing Weekly

Sept/Oct=9/Ongoing Weekly

Completed both

10/15/25

10/21 & 10/23/25

### **Policy/Procedure Update**

Manual 2 Reviewed-Updated 9/25/25 Board Mtg  
Manual 3 Reviewed-Updated 10/23/25 Board Mtg  
Manual 4 Reviewed-Updated 12/4/25 Board Mtg  
Manual 5 Reviewed-Updated 1/22/26 Board Mtg  
Manual 6a Reviewed-Updated 3/26/26 Board Mtg  
Manual 6b Reviewed-Updated 4/23/26 Board Mtg

All 6 procedure manuals updated and new link live on website 4/1/26

**Travel**

Takeaway/Knowledge

TOSS New Superintendent Academy

August 2025

TOSS Study Council

9/14-9/17/25

TSBA Annual Convention

11/13-11/16/25

TOSS Conference March 1-5 2026

Superintendent's Meeting April 2026

# Cumberland County Board of Education

## 2025-2026 Annual Planning Calendar

### JULY

- Summer Law Institute
- Approval of DHA Board Members 6.317
- Appoint System Testing Coordinator
- Annual Utilization Report SRO's
- Celebration and Orientation for New Teachers
- Vendor Contracts – School

### AUGUST

- Service Celebration (Convocation)
- Professional Achievement Celebration (Convocation)
- Annual Notification of Student Rights 6.601

### SEPTEMBER

- Election of Officers
- Appointment of TLN Representative 1.105
- Fall District Meeting
- TSBA Boardsmanship Code of Ethics & New Board Member In-service

### OCTOBER

- School Compliance Document
- Approval of Compliance Report
- TISA Accountability Report

### NOVEMBER

- Food Service Annual Report
- TSBA Leadership Conference/Annual Conference
- TASBO

### DECEMBER

- Budget Preparation Calendar 2.200
- Student Activity Funds Audit Report 2.900
- Distribute Budget Requests to Staff
- School/System Report Card
- DEC 1 Report-HR (Not due until February)
- Accountability Presentation

### WORK SESSIONS OR RETREAT TOPICS

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

Pending Task

Initiated Task/Ongoing

Completed Task

Disregard Task

Non-Applicable This Year

### JANUARY

- State Financial Audit Review
- Prioritize Budget Request
- Insurance Benefits Review
- BOE Retreat – Annual Review of Strategic Plan
- Strategic Plan Update

### FEBRUARY

- Legislative and Legal Institute
- Safety committee 3.201
- Budget Preparation
- Tenure Teacher Election and Celebration

### MARCH

- Certification of Textbook Adoptions 4.401
- Budget Preparation

### APRIL

- Budget Preparation
- Present Preliminary Budget

### MAY

- Employee Non-Rehire Notification
- Submit Budget and Salary Scales for Approval
- Director of Schools Evaluation
- Board Self Evaluation
- Approve Tuition Fees 6.204
- Approval of Travel Compensation Rates 2.804
- Review Attorney Contract (bi-annually)
- Review SRO Contracts
- Strategic Compensation Plan Approval
- Non-Rehire/Non-Tenure Notifications 5.201

### JUNE

- Approve Annual Budget 2.200
- Submit Budget to County Government
- Federal Consolidated Plans (ESSA, IDEA, CTE, VPK, Homeless, 21<sup>st</sup> CCLC)
- Coordinated School Health Report
- Artificial Intelligence Report

### ON GOING

- Attendance Monthly Report
- Financial Monthly Report
- Maintain Board of Distinction
- Policy Review and Update
- School Visits
- Administrative Evaluations
- Monthly Administrative Meetings
- Personnel Report
- Work Sessions
- TSBA Training

4/6/26	Cumberland County Schools Enrollment																Teachers							
	Pre-K	SE	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	K-3	4-6	7-8	K	1	2	3	
Brown	20	15	48	67	49	55	72	48	60	62	67					<b>563</b>	219	180	129	3	3	3	3	
Crab Orchard	19	33	37	40	38	45	37	61	41	45	40					<b>436</b>	160	139	85	2	2	2	* 3	
Homestead	40	55	62	72	65	73	60	64	54	78	80					<b>703</b>	272	178	158	3	4	3	4	
Martin	37	31	56	78	72	69	66	69	83	69	65					<b>695</b>	275	218	134	* 3	4	4	3	
North	18	0	57	44	56	51	37	56	50	58	58					<b>485</b>	208	143	116	3	2	3	3	
Pine View	12	0	20	15	23	18	12	24	16	15	17					<b>172</b>	76	52	32	1	1	1	1	
Pleasant Hill	20	0	54	65	57	57	61	51	58	52	52					<b>527</b>	233	170	104	3	3	3	3	
South	20	14	42	61	60	63	63	59	69	73	55					<b>579</b>	226	191	128	3	3	3	3	
Stone	20	41	46	62	60	67	48	73	69	77	58					<b>621</b>	235	190	135	3	3	3	3	
CCHS		23										273	214	212	174	<b>896</b>	0	0	0					
SMHS		14										268	240	224	168	<b>914</b>	0	0	0					
Phoenix															76	<b>76</b>	0	0	0					
Alt. School																	0	0	0					
<b>Total</b>	<b>206</b>	<b>226</b>	<b>422</b>	<b>504</b>	<b>480</b>	<b>498</b>	<b>456</b>	<b>505</b>	<b>500</b>	<b>529</b>	<b>492</b>	<b>541</b>	<b>454</b>	<b>436</b>	<b>342</b>	<b>76</b>	<b>6667</b>	<b>1904</b>	<b>1461</b>	<b>1021</b>	<b>21</b>	<b>25</b>	<b>25</b>	<b>23</b>

12

\* Class size reduction



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

**Mr. Scott VanWinkle**  
**Board Chairman**

April 7, 2026

Dr. Farley and Cumberland County Board of Education,

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

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>
Verita Barrs	Café Sub	03/25/2026	N/A
Emma Delk	Café Sub	04/01/2026	N/A
Crystal Fordham	Martin Elementary Café	04/06/2026	Marjorie Knapp

**Resignations/Retirements:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Marjorie Knapp	Martin Elementary Café	03/13/2026	Accept Resignation
Doris Evans	Café Sub	03/23/2026	Accept Resignation
Donna Miller	Café Sub	04/07/2026	Accept Resignation
Angela Sumerell	South Cumberland Café	05/27/2026	Accept Resignation

**Transfers:**

<b>Name</b>	<b>Location (From/To)</b>	<b>Date</b>	<b>Replacing</b>
N/A			

**Terminations:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	
N/A			

All background check requirements have been completed.

Respectfully,

**Kathy Hamby**

Kathy Hamby  
 School Nutrition District Supervisor  
 Cumberland County Board of Education – Central Services

**CERTIFIED**

**New Hires:**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Replacing</b>

**Resignations/Retirements**

<b>Name</b>	<b>Location</b>	<b>Date</b>	<b>Status</b>
Mario Laborde	SCE	5/27/26	Resign
Kacie Moore	SMHS	5/27/26	Resign
Patricia Cooper	HES	6/30/26	Retire

**Transfers**

<b>Name</b>	<b>From/To</b>	<b>Date</b>

**Terminations**

<b>Name</b>	<b>From/To</b>	<b>Date</b>



**SUBSTITUTES**

<b><u>NAME</u></b>
Brecht, Daniel
Jones, Susan
Rodriguez-VanDusen, Alexander
Schwartzkopf, Stephanie
Vitous, Shannon

# BES April 2026 Newsletter



## FRANK P. BROWN ELEMENTARY SCHOOL



Brown Elementary SkillsUSA students demonstrated their career, technical and leadership achievements at the 2026 SkillsUSA Tennessee State Leadership and Skills Conference held March 15-18 at the Chattanooga Convention Center. BES Quiz Bowl teams took first and second places. The BES Chapter Display team placed first. Tammy Dixon is the club sponsor.



The 2026 BES 8th Grade Superlative Students are pictured.



Our kickball team placed second at the Countywide Kickball Tournament this spring.



Katie Morgan's 5th-grade science classes completed a sweet lesson in lunar science, using Oreo cookies to model the phases of the moon.



Brown Elementary School has an amazing Cafeteria school nutrition staff. They prepare nutritious meals with such love.



Brown Elementary Millionaire Readers are pictured in March.



Brown's FFA members attended the 98th Annual State FFA Convention on March 24.



The Brown Elementary School Cyber Patriots is a team that runs defense against cyber threats. Richard Leahy is the club sponsor.



The Brown Elementary FFA Livestock Judging Teams have been busy this spring participating in competitions across Middle Tennessee. We are so proud of this crew, the improvements they have demonstrated, and the hard work they have put in this year.

# THE HORIZON



LOOKING FORWARD, GROWING STRONG – MONTHLY MOMENTS FROM CCHS.

## JET PACK STUDENT & STAFF PICKS

**Jet Pack Grand Winner**  
 (Sponsored by Cumberland SignWorks):  
 April Olsen

**Students of the Month:**

- 9th Grade: Arabella Jenkins
- 10th Grade: Natalie Tollett
- 11th Grade: April Olsen
- 12th Grade: Carolyn Hulbert

**Staff of the Month**

- Keisha Hunsucker
- Jenna Williams
- TJ Arcovio
- Heather Hawkins

**Celebrating the Heart of CCHS:  
 Librarians & Paraprofessionals**

This week, we celebrate two groups who play a vital role in the success of Cumberland County High School—our librarian and paraprofessionals. We extend a special thank you to Mrs. Bekki Atkinson, whose dedication keeps our library running smoothly while supporting students, staff, and daily operations in countless ways. We also proudly recognize our incredible paraprofessionals. CCHS is truly grateful for these individuals who make a difference in the lives of our students and staff.



### GOLD STANDARD CTE STUDENTS LEAD THE WAY

#### The Beard Had to Go... Well, Part of It!

Before SkillsUSA, MEP/HVAC teacher Mr. Bill St. Clair made a deal with his students: if they earned gold, he would shave his beard. Brody Edmonds delivered—winning State Champion in Sheet Metal. Keeping his end of the deal, Mr. St. Clair let Brody decide the outcome. Instead of shaving it all, Brody chose to remove only the middle—creating a look no one will forget. We are thankful for teachers like Mr. St. Clair who motivate and celebrate their students in memorable ways.

Our Livestock Judging Team earned 2nd place overall at the Middle Region FFA Contest, securing their spot to advance to the state competition. A special congratulations to Seth Troglin for placing 3rd overall high individual, demonstrating exceptional skill and knowledge in the competition. In addition, congratulations to Jasek Cooper, who has made school history as the first CCHS student to complete all components of the SolidWorks Industry Certification.



### CELEBRATING A FUTURE JET

CCHS FACULTY AND STAFF ARE EXCITEDLY AWAITING THE ARRIVAL OF FUTURE JET, SADDIE WILLIAMS. WE RECENTLY CELEBRATED WITH A SPECIAL SHOWER HONORING HER PARENTS, JENNA WILLIAMS, CDC TEACHER, AS THEY PREPARE TO WELCOME THEIR FIRST CHILD. WE ARE THRILLED FOR THEIR GROWING FAMILY AND CAN'T WAIT TO MEET THE NEWEST MEMBER OF THE JET COMMUNITY.



### CCHS JET THEATRIX DRAMA CLUB

Jet Theatrix Takes the Stage and Serves the Community  
When Jet Theatrix isn't busy rehearsing for productions, competing at festivals, or attending conferences, students are giving back to the community. This year, they volunteered with the local Imagination Library during the annual Run to Read fundraiser—one of the most fun 5Ks around. Be sure to support Jet Theatrix and mark your calendar for their upcoming production of Seussical Jr., premiering April 9 at 7:00 PM. Admission is \$10 for adults and \$5 for students.

**CCHS Jets Auditorium**  
Wednesday, April 8 5:30 PM Friends & Family Preview followed by ITS Induction Ceremony  
Thursday & Friday, April 9 & 10 7:00 PM  
Saturday, April 11 2PM  
Saturday, April 11 5PM Free Understudy Concert  
Sunday, April 12 2:30 PM  
Admission: \$10 adult/\$5 student

Directed by Angela Robbins  
Musical Direction by Angela Robbins and Lindsey Akin  
Book by Lynn Ahrens and Stephen Flaherty Music by Stephen Flaherty Lyrics by Lynn Ahrens  
Conceived by Lynn Ahrens, Stephen Flaherty and Eric Idle  
Based on the Works of Dr. Seuss  
Seussical™ was originally produced on Broadway by SFX Theatrical Group, Barry & Fran Drescher and Universal Studios.  
Seussical™, Jr. is presented through special arrangement with and all authorized materials are supplied by Music Theatre International, New York, NY (212) 541-4684 mtishows.com



# CRAB ORCHARD NEWS



April 2026



## ROCK YOUR SOCKS

In celebration of World Down Syndrome Day, our students rocked their craziest, most colorful socks to show that differences make us special! From stripes to polka dots, each pair of socks reminded us to celebrate kindness, inclusion, and what makes each of us unique. Special shoutout to our Owie!!!



## EGG-CELENT ENGINEERS

Our 2nd and 3rd graders took on a STEM egg basket challenge, using creativity and teamwork to protect their eggs from Wiley Fox.

## BENCHMARK BRILLIANCE



Our students truly shined during spring benchmark testing! We are incredibly proud to share that our 3rd and 4th graders scored at the top in the county—an amazing accomplishment that reflects their hard work and dedication. Several students even earned a perfect score of 100 and celebrated their success with a well-deserved Chick-fil-A lunch! Way to go to all of our students for giving their best and making us proud!



# HES Is Winning Awards and Making Memories



# MARTIN ELEMENTARY NEWSLETTER

April 2025

## The Enchanted Bookshop

Martin Elementary is excited to present its upcoming performance of *The Enchanted Bookshop*! Directed by Dr. Chester Goad, this production features a talented cast of 6th–8th grade students who have been hard at work rehearsing since January. Their dedication and enthusiasm have brought this magical story to life, showcasing both their acting skills and teamwork.

This performance is especially meaningful, as it marks the first school play at Martin in many years. In addition to shows during the school day for students, there will also be performances open to the public on April 30 at 6:00 PM and May 2 at 11:00 AM.

We invite families and community members to come out and support our students as they take the stage for this exciting and long-awaited event!



## Upcoming Events

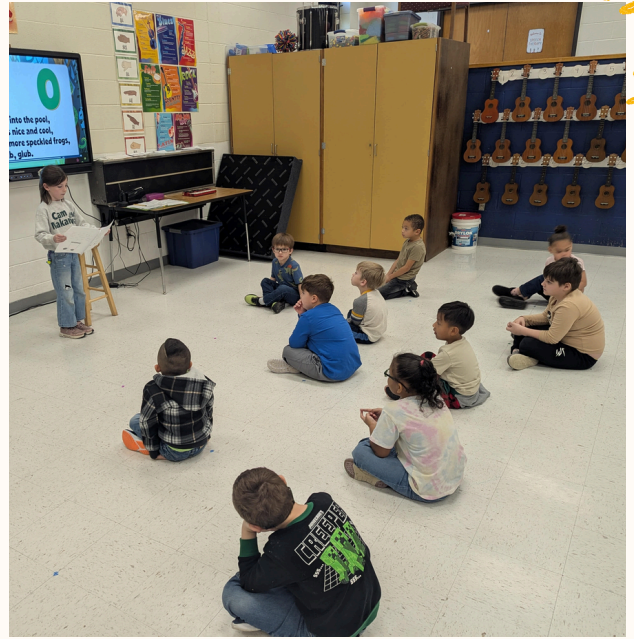
- April 14 – TCAP Testing
- April 15 – TCAP Testing
- April 16 – TCAP Testing
- April 21 – TCAP Testing
- April 22 – TCAP Testing
- April 22 – Progress Reports  
Go Home
- April 23 – TCAP Testing
- April 30 – School Play – ***The Enchanted Bookshop***  
Public Show (6:00 pm)
- May 2 – School Play – ***The Enchanted Bookshop***  
Public Show (11:00 am)

## Young Author Shares the Sound of Learning

Wendy P., a talented second grade student at Martin Elementary, is making a name for herself as a young author! Recently, Wendy wrote an impressive non-fiction book all about musical notes, demonstrating both her creativity and her understanding of music concepts. Her writing clearly explained different types of notes and their importance in creating music, making it both informative and engaging for readers of all ages.

Wendy's work stood out so much that Mr. Fletcher, Martin Elementary's music teacher and band director, invited her to share her book with kindergarten classes. Wendy confidently read her book aloud, inspiring younger students and helping them learn about music in a fun and meaningful way.

We are incredibly proud of Wendy's hard work, courage, and willingness to share her knowledge with others. She is a wonderful example of what Martin Elementary students can achieve, and we can't wait to see what she writes next!



## A Roaring Good Time at The Lion King Jr.

Students in Mr. Fabus's class recently enjoyed a memorable field trip to the Cumberland County Playhouse to watch The Lion King Jr. Students were excited to leave the school campus and visit such a treasured community performance venue.

The performance brought the beloved story to life with colorful costumes, energetic music, and outstanding acting. A special highlight of the trip was seeing Martin Elementary students as part of the cast, including one performing the role of Nala!

This exciting experience brought joy to the students and their teachers!



# NCE



"Every Child, Every Day, Excellence in Every Way"

## STEAM

Our school recently wrapped up an exciting, school-wide Project-Based Learning (PBL) Week centered around the theme of Severe Weather! Students across all grade levels engaged in hands-on, real-world learning experiences that explored the science behind storms, safety preparedness, and the impact of weather on our daily lives.

We were especially fortunate to welcome meteorologist Mark Baldwin, who met with every grade level to share his expertise on severe weather and important safety practices. His engaging presentations helped bring learning to life and gave students a deeper understanding of how to stay safe during extreme weather events.

Throughout the week, each grade level completed unique PBL projects focused on weather, allowing students to collaborate, problem-solve, and present their learning in creative ways. It was an incredible week of discovery, teamwork, and real-world connections!



## Upcoming Events

### April

3<sup>rd</sup>

No School

7<sup>th</sup>

Cap and Gown Photos ( PK, K,

8th)

13th - 29<sup>th</sup>

TCAP

28th-30th

Universal Screener

### May

1st - 7<sup>th</sup>

Universal Screener

2<sup>nd</sup>

Spring Greenhouse Sale

5<sup>th</sup>

Senior Walk

8<sup>th</sup>

Spring Music Program

13<sup>th</sup>

6-8 Club Trip to Dollywood

14<sup>th</sup>

Field Day

15<sup>th</sup>

Field Day - Rain Date

19<sup>th</sup>

8<sup>th</sup> grade Rising Ceremony

21<sup>st</sup>

3<sup>rd</sup> grade TCAP Re-take

8<sup>th</sup> grade Spring Formal

22<sup>nd</sup>

EPIC Reward ( PK-4th)

25<sup>th</sup>

No School

26<sup>th</sup>

Administrative Day

27<sup>th</sup>

Early Dismissal (10:00am)



**Ignite Your Imagination, Patriots!**

## Patriots' Promise

**Personal Best** - I will give it my all.

**Attitude** - I will have a positive outlook.

**Tenacity** - I will never give up.

**Respect** - I will respect myself, classmates, teachers, community, and country.

**Integrity** - I will do what is right.

**Organization** - I will be ready to work and learn.

**Trustworthy** - I will be trustworthy and honest.

**Service** - I will do for others.

## Special Thank You to Meteorologist Mark!



Thank you!

## Patriot Pulse

The NCE Cafeteria has once again achieved a perfect 100 on its latest health inspection, continuing a strong tradition of excellence. This outstanding score reflects the team's dedication to maintaining the highest standards of cleanliness, food safety, and service for students and staff. Cafeteria staff work diligently each day to ensure meals are prepared in a safe and sanitary environment, and this recognition highlights their consistent effort and attention to detail. The school community is proud of their commitment to keeping students healthy and well cared for. Congratulations to the entire cafeteria team on this well-deserved accomplishment!



## Teacher Feature



Julia Timson has been teaching for 31 years. Julia's classroom experience includes K, 1, 2, 4, and 8th grades. She has spent the past 15 years in Technology and STEM. Julia also coached cheerleading for 10 years and now leads the Theater Group at North. This year they are performing 101 Dalmatians. As a North alum in the 80's Ms. Timson cannot imagine teaching anywhere else.

## Paraprofessional Spotlight



Hi! My name is Kayla Findley, and I am proud to be a paraprofessional at North Elementary. I love working with students and being part of their growth both academically and personally. Building positive relationships and creating a supportive environment for our kids is something I'm very passionate about. Outside of school, I stay busy with my family and supporting my children in their activities. I've also spent time coaching and being involved in youth programs, which has deepened my love for working with kids. I'm so thankful to be part of the North Elementary community and look forward to many more great years to come!



Phoenix Happenings

Prom Edition



Who says balloon arches are easy?

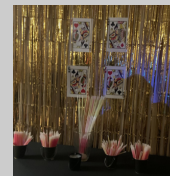


YMCA during a break

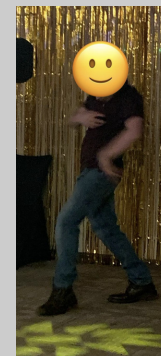
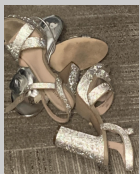


The Phoenix Service Based Learning Students and The Phoenix Student Council did a great job decorating and they are appreciated so much!

Also, a special Thank you to the CSW Foundation and our private sponsors. Thanks too, for Mr. Smith's and Mr. Patton's assistance.



Prom Queen- Ally Martin  
Prom King- Sylar Springer





Pleasant Hill Elementary

# School News

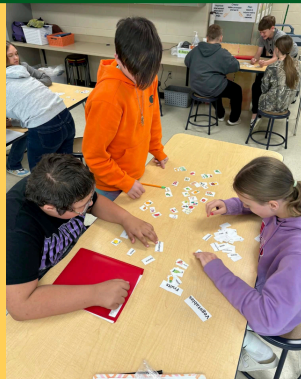
## APRIL EDITION

### APRIL FOOLS!

PHS students prepared to trudge and swim through deep waters as part of an April 1<sup>st</sup> flood drill. Although it was a prank, students are prepared for adverse weather conditions!



### Human Services- Spring edition

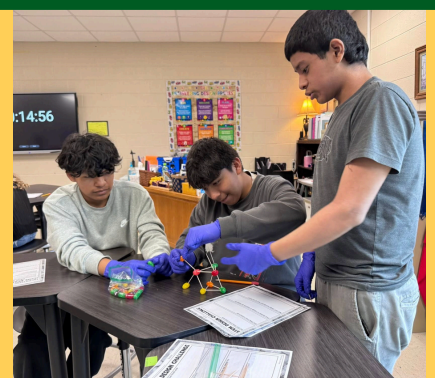


Mrs. Barnwell's Human Services classes welcomed the spring season by creating delicious goodies like both deviled and chocolate-dipped eggs, as well as matching fruits and vegetables.



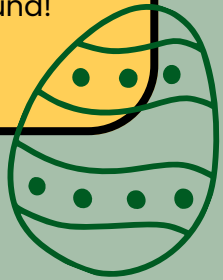
### Tower building competition

Mrs. Janow's STEAM classes competed to build the tallest possible tower with only 30 jelly beans and 30 toothpicks. PHS might have some future architects in our student body!





PHS students and teachers celebrated the arrival of Easter with bunny themed activities and egg hunts. There was plenty of candy to go around!



## Easter celebrations

### Show and tell

Mrs. Blyly's class hosted show-and-tell and got to present something special—these two students chose some favorite toys, a Minecraft zombie and fuzzy dog.



First graders got to experience the process of researching, writing, and illustrating their own books.

### Young authors

# PHS



**Congratulations to all Honor Roll and Attendance Award recipients! Your hard work and dedication have paid off, and you should be proud.**



**Pine View April 2026**

# Cross Country Elementary countywide winners

# Pine View FFA



Aziah Berry-10th

Lily Velocci-24th

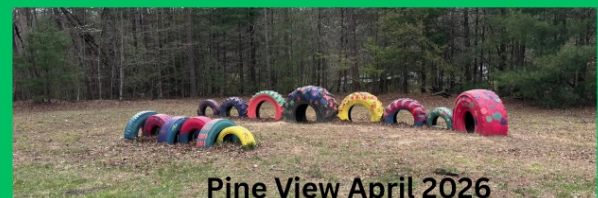
Amelia Berry-3rd



Amelia Berry is the winner of the Farmers Market bag design.

Masterpiece Monday kids did a great job adding color to our Sensory Garden.

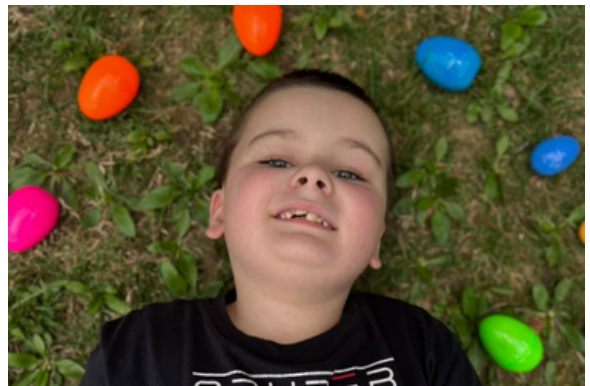
# Mission to Mars: Tower Challenge





## TN Tech Math Contest

Congrats to all our 7<sup>th</sup> and 8<sup>th</sup> graders who participated in the Math Contest. Special Shoutout to Hannah Jones for finishing 17<sup>th</sup> out of 128 7<sup>th</sup> graders and Brennan Phillips finishing 21<sup>st</sup> out of 121 8<sup>th</sup> graders!



**Mrs. Gabby's Class & Pre-K  
easter egg hunt**

## 3<sup>rd</sup> Grade TCAP olympics

TCAP can be a stressful time for teachers and students. Our wonderful trio of 3<sup>rd</sup> grade teachers made review engaging by having students compete in a olympic review week!



## Horse Judging Show



Mrs. Sarah Hunter took a great group of students to compete at a horse judging show in Harriman. They did great!



# STONE ELEMENTARY NEWS

HOME OF THE COYOTES

## Pre-K News

Our PreK students completed an in-depth, six week study on Exploring Museums. We learned that certain dinosaurs ate only plants, others ate meat, and some ate both. The students enjoyed building large models of several types of dinosaurs out of recycled items and paper mache. We found out that castles were actually homes for kings and queens and knights in shining armors guarded castles. Also, during this study, we read four different versions of the fairy tale, The Princess and The Pea. To culminate our study, we hosted a Museum in our classroom to demonstrate to students, teachers, and family members all of the wonderful things that we learned and made.



## 1st Grade

Mrs. Jones' 3<sup>rd</sup> 9 week award winners.



## 1<sup>st</sup> Grade



Mrs. Morgan's first grade students had a busy month. They enjoyed a day at The Lost Sea, made geysers and volcanoes, and had an Easter Egg hunt. There is lots of learning going on in 1<sup>st</sup> grade.

## 2nd Grade



Mrs. Watkins' class celebrated their 3<sup>rd</sup> nine week achievements.

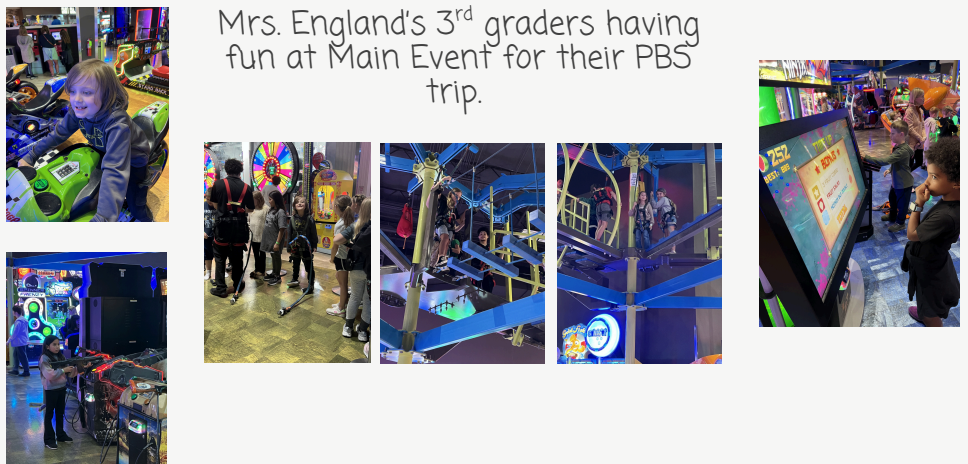
Fun times happening in PE with Coach Dishman.

## 3RD GRADE

Mrs. Carter's class celebrated doing well on their benchmarks by having fun drinks. Sip, Sip Hooray!!!



Mrs. England's 3<sup>rd</sup> graders having fun at Main Event for their PBS trip.

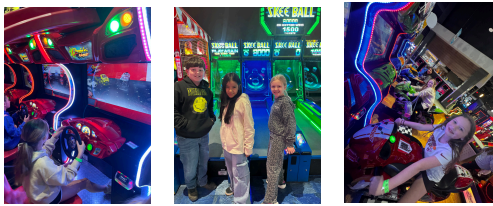


### 4th Grade

Fourth grades 4H demonstration and poster awards.

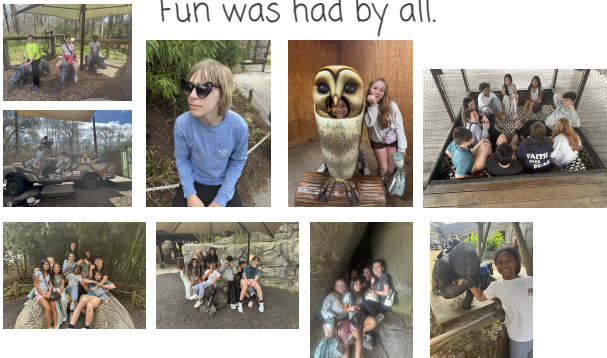


Fourth graders having fun at Main Event for their PBS trip.



### Middle School

Middle school students had the opportunity to go to the Knoxville Zoo for their 2<sup>nd</sup> 9 week PBS trip. Fun was had by all.



### 5th Grade



Ms. Goodwin's class received academic awards for the 3<sup>rd</sup> nine weeks.

### School Wide



Some of our 7th and 8th grade band students had the opportunity to be a part of the all-county band concert! They worked hard to prepare in advance and performed a fabulous concert.



Staff wearing blue in support of Autism Awareness.

### Bigfoot Buddy of the Month



Graham Latham earned this month's Bigfoot Buddy award for great effort and improvement in reading and spelling.

# SMHS NEWSLETTER

April 2026



Congratulations to Rylee Robinson, the Student of the Quarter for the Tansi Lake Exchange Club!



Congratulations to Christopher Garrison on achieving his Private Pilot's License (PPL).

Noah Potter has officially signed to play football for Mount Saint Joseph's University!  
Congratulations!



**JETS SHOOTOUT RESULTS**

**BULLSEYE & INDIVIDUAL AWARDS:**

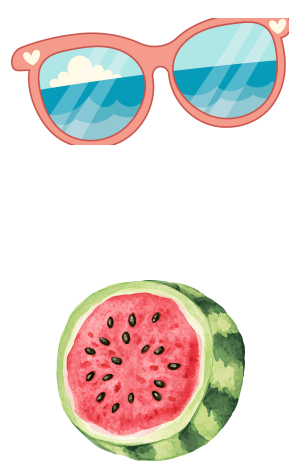
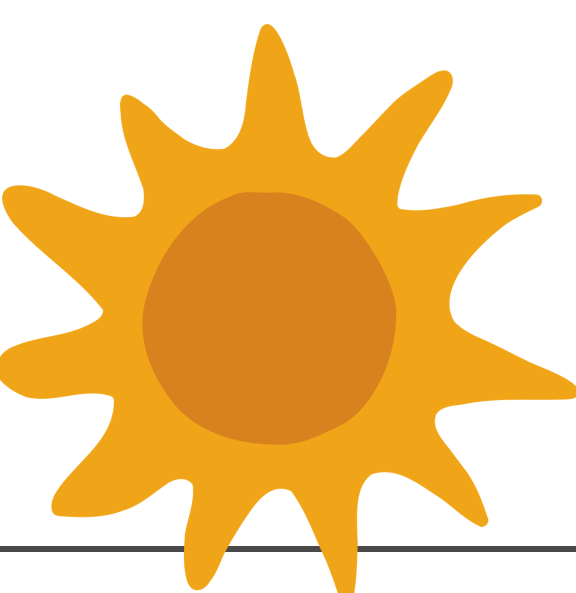
Females -	Males -
Layla Kilgore - 1st	Trevor Thompson - 1st
Maddy Young - 5th	Alex Hall - 2nd
	Andrew Hall - 4th

**ARCHERY TEAM**

A group photo of the archery team members standing together.

## Upcoming Events

- EOC testing 4/20-4/29
- SMHS Prom April 25 at FFG Convention Center



# Frank P. Brown Elementary



# May

## 2026



Monday

Tuesday

Wednesday

Thursday





















Friday

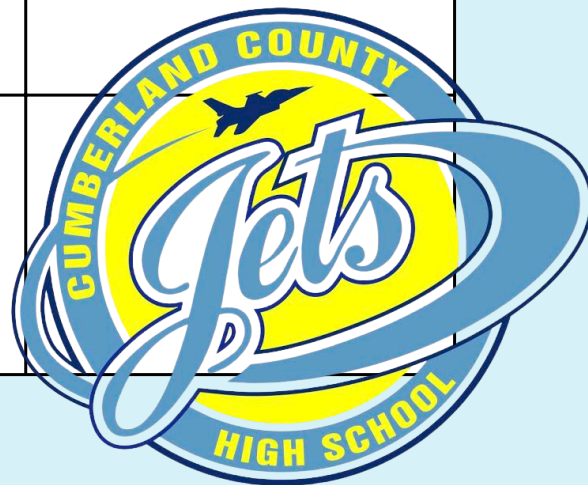
Saturday

Sunday

					1	2	3
4	5	6 BOGO Bookfair	7 BOGO Bookfair	8 BOGO Bookfair	9	10	
-----Teacher Appreciation Week-----							
11	12	13	14	15	16	17	
		<b>8th Grade Dance</b>					
18	19 Pre K-4 Field/Splash Day	20 5 <sup>th</sup> -8 <sup>th</sup> Grade Field/Splash Day	21 8 <sup>th</sup> Grade Recognition 6:00pm	22 Kindergarten Graduation 10:00	23	24	
				Pre K Graduation 12:00			
25	26	27	28	29	30	31	
<b>MEMORIAL DAY NO SCHOOL</b>	<b>ADMIN DAY NO SCHOOL</b>	<b>10:00 DISMISSAL</b>					
---School's out for Summer---							

# MAY 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				Spring Band Concert	1  <b>SCHOOL LUNCH HERO DAY</b> ★ NATIONAL SCHOOL PRINCIPAL'S DAY @ SMHS 6:30 PM, JV @ 5:00 PM	2
3	4 <b>TEACHER APPRECIATION WEEK</b>  DISTRICT QUARTERFINAL  Graduate Parade to South, Brown, & Martin  FFA BANQUET	5 <b>TEACHER APPRECIATION WEEK</b>  DISTRICT SEMIFINAL  CINCO DE MAYO	6 <b>TEACHER APPRECIATION WEEK</b>  SCHOOL NURSE APPRECIATION DAY <b>GOLD CLUBS</b>  SECTIONALS: 3 PM (6 <sup>TH</sup> ), 4 PM (7 <sup>TH</sup> ) STATION CAMP HIGH SCHOOL	7 <b>TEACHER APPRECIATION WEEK</b>  DISTRICT FINAL  Graduate Parade to Pleasant Hill	8 <b>TEACHER APPRECIATION WEEK</b>  Spring Fest <b>GEAR UP SIGNING DAY</b>	9
10  Happy Mother's Day	11 <b>Field Day</b> SENIOR FINALS 1 <sup>ST</sup> & 4 <sup>TH</sup>	12  REGION SEMIFINAL CLASS NIGHT 6 PM SENIOR FINALS 2 <sup>ND</sup> & 5 <sup>TH</sup>	13 <b>BLUE CLUBS</b> <b>FACULTY MEETING</b>	14  REGION FINAL	15  GRADUATION 6:30 PM	16  SUBSTATE
17	18	19  STATE CHAMPIONSHIP @ TOM BLACK TRACK UNIVERSITY OF TENNESSEE	20  STATE BEGINS FINALS 3 <sup>RD</sup>	21 FINALS 1 <sup>ST</sup> & 4 <sup>TH</sup>	22 FINALS 2 <sup>ND</sup> & 5 <sup>TH</sup>	23
24	25  MEMORIAL DAY REMEMBER AND HONOR	26 ADMIN DAY- NO STUDENTS	27 STUDENTS LAST DAY 10 AM DISMISSAL	28	29	30
31				 Hello Summer		



# Crab Orchard Elementary May 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 2 <b>Tiger Trot 5K @ State Park</b>
3	4 <b>PK registration @ Complex Kindergarten @ COE 4th grade trip Clubs trip</b>	5 <b>Senior Walk</b>	6	7	8 <b>Talent Show</b>	9
10 <b>Universal trip</b>	11	12	13 <b>House Meetings</b>	14	15 <b>5th grade trip 3rd/4th trip</b>	16
17	18 <b>8th grade trip</b>	19 <b>8th grade Recognition  COE field day</b>	20 <b>PSWB trip</b>	21 <b>PSWB trip  8th cookout</b>	22 <b>PSWB trip  1st grade day</b>	23
24	25 <b>No School</b>	26	27 <b>10:00 Day</b>	28	29	30
31						

# May 2026

# HES

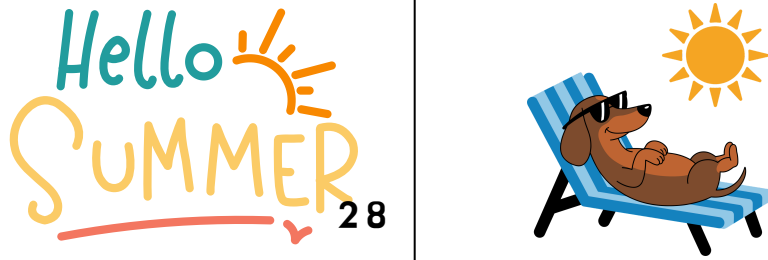

05 / 2026

## MONTHLY PLANNER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 2 <sup>nd</sup> Grade: Pondersosa Zoo Million Word Field Trip to Dollywood	2
3	4 Washington D.C. Trip Pre-K & K Registration	5 Washington D.C. Trip	6 Washington D.C. Trip	7 Washington D.C. Trip K-2 CDC: Chattanooga Zoo	8 Washington D.C. Trip 5th Grade : Cumberland Mountain State Park	9
10 	11 District Wide Field Day	12 8th Grade: Top Golf	13 Field Day	14 8th Grade Cookout 4th Grade: Cumberland Mountain State Park	15 3rd Grade: Cumberland Mountain State Park PreK3/CDC: Water Day PreK/K: Rec Park SWPBS Food Trucks/ Yearbook Signing	16
17	18 Field Day Rain Date Beta Club: 4-H Camp	19 SWPBS: 3 <sup>rd</sup> /4 <sup>th</sup> Knoxville Zoo Beta Club: 4-H Camp	20 SWPBS: 1st/2nd Rec Park 8 <sup>th</sup> Grade: Cumberland Mountain State Park	21 6 <sup>th</sup> Grade: Cookout 5 <sup>th</sup> Grade: Rev Church 3 <sup>rd</sup> Grade Retakes	22 Last Full day of School	23
24	25 	26 Administrative Day No School	27 Last Official Day 7:00-10:00 Report Pickup	28	29	30
31	<i>Happy Summer Vacation!</i>					










# MAY 2026

Martin Elementary

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					-Concessions -Drama Club Performances -8 <sup>th</sup> Grade Dance @6pm	
3	CCHS Graduation Walk  Pre-K and K Registration	BETA Trip	CCHS Readers  BETA Trip	Summer Kickoff Dance k-5 <sup>th</sup> @5-6:00pm  BETA Trip	K-4 Field Day  BETA Trip	2
10	District Field Day	Bounce House Mega Party  Summer Band Concert @4:30	Millionaires Field Trip	5th-6th Grade to Rec Park	1st Grade to park  3 <sup>rd</sup> Grade to Amazing Acres  House Games 5-8th	16
17	8 <sup>th</sup> Grade Recongnition  PBS Bounce Part K-4	7th-8th Grade to park  4 <sup>th</sup> Grade Honors Program @1:00	7th-8 <sup>th</sup> Grade Main Event Field Trip  1st Grade Honors Program @8:45am	3 <sup>rd</sup> Grade TCAP Retest  5th Grade Honors Program @8:00 6 <sup>th</sup> Grade Honors Program @9:00  2nd Grade to park	House Rally  2nd Grade Honors Program @8:15 7 <sup>th</sup> Grade Honors Program @9:30 3rd Grade Honors Program @1:00  2nd Grade to park	23
24	<b>MEMORIAL DAY</b> No SCHOOL	Admin Day- No Students	Report Card Pick up 7:00am-10:00am			30
31						

Thank you for such a great year! See you in August!

May 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																																																																				
					1 8th Grade Trip 	2																																																																																				
3	4 PreK and K Registration	5 SMHS SENIOR WALK	6	7	8 Spring Music Program 1:15pm	9																																																																																				
<i>Teacher Appreciation</i>																																																																																										
10	11 District Wide Field Day 	12 5th Grade Trip 	13 Clubs to Dollywood 	14 Field Day 	15 Cadet Band Trip 	16																																																																																				
17	18	19 8th Grade Rising Ceremony	20 PreK-7th Honors 	21 8th Spring Formal 	22 PreK-3rd Water Day 	23																																																																																				
24	25 No School - Memorial Day	26 Admin Day - no school for students	27 Dismiss @ 10am Hello Summer!	28	29	30																																																																																				
31	<i>Every Child, Every Day, Excellence in Every Way</i> <i>North Cumberland Elementary</i>				<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>April</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> </table> </div> <div style="text-align: center;"> <p>June</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> </table> </div> </div>		S	M	T	W	T	F	S		1	2	3	4			5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				
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May  
2026



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Last Day Senior iXL Diagnostics	2
3	4 Underclassmen iXL Diagnostics	5 Underclassmen iXL Diagnostics	6 Underclassmen iXL Diagnostics	7 Underclassmen iXL Diagnostics	8 Senior Finals Underclassmen iXL Diagnostics	9
10	11 Senior Finals	12 Faculty Meeting Data Team Mtg	13 Graduation	14	15 Pay Day	16
17	18	19	20	21 Underclassmen Finals	22 Underclassmen Finals	23
24	25 Memorial Day 31 No School	26 Admin Day No Students Grades Due in Skyward 7:45am	27 Last Day Dismiss 10am	28 Summer School	29 Pay Day Summer School	30

# Pleasant Hill Elementary

May 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<b>**CyberHornet Club Meeting Monday May 4<sup>th</sup> 3:00-4:30**</b>				<p style="text-align: right;">1</p> <b>ALL LIBRARY BOOKS ARE DUE TO THE LIBRARY TODAY!!!</b>	<p style="text-align: right;">2</p>
<p style="text-align: right;">3</p> <b>Band Concert will be Monday (tomorrow) May 4<sup>th</sup> 6:00pm @ PHS</b>	<p style="text-align: right;">4</p> <b>Pre-K Registration @ Community Complex 7:00am-5:00pm</b>  <b>Kindergarten Reg. @ Zoned School 7:00am-5:00pm</b>	<p style="text-align: right;">5</p>	<p style="text-align: right;">6</p>	<p style="text-align: right;">7</p>	<p style="text-align: right;">8</p> <b>8<sup>th</sup> Grade Spring Formal</b>	<p style="text-align: right;">9</p>
<p style="text-align: right;">10</p>	<p style="text-align: right;">11</p>	<p style="text-align: right;">12</p>	<p style="text-align: right;">13</p>	<p style="text-align: right;">14</p> <b>K – 2 Field Day</b>	<p style="text-align: right;">15</p> <b>3 – 5 Field Day (morning) 6 – 8 Field Day (afternoon)</b>	<p style="text-align: right;">16</p>
<p style="text-align: right;">17</p> <b>8<sup>th</sup> Grade Trip May 17<sup>th</sup> – 20<sup>th</sup></b>	<p style="text-align: right;">18</p>	<p style="text-align: right;">19</p>	<p style="text-align: right;">20</p>	<p style="text-align: right;">21</p> <b>Grades 3 – 7 Honors Programs (teachers will send home information)</b>  <b>8<sup>th</sup> Grade Recognition 6 – 7pm</b>	<p style="text-align: right;">22</p> <b>PreK- K Recognition</b>  <b>1<sup>st</sup> – 2<sup>nd</sup> Honors Program (teachers will send home information)</b>	<p style="text-align: right;">23</p>
<p style="text-align: right;">24</p>	<p style="text-align: right;">25</p> <b>Memorial Day No School</b>	<p style="text-align: right;">26</p> <b>Administrative Day No Students</b>	<p style="text-align: right;">27</p> <b>Last Day of School Release @ 10:00</b>	<p style="text-align: right;">28</p>	<p style="text-align: right;">29</p>	<p style="text-align: right;">30</p>

**\*\*STUDENTS CAN NOT BE PICKED UP FROM THE FRONT OFFICE AFTER 2:15\*\***



May 2026

# PINE VIEW ELEMENTARY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4 PreK/Kindergarten Registration  FFA to Dollywood	5 Senior Walk	6	7 4-H Camp	8	9
Mother's Day 10	SMHS Class Night 11  District Wide Field DAY	CCHS Class Night 12  Tremont Parent Meeting	Phoenix Graduation 13  4th/5th Nascar Park	SMHS Graduation 14	CCHS Graduation 15  FAMILY ENGAGEMENT PICNIC	16
17	18 Honor's Program	19 - 21 6th - 8th End of Year Trip GSMI @ TREMONT			22 Field Day	23
24	25 MEMORIAL DAY NO SCHOOL	26 Admin Day No Students	27 LAST DAY OF SCHOOL	28	29 3rd grade Retake	30
31						

# May

MON 27	TUE 28	WED 29	THU 30	FRI May 1
4 <b>PRE-K &amp; K REGISTRATION 7-5</b>	<ul style="list-style-type: none"> <li>6pm 4th Band Interest Meeting(Family Night)</li> </ul> 	6	7 <ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> </ul>	<b>Club Field Trip</b> <ul style="list-style-type: none"> <li>7:45am Clubs Reward - Main Event</li> </ul> 
11 <b>District Wide Field Day - CCHS</b>	<b>D.C. Trip</b> <ul style="list-style-type: none"> <li>3pm Kindness Club - 1st Tu - Gr2-5</li> <li>3pm Kindness Club - RM104 - Gr2-5</li> </ul> 	13 <ul style="list-style-type: none"> <li>8:30am 5th-Palace/St Park</li> </ul>	14 <b>South Field Day - CDC-3rd</b> <ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> <li>8:45am 1st grade - Chuckles</li> </ul>	15 <b>Chess</b> <ul style="list-style-type: none"> <li>7am Chess Club - Bi Weekly Rm 104</li> </ul> 
	19 <ul style="list-style-type: none"> <li>8am 2nd /CDC Cent.Park</li> </ul>	20 	21 <b>3rd Grade Retake</b> <ul style="list-style-type: none"> <li>7am FCS</li> <li>7am FCS - 130 weekly</li> <li>7am Kingdom Kids - Room 117</li> <li>6pm BOE Meeting</li> </ul>	22 <b>7th/8th - 30 Book Challenge Field Trip</b> <ul style="list-style-type: none"> <li>7am Chess Club - Bi Weekly Rm 104</li> <li>8am 7/8ELA Dollywood</li> </ul> 
25 <b>NO SCHOOL-MEMORIAL DAY</b>	26	27 <b>Report Card Drive Thru</b>	28 <b>BOE MEETING</b>	



Sun Mon Tue Wed Thu Fri Sat

1 2

M

3 4 Pre-K & Kindergarten Registration 7:45-5  
1<sup>st</sup> grade Math screener  
2<sup>nd</sup>/ 3<sup>rd</sup> grade Reading screener  
5 4<sup>th</sup> Grade Reading screener  
**Senior Walk**  
6<sup>th</sup> Grade Reading screener  
6 1<sup>st</sup> 5<sup>th</sup> grade reading screener  
**2<sup>nd</sup> 3<sup>rd</sup> Math screener**  
Science fair (Gym)  
7 Science Fair  
4<sup>th</sup> 6<sup>th</sup> grade math screener  
8 5<sup>th</sup> grade math screener  
**Amazing Acres: 1<sup>st</sup> Grade**  
8<sup>th</sup> grade Dance  
9

A

10 11 District wide Field day  
SMHS Class Night 6-7  
12 Disney Trip  
CCHS Class Night 6-7  
13 Disney Trip  
Phoenix Graduation 6-8  
14 Disney Trip  
**3rd-5th Bounce houses (water)**  
SMHS Graduation 6-8  
15 Disney Trip  
**6-8th Bounce house (water)**  
K-2 PBS Trip Zoo  
**CCHS Graduation 6-8**  
16 Disney Trip

17 18 19 20 Dollywood Grades 6-8  
21 3<sup>rd</sup> grade TCAP retake  
**8<sup>th</sup> Grade Recognition 6-7**  
22 Kindergarten End of Year Celebration 8:30-9:30  
**1st and 2<sup>nd</sup> End of Year Celebration 9:45-10:45**  
6<sup>th</sup>/7<sup>th</sup> End of Year Celebration 11-12:15  
**PreK End of Year Celebration 12-1**  
3-5<sup>th</sup> End of Year Celebration 1-2:30  
23

Y

24 25 NO SCHOOL  
26 Admin Day- No school  
27 Last Day of School- Report card pickup 7-10  
28 29 30

31



# SMHS

Today < > May 2026

Month

SUN 26	MON 27	TUE 28	WED 29	THU 30	FRI May 1	SAT 2
EOC Window						
TCAT out						Cereal Killers AAU Basketball Rental
3pm MS Baseball District Tourna	10 more	11 more	7 more	13 more	11 more	SAT
3	4	5	6	7	8	9
EOC Window			Palooza	Middle TN FFA Banquet Burris, Ess	Senior Finals 1st, 3rd, 5th	7am Karate Tournament
Cereal Killers AAU Basketball Rent	Teacher Appreciation Week					
FFA Banquet - Gym Lobby & Audi	8 more	11 more	6 more	12 more	7 more	
10	11	12	13	14	15	16
Mother's Day	Senior Finals 2nd & 4th	Senior grades due 7:45am	BOE Agenda deadline	3pm Volleyball Open Gym (Aux)	12pm AP Comp Sci A Exam	8am Premier Athletics Dance Rec
7am PLC Department meetings						
2 more		6 more	2 more	6:30pm SMHS Graduation	2 more	
17	18	19	20	21	22	23
12pm Relay for Life Car Show (Elit	3pm Volleyball Open Gym (Aux)	2pm MS Golf State @ TBA	3pm Volleyball Open Gym (Aux)	Underclassmen Finals 1st, 3rd, 5th	Underclassmen Finals 2nd & 4th	9am A Crown with a Purpose (Pa
4pm Band: Drum Major Auditions		3pm SMMS Cheer Practice (Gym)		3pm Volleyball Open Gym (Aux)		3:30pm Children's Orchestra prac
24	25	26	27	28	29	30
Memorial Day No Students		Admin Day	Students Dismiss @10	IBO REGIONAL WORLD QUALIFIER	Fishing Team State Championships @ Watts Bar	
Memorial Day		7:45am Grades due in Skyward by		6pm BOE Meeting	3:30pm Children's Orchestra prac	
31	Jun 1	2	3	4	5	6
Skills USA						Auditorium stage being sanded/pa
Auditorium stage being sanded/pa		Auditorium stage being sanded/pa	Auditorium stage being sanded/pa	Auditorium stage being sanded/pa	Auditorium stage being sanded/pa	Auditorium stage being sanded/pa
Auditorium stage being sanded/pa		2 more	Auditorium stage being sanded/pa	2 more	2 more	SAT

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Differentiated Pay Plan</b>	Descriptor Code: <b>5.1101</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>5.1101</b>	Issued: <b>02/23/17</b>

1 Annually, the Director of Schools shall recommend a differentiated pay plan to the Board for  
2 approval.<sup>1</sup> The plan shall follow the guidelines established by the State Board of Education and will  
3 reflect the needs of the district.

4 Once approved by the Board, the differentiated pay plan shall be submitted to the Tennessee  
5 Department of Education for review and approval.

## 6 PURPOSE

7 The Cumberland County Board of Education recognizes that professional compensation is a  
8 primary factor in the recruitment and retention of high-quality educators. To ensure equity,  
9 transparency, and fiscal predictability, the district shall maintain a "Linear Salary Model" for all  
10 certified instructional personnel.

## 11 THE LINEAR SALARY STRUCTURE

12 The certified salary schedule shall be constructed and maintained based on the following structural  
requirements:

13 **1. Uniform Vertical Increments (Steps):** The schedule shall provide a fixed, equal dollar  
14 increment for every year of verified professional experience (Step 0 through Step 29). This increment shall  
15 be uniform across all degree lanes.

16 **2. Fixed Degree Differentials:** Compensation for advanced academic degrees (Master's, Education  
17 Specialist, and Doctorate) shall be established as a fixed dollar amount added to the corresponding  
18 Bachelor's Step. These differentials shall remain constant across all steps of the salary schedule to ensure the  
19 value of advanced education is protected throughout a teacher's career.

20 **3. The Base Anchor:** The Bachelor's Step 0 shall serve as the anchor point for the entire schedule. Any  
21 adjustment to the Bachelor's Step 0 shall result in a mathematically equivalent adjustment to every cell  
22 within the linear scale.

## 23 III. MAINTENANCE AND INFLATIONARY ADJUSTMENTS (TISA)

24 To ensure the salary schedule remains competitive and compliant with state law (T.C.A. § 49-3-306):

25 **1. State Raise Pass-Through:** 100% of recurring state funds restricted for "Salary  
26 Improvements" (TISA Salary Earmarks) shall be utilized to increase the Bachelor's Step 0 Base.

27 **2. The Maintenance Formula:** The annual base lift (\$L\$) shall be calculated by dividing the  
28 total recurring state salary improvement allocation (\$AS) by the total number of eligible  
29 certified full-time equivalent employees (\$ES):  $(\$L\$) = (\$AS)/(\$ES)$

30 **3. Non-Supplanting Requirement:** The application of state-funded base lifts shall be in  
31 addition to, and independent of, the locally funded annual vertical experience increment.

**32 IV. COMPLIANCE REVIEW**

33 During the annual budget process, the Director of Schools shall present a compliance report to  
34 the Board certifying that the current Linear Salary Schedule exceeds the State of Tennessee's  
35 minimum salary benchmarks.

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Legal References

1. TCA 49-3-306(h)

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Physical Examinations and Immunizations</b>	Descriptor Code: <b>6.402</b>	Issued Date: <b>10/24/24</b>
		Rescinds: <b>6.402</b>	Issued: <b>08/24/23</b>

## 1 **PHYSICAL EXAMINATIONS<sup>1</sup>**

2 The principal/designee shall ensure that there is evidence of a current medical examination of each  
3 student prior to:<sup>2</sup>

- 4 1. Entering school for the first time, and
- 5
- 6 2. Participation as a member of any athletic team or in any other strenuous physical activity  
7 program.
  - 8 a. All students participating in interscholastic athletics shall be required to undergo a  
9 physical examination on an annual basis in accordance with Tennessee Secondary School  
10 Athletic Association (TSSAA) regulations.
    - 11 • A sports physical must be dated on or after April 15 to be valid for the  
12 next school year.
    - 13 • A pre-April 15<sup>th</sup> physical can still be valid for the current school year only,  
14 but not for the summer or upcoming school year.
    - 15

16 Cost of the examination shall be covered by the parent/guardian of the student. These records shall be  
17 on file in the principal's school office.

18 Screening tests as recommended by the Tennessee Department of Education and the Department of  
19 Health will be conducted. Parents/Guardians will receive written notice of any screening result that  
20 indicates a condition that might interfere with a student's progress. Parent(s)/guardian(s) may excuse  
21 their student from participating in health screenings that are part of a coordinated school health  
22 program by submitting a request in writing to the school nurse, instructor, school counselor, or  
23 principal.<sup>3</sup>

24 The school district will not conduct physical examinations of a student without parental consent or by  
25 court order, unless the health or safety of the student or others is in question.<sup>3</sup>

## 27 **IMMUNIZATIONS**

28 Students will not be permitted to attend school without proof of immunization, as determined by the  
29 Commissioner of Health unless circumstances outlined in state or federal law prevent a student from  
30 producing such records. It is the responsibility of the parents or guardians to have their children  
31 immunized and to provide such proof to the principal of the school which the student is to attend.<sup>4</sup>

1 Exceptions will be granted to any student whose parent or guardian files with school authorities a  
2 signed, written statement that such measures conflict with one of the following:

- 3
- 4 1. His/her religious tenets and practices if in the absence of an epidemic or immediate threat of an  
5 epidemic;<sup>5</sup> or
- 6 2. Due to medical reasons if the student has a written statement from his/her doctor excusing him  
7 from such immunization.<sup>6</sup>
- 8

9 The Director of Schools shall ensure that appropriate immunization records are maintained for each  
10 student.

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#### Legal References

1. [20 USCA § 1232h\(c\)](#)
2. [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
3. [TCA 49-1-1002\(b\)\(2\)](#); *Tennessee School Health Screening Guidelines*,  
[https://www.tn.gov/content/dam/tn/education/csh/FINAL\\_Health\\_screening\\_Guidelines\\_2022.pdf](https://www.tn.gov/content/dam/tn/education/csh/FINAL_Health_screening_Guidelines_2022.pdf); [20 USCA § 1232h\(c\)\(2\)\(C\)](#)
4. [TCA 49-6-5001\(a\)\(c\)](#)
5. [TCA 49-6-5001\(b\)\(2\)-\(3\)](#)
6. [TCA 49-6-5001\(c\)\(2\)](#)

#### Cross References

Promoting Student Welfare 6.400

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Communicable Diseases</b>	Descriptor Code: <b>6.403</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.403</b>	Issued: <b>01/06/98</b>

1 No student will be denied an education solely because of a communicable disease, and his/her  
2 educational program shall be restricted only to the extent necessary to minimize the risk of transmitting  
3 the disease.

4 Parents or guardians of infected students shall inform appropriate school officials of the infection so that  
5 proper precautions for the protection of other students, employees, and the infected student shall be  
6 taken.

7 No student with a communicable disease which may endanger the health of either himself/herself or  
8 other individuals will enter or remain in the regular school setting.<sup>1,2</sup> If a school principal has reason to  
9 believe a student has a communicable disease which may endanger the health of either himself/herself  
10 or other individuals in the regular school setting, the principal shall:

- 11 1. Assign the student to a setting which will protect other students, employees and the student  
12 himself; or
- 13 2. Exclude the student from school until certification is obtained from a physician or the County  
14 Health Department by either the parent or principal stating that the disease is no longer  
15 communicable.  
16

1 If the principal **or nursing supervisor** has reason to believe that the student has a long  
2 term communicable disease, the principal **or nursing supervisor** must require confirmation from a  
3 physician or the County Health Department as to the student's condition. ~~If the student is confirmed  
4 to have a long term communicable disease the principal shall refer the student for special education  
5 services.<sup>3</sup>~~

17 The principal may request that further examinations be conducted by a physician or County Health  
18 Department and may request periodic re-examinations after the student has been readmitted to the  
19 school.<sup>2</sup>

20 The names of all students excluded from school under this policy will be forwarded to the office of the  
21 Director of Schools.

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## Legal References

1. TRR/MS 0520-01-13-.01
2. TCA 49-2-203(b)(2)

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## Cross References

- Special Education 4.202  
Special Programs 4.206
-

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Acquired Immune Deficiency Syndrome</b>	Descriptor Code: <b>6.404</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.404</b>	Issued: <b>01/28/21</b>

## 1 LIABILITY AND NON-DISCRIMINATION

2 Students infected with HIV shall not be denied enrollment in school. The Board shall not prevent an HIV  
3 infected student from participating in the continuation of his/her education on the basis of HIV infection.  
4 Further, the student shall be subject to the same rules for class assignment, privileges and participation  
5 in any school-sponsored activities as all other students. The Board shall strive to maintain a respectful  
6 school climate for HIV infected students.

7 Mandatory screening for communicable diseases not spread by casual everyday contact, such as HIV  
8 infection, shall not be a condition for school entry or attendance.<sup>1</sup>

## 9 ATHLETICS

10 A student who is HIV positive may not be denied the opportunity to participate in school athletic  
11 programs based solely on his/her HIV status. All reasonable accommodations shall be made to allow  
12 students with HIV to participate in school-sponsored physical activities.<sup>1</sup>

## 13 ADMINISTRATIVE RESPONSIBILITIES FOR CONFIDENTIALITY

14 If a student's parents/guardians choose to disclose the child's HIV status, all matters pertaining to that  
15 student will be directed by procedures initiated by the Director of Schools/[nursing supervisor](#). The  
16 Director of Schools/[nursing supervisor](#) shall be responsible for requesting medical  
17 records from the parent/guardian and a statement from the student's physician regarding health status of  
18 the student reported to have HIV/AIDS.

19 In addition, the Director of Schools/[nursing supervisor](#) will gather information regarding the student's  
20 cumulative school record.

## 21 CONFIDENTIALITY

22 No information concerning an HIV infected student shall be divulged, directly or indirectly, to any other  
23 individual or group without the written consent of the parent/guardian. All medical information and  
24 written documentation of discussions, telephone conversations, proceedings and meetings shall be kept  
25 [confidential](#) by the [Health Services](#) Director of Schools in a ~~locked file~~ [secure note](#). If the HIV infected  
26 student is under the age eighteen (18), access to this ~~file~~ [information](#) will be granted only to those  
27 persons who have the written consent of the infected student's parents/guardians.

28 **Under no circumstances shall information identifying a student with AIDS be released to the**  
29 **public.**<sup>2,3</sup>

## 1 APPROPRIATE ALTERNATIVE EDUCATION PROGRAMS

2 In determining the educational placement of a student known to be infected with HIV, school authorities  
3 shall follow established policies and procedures for students with disabilities. School authorities shall  
4 reassess placement if there is a change in the student's need for accommodations or services.

## 5 HIV PREVENTION EDUCATION/CURRICULUM<sup>1,4</sup>

6 The Director of Schools shall be responsible for developing instructional objectives to address each  
7 terminal objective in the state AIDS curriculum framework and provide each teacher responsible for  
8 teaching AIDS education with these objectives. Students shall further be taught universal precautions  
9 through the K-8 Healthful Living and Lifetime Wellness curricula and through the Board's HIV  
10 prevention education program.

11 The state AIDS curriculum and related instructional objectives will be used in grades K-12. Parents and  
12 guardians shall have convenient opportunities to preview all HIV prevention curricula and materials in  
13 accordance with the provisions of the Family Life Curriculum.

14 Students shall have access to voluntary and confidential counseling about matters related to HIV.  
15 Administrators shall maintain a list of counseling and testing resources for student use.

## 16 INFECTION CONTROL

30 The Director of Schools/[nursing supervisor](#) shall develop an Occupational Safety and  
31 Health Administration (OSHA)-based infection control plan in which each school will provide for: 1)  
32 well-maintained and easily accessible materials necessary to follow universal precautions, and 2)  
33 designate first responders responsible for implementing infection control guidelines, including  
34 investigating, correcting, and reporting on instances of exposure. All schools shall further follow the  
35 most current Centers for Disease Control and Prevention (CDC) Universal Precautions for Prevention of  
36 Transmission of Human Immunodeficiency Virus, Hepatitis B Virus, and Other Blood borne Pathogens  
37 in Health Care Settings and the OSHA blood borne pathogens standard.<sup>4</sup> The Director of Schools/  
38 [nursing supervisor](#) shall develop procedures to implement this policy as well as the  
39 State Board of Education HIV/AIDS Policy for employees and students of Tennessee Public Schools.<sup>4</sup>

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### Legal References

1. TRR/MS 0520-01-13-.02
2. TCA 68-10-113
3. 20 USCA § 1232g; 34 CFR § 300.622, 623
4. State Board of Education Policy 5.300; 29 CFR 1910.1030(c)(1)(i)

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### Cross References

Section 504 & ADA Grievance Procedures 1.802  
Special Education 4.202  
Homebound Instruction 4.206  
Promoting Student Welfare 6.400  
Student Records 6.600

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term:  <b>Medicines</b>	Descriptor Code: <b>6.405</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.405</b>	Issued: <b>07/28/22</b>

1 If a student is required to take non-prescription or prescription medication during school hours and the  
2 parent/guardian cannot be at school to administer the medication, only ~~the~~ **a trained** principal/designee  
3 will assist in administration of the medication if the student is competent to administer medicine with  
4 assistance and in compliance with the following guidelines.<sup>1</sup>

5 The parent/guardian must provide a written medication order on the Medication Authorization Form  
6 from a licensed health care provider with a signed parent consent for use when prescription drugs,  
7 inhalants, over-the-counter drugs, eye drops, creams and ointments are to be administered at school or  
8 during a school field trip. The district reserves the right to clarify and verify medication orders directly  
9 with the health care provider.

10 Written instructions signed by the parent/guardian are required and will include:

- 11 1. Child's name;
- 12 2. Name of Medication;
- 13 3. Name of Physician;
- 14 4. Time to be administered;
- 15 5. Dosage and directions for administration (non-prescription medicines must have label  
16 directions) **and reason for administering medication;**
- 17 6. Possible side effects, if known; and
- 18 7. Termination date for administration of the medication.

19 The administrator/designee will:

- 20 1. Inform appropriate school personnel of the medication to be administered;
- 21 2. Keep written instructions from parent/guardian in student's record;
- 22 3. Keep an accurate record of the administration of the medication as reported;
- 23 4. Keep all medication in a locked cabinet except medication retained by a student per physician's  
24 order;
- 25 5. Return unused prescription to the parent/guardian only; and
- 26 6. Ensure that all guidelines developed by the Department of Health and the Department of  
27 Education are followed.

28 The parent/guardian is responsible for informing the designated official of any change in the student's  
29 health or change in medication.

30 A copy of this policy shall be made available to a parent/guardian upon receipt of a request for long-  
31 term administration of medication.

1 The medication shall be delivered to the nurse's clinic or front office in person by the parent/guardian  
2 of the student unless the medication must be retained by the student for immediate self- administration.  
3 The parent/guardian must provide a current professionally labeled bottle from a pharmacist for  
4 prescription drugs. Over-the-counter medications (includes lotions, salves, ointments, ibuprofen,  
5 Tylenol) must be unopened with the student's full name written on the bottle or box. All CAM's-  
6 Complimentary and Alternative Medications shall be prescribed by a licensed prescriber on an individual  
7 basis as determined by the child's health status. All medications, including over-the-counter medication  
8 must be supplied by the parents/guardians in original containers.

## 9 **BLOOD GLUCOSE SELF-CHECKS<sup>2</sup>**

10 Upon written request of a parent/guardian, and if included in the student's medical management plan  
11 and in the Individualized Healthcare Plan (IHP), a student with diabetes shall be permitted to perform a  
12 blood glucose check or administer insulin using any necessary diabetes monitoring and treatment  
13 supplies, including sharps. The student shall be permitted to perform the testing in any area of the school  
14 or school grounds at any time necessary.

15 Sharps shall be stored in a secure, but accessible location, including the student's person, until use of  
16 such sharps are appropriate.

17 Use and disposal of sharps shall be in compliance with the guidelines set forth by the Tennessee  
18 Occupational Safety and Health Administration (TOSHA).<sup>3</sup>

## 19 **STUDENTS WITH PANCREATIC INSUFFICIENCY OR CYSTIC FIBROSIS<sup>4</sup>**

20 Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage  
21 their prescribed medication in a manner directed by a licensed healthcare provider without additional  
22 assistance or direction. The Director of Schools shall maintain procedures for the development of an  
23 IHP for every student who wishes to self-administer medications.

## 24 **STUDENTS WITH ADRENAL INSUFFICIENCY<sup>5</sup>**

25 The parent/guardian of a student with adrenal insufficiency shall notify the school district of the student's  
26 diagnosis. Once notified, the district shall observe the following procedure:

- 27 1. The district shall train school personnel who will be responsible for administering the medication  
28 for the treatment for adrenal insufficiency and any who volunteer to administer the medication.
- 29 2. The district shall maintain a record of all school personnel who have completed this training; and
- 30 3. If a student has an adrenal crisis, a school nurse or other licensed health care professional may  
31 administer the prescribed medication to the student. If a school nurse or other licensed health  
32 care professional is not immediately available, trained school personnel may administer the  
33 prescribed medication.

34 The Director of Schools shall develop procedures on the administration of medications that treat adrenal  
35 insufficiency, including the treatment of an adrenal crisis while on school transportation and during  
36 activities such as field trips, and recordkeeping in accordance with state law.

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**Legal References**

1. TCA 49-50-1602 *et seq.*; TRR/MS 0520-01-13-.03
2. TCA 49-50-1602(d)(7)
3. State Board of Education Policy 4.205; TRR/MS 0800-01-10
4. TCA 49-50-1601
5. TRR/MS 0520-01-13-.04; State Board of Education Policy 4.205

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**Cross References**

Promoting Student Welfare 6.400  
Emergency Allergy Response Plan 6.412

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Glucagon and Diazepam Gel (Diastat)</b>	Descriptor Code: <b>6.4051</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>6.4051</b>	Issued: <b>04/26/18</b>

1 School personnel, who volunteer, under no duress or pressure and have been properly trained by a  
2 registered nurse, are permitted to administer glucagon in emergency situations to a student based on  
3 physician's orders and/or the student's Individual Health Plan (IHP). If the school nurse is on site, the  
4 nurse shall provide the service to the student.<sup>1</sup>

5 The school nurse shall be responsible for updating and maintaining each IHP. There must be a  
6 parent/guardian signature on file giving permission prior to training school personnel to administer  
7 glucagon.

## 8 **DEFINITION OF GLUCAGON**

9 Glucagon is a hormone that helps the liver release sugar, thus increasing the level of sugar in the blood.  
10 ~~It must be injected with a syringe into the body like insulin.~~

## 11 **WHEN TO USE GLUCAGON**

12 Glucagon is administered when the student has low blood sugar and is unable to take liquid or food by  
13 mouth because of unconsciousness or seizure activity as per a medical provider's written instructions.

## 14 **TRAINING**

- 15 1. Review physicians' orders for glucagon and parent/guardian permission on file.
- 16 2. The volunteer must complete an initial in-depth diabetes-related training recognizing signs and  
17 symptoms of hypoglycemia and respond with student-specific interventions.
- 18 3. The volunteer trainee must be able to state glucagon's action and the need for its use.
- 19 4. The volunteer trainee must be able to state how glucagon should be prepared administered, the  
20 dosage, and side effects as well as follow-up care after the administration of glucagon.
- 21 5. The volunteer trainee must be able to identify where glucagon will be stored (must be kept in a  
22 secure location away from heat and direct light) and readily available to the student.
- 23 6. The volunteer trainee will notify or delegate notification of EMS/911 personnel,  
24 parents/guardian, and the school nurse any time glucagon is administered to any student.
- 25 7. The volunteer trainee must document report observations, administration of glucagon, and  
26 follow-up care on the appropriate diabetic and medication forms to the principal/nursing  
27  
28  
29  
30  
31

1 supervisor.

- 2
- 3 8. Training will be provided until competency is demonstrated, and retraining shall be completed
- 4 on a yearly basis. Training will be documented and include a skills checklist, instructor's name,
- 5 trainee's name, date of training, and documentation of competency of trainee to administer
- 6 glucagon. A copy of the trainee's competency training form will be kept in the employee's
- 7 personnel file.

## 8 **DEFINITION OF DIAZEPAM (DIASTAT) ANTISEIZURE MEDICATIONS**

9 ~~Diastat~~ Antiseizure medication works to stop seizure activity by acting on brain cell interactions that

10 inhibit the seizure discharges. ~~This special formulation of diazepam is administered rectally as a gel.~~

11 School personnel who volunteer under no duress or pressure and who have been properly trained by a

12 registered nurse or employed or contracted by the Cumberland County School District may administer

13 anti-seizure medications, ~~including diazepam gel~~ to a student in an emergency situation based on the

14 student's IHP. If the school nurse is available, on site, and able to reach the student within the time

15 limit for administration specified in the IHP, then the school nurse shall provide this service to the

16 student.

## 17 **WHEN TO USE DIASTAT ANTISEIZURE MEDICATION**

18 Upon the decision of a trained volunteer to administer ~~diazepam gel (Diastat)~~, antiseizure medications,

19 school officials shall immediately summon local emergency medical services to the school to provide

20 necessary monitoring and transport to safeguard the health and condition of the student.

21 Trained volunteer school personnel administering anti-seizure medications, any registered nurse who

22 provides training to administer such medications, and any local board of education shall not be liable

23 in any court of law for injury resulting from the reasonable and prudent assistance in the administration

24 of such medications, if performed pursuant to the policies and guidelines developed by the departments

25 of health and education and approved by applicable regulatory or governing boards or agencies.

26 Cumberland County school district shall not assign a student with epilepsy or other seizure disorder to

27 a school other than the school for which the student is zoned or would otherwise regularly attend

28 because the student has a seizure disorder.

29 A student's parent/guardian, who has given the student's school written authorization to administer

30 anti-seizure medication, shall, in accordance with the student's IHP, notify the school administrator or

31 school nurse if anti-seizure medication or prescription or over-the-counter medicines are administered

32 at a time at which the student is not present in school. The student's IHP shall set forth with specificity

33 the requirements of reporting administration of medication and for the dissemination of such

34 information to volunteer school personnel trained to administer anti-seizure medication. Such

35 notification shall be given after administration of medication before or at the beginning of the next

36 school day in which the student is in attendance.

## 37 **TRAINING**

1 Prior to administration of an anti-seizure medication to a student by volunteer school personnel or a  
2 school nurse in an emergency situation, the student's parent/guardian shall provide:

- 3 1. The school with a written authorization to administer the medication at school;  
4  
5 2. A written statement from the student's health care practitioner, which shall contain the  
6 student's name, the name and purpose of the medication, the prescribed dosage, the route of  
7 administration, the frequency that the medication may be administered, and the circumstances  
8 under which the medication may be administered; and  
9  
10 3. ~~Prior to its date of expiration the,~~ An unopen, unexpired prescribed medication to the school is  
11 in the original ~~its unopened, sealed~~ package with the an intact label affixed by the dispensing  
12 pharmacy.

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Legal References

1. TCA 49-50-1602

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Cross References

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term:  <b>Student Social Services</b>	Descriptor Code: <b>6.407</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>6.407</b>	Issued: <b>07/24/08</b>

1 Each school shall provide a social service program for all students through the cooperative efforts of  
2 the principal, teachers, and ~~guidance~~ school counselor.<sup>1</sup>

3 The principal shall develop a program of social services which shall include such services and  
4 activities as:

- 5 1. Orientation of parents/guardians and students to the school program;
- 6 2. Student referral and/or welfare provisions;
- 7 3. Collection and maintenance of student data and record systems;
- 8 4. Educational information for use by students, parents/guardians and teachers;
- 9 5. Conflict resolution techniques; and
- 10 6. Referral information and/or outlets for referral for drug abuse counseling, pregnancy  
11 counseling, and psychological services.

12 The classroom teacher, because of close contacts with the student, shall be a key person in the social  
13 services program.

14 School administrators are authorized to work with recognized groups who may furnish special services  
15 to students.

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term:  <b>Supervision of Students</b>	Descriptor Code: <b>6.408</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.408</b>	Issued: <b>06/03/04</b>

- 1 Students will be under the supervision of school personnel, either ~~certificated~~ **certified** or non-~~certificated~~
- 2 **certified**,<sup>1</sup> at all times, including ~~play~~ **recess** periods and lunch periods, as well as during the school day
- 3 and during extracurricular activities.
  
- 4 The principal is responsible for ensuring proper supervision of all children at all times.

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#### Legal Reference

1. TCA 49-2-303(b)(7)(A)

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#### Cross Reference

Time Schedules and Extra Duty 5.602

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <h2 style="margin: 0;">Accidents and Illnesses</h2>	Descriptor Code: <b>6.410</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.410</b>	Issued: <b>01/25/18</b>

1 Parent(s)/guardian(s) of all students shall provide the schools with medical authorization which shall  
 2 contain the following information:

- 3 1. Parent/guardians' location and phone number during the school day;
- 4
- 5 2. The name, address and phone number of the student's physician(s);
- 6
- 7 3. Name and phone number of relative or neighbor who may be contacted in the event of an
- 8 emergency;
- 9
- 10 4. Directions in the event that medical treatment is needed;
- 11
- 12 5. Information concerning a student's particular physical disability or medical condition. The
- 13 authorization will be required annually and will be kept on file in the principal's office.

14 If a student suffers an injury or becomes ill, the staff member in charge shall have the responsibility to  
 15 render first-aid or ensure that it is rendered.

16 In the event of serious injury or illness to a student, the parent(s)/guardian(s) will be notified as to  
 17 whether to pick up the child at school or meet the child at the hospital. If the parent(s)/guardian(s)  
~~18 cannot be reached, the student will be transported to the hospital emergency room. and the physician~~  
~~19 identified by the parent(s) / guardian(s) on the emergency medical authorization form will be notified~~  
 20 ~~of the accident.~~ Efforts to notify the parent(s) /guardian(s) will continue until they are reached. The  
 21 student shall be accompanied by a member of the professional staff and remain with the student until  
 22 the parent or guardian arrives.

23 Principals will inform the Director of Schools immediately of any serious injuries suffered by students  
 24 while under jurisdiction of the school. A report of each accident taking place in a school will be filed in  
 25 the offices of both the principal and the Director of Schools. Forms for reporting accidents will be made  
 26 available from the office of the Director of Schools. In all accidents serious enough to require medical  
~~27 attention or requiring the student to be taken home, or in all cases that the staff member in charge~~  
 28 ~~deems desirable~~, reports will be made and filed as stated above.

29 No student will be taken and left at home or sent home unless a parent/guardian, or someone  
 30 designated by the parent(s)/guardian(s), is at home to accept the responsibility of the student.

31 Students with an illness that warrants their dismissal from school will be signed out through the school  
 32 nurse and picked up from school by their parent/guardian.

- 1 Students with an illness precluding them from participating in any physical education activity shall
- 2 present a doctor's excuse to the principal or their assigned designee noting same. Administration shall
- 3 ensure that all pertinent school staff is knowledgeable of the restrictions outlined in the doctor's excuse
- 4 and shall ensure compliance with it. No student shall be encouraged nor allowed to participate in any
- 5 physical education, intramural or interscholastic activity prior to the date specified by the doctor.
  
- 6 Parents/guardians who object to the procedures contained in this policy shall submit to the principal a
- 7 written emergency plan for his/her approval.

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term:  <b>Student Wellness</b>	Descriptor Code: <b>6.411</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.411</b>	Issued: <b>01/23/20</b>

1 The Board recognizes the value of proper nutrition, physical activity, and other health conscious  
2 practices and the impact that such practices have on student academic achievement, health, and well-  
3 being. In order to provide an environment conducive to overall student wellness, this policy shall be  
4 followed by all schools in the district.<sup>1</sup>

## 5 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

6 All schools shall implement the Centers for Disease Control and Prevention’s Coordinated School  
7 Health approach to managing new and existing wellness related programs and services in schools and  
8 the surrounding community based on State Law and State Board of Education Coordinated School  
9 Health standards and guidelines. The district's Coordinated School Health Coordinator shall be  
10 responsible for overseeing compliance with State Board of Education Coordinated School Health  
11 standards and guidelines in the school district.

## 12 **SCHOOL HEALTH ADVISORY COUNCIL<sup>2,3</sup>**

13 A district school health advisory council shall be established to serve as a resource to school sites for  
14 implementing policies and programs and develop an active working relationship with the county health  
15 council. The council shall consist of individuals representing the school and community, including  
16 parents, students, teachers, school administrators, health professionals, school food service  
17 representatives, and members of the public. The primary responsibilities of the council include but are  
18 not limited to:

- 19 1. Developing, implementing, monitoring, reviewing and as necessary, making recommendations  
20 as to physical activity and nutrition policies;
- 21 2. Ensuring all schools within the district create and implement an action plan related to all  
22 School Health Index modules;
- 23 3. Ensuring that the results of the action plan are annually reported to the council; and
- 24 4. Ensuring that school level results include measures of progress on each indicator of the School  
25 Health Index.

26 The State Board of Education's Coordinated School Health and Physical Activity Policies shall be used  
27 as guidance by the council to make recommendations. The board will consider recommendations of the  
28 council in making policy changes or revisions.

29 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents  
30 and administrators.<sup>2</sup> The team will hold Healthy School Team meetings during the school year to  
31 assess needs and oversee planning and implementation of school health efforts. The Director of

1 Schools/designee will ensure compliance with the School Wellness Policy, to include an assessment of  
2 the implementation of the Wellness Policy and the progress made in attaining the policy goals. The  
3 assessment will be made available to the public.

#### 4 **COMMITMENT TO NUTRITION**

5 All schools within the district shall participate in the USDA child nutrition programs, which may  
6 include but not be limited to, the National School Lunch Program, the School Breakfast Program, the  
7 Summer Food Service Program, and the After School Snack Program.<sup>4,5,</sup>

8 Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate  
9 time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be  
10 encouraged. All food including vending machines, fundraising items, and concessions must meet  
11 guidelines set forth by the Healthy, Hunger-free Kids Act, 2010, Smart Snacks in Schools.<sup>4,5,6</sup> The  
12 school principal/designee shall be responsible for overseeing the school district's compliance with the  
13 State Board of Education Rules and Regulations for sale of food items in the school district.<sup>2,5,6</sup>

#### 14 **DISTRICT GOALS**

15 The district will promote healthy nutrition through various activities, including nutrition related  
16 newsletters, informational links on the district website, healthy eating posters and bulletin boards in  
17 dining areas, and informational booths at various community functions. Nutrition Education will be  
18 offered as part of a standards based program designed to provide students with the knowledge and  
19 skills needed to promote and protect their health as outlined in the State Board of Education  
20 Health Education and Lifetime Wellness Standards. Nutrition Education will discourage teachers  
21 from using high fat, sugar, and sodium foods as rewards and encourage students to start each day with  
22 a healthy breakfast.

#### 23 **COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION**

24 The Board recognizes that physical activity is extremely important to the overall health of a child.  
25 Schools shall support and promote physical activity. Physical activity may be integrated into any areas  
26 of the school program.

27 Physical Education classes shall be offered as part of a standards based program designed to provide  
28 developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All  
29 physical education classes shall comply with the State Board of Education's Physical Education  
30 Standards. In addition to the district's physical education program, non-structured physical activity  
31 periods shall be offered as required by law.<sup>7</sup>

32 Schools shall continue to offer after school sports and activities. **Physical activity shall not be**  
33 **employed as a form of discipline or punishment.**

#### 34 **COMMITMENT TO CURRICULUM<sup>3</sup>**

35 All applicable courses of study should be based on State-approved curriculum standards.

**1 SCHOOL HEALTH INDEX<sup>3</sup>**

2 All schools within the district shall annually administer a baseline assessment on each of the three  
3 recommended School Health Index modules. Results shall be submitted to the School Health Advisory  
4 Council and reported to the State Department of Education.

**5 RECORD KEEPING COMPLIANCE**

6 The district's Coordinated School Health Coordinator shall ensure that records demonstrating  
7 compliance with community involvement requirements are maintained. The Coordinated School  
8 Health Coordinator shall additionally document that the school wellness policy and triennial  
9 assessments are made available to the public.<sup>8</sup>

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**Legal References**

1. TCA 49-1-1002
2. State Board of Education Policy 4.204
3. State Board of Education Policy 4.206
4. 42 U.S.C. 1758b (Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296))
5. TRR/MS 0520-01-06
6. 7 C.F.R. 210 and 220
7. TCA 49-6-1021
8. 7 C.F.R. § 210.31(f)

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Student Suicide Prevention</b>	Descriptor Code: <b>6.415</b>	Issued Date: <b>09/22/16</b>
		Rescinds:	Issued:

1 The Board is committed to protecting the health and well-being of all students and understands that  
2 physical, behavioral, and emotional health are integral components of student achievement. Students  
3 are strongly encouraged to report if they, or a friend, are feeling suicidal or in need of help. Students  
4 will be provided [suicide crisis](#) information [as needed](#). ~~regarding The National Suicide Prevention~~  
5 ~~Lifeline 1-800-273-8255 (TALK).~~

## 6 **PREVENTION<sup>1</sup>**

7 All district employees shall attend either the annual in-service training in suicide prevention or  
8 participate in other equivalent training approved by the director of schools. The training shall include,  
9 but not be limited to, identification of risk factors, warning signs, intervention and response  
10 procedures, referrals, and postvention.

11 The director of schools shall identify a district suicide prevention coordinator responsible for planning  
12 and coordinating the implementation of this policy. Each school principal shall designate a school  
13 suicide prevention coordinator to act as a point of contact in each school for issues relating to suicide  
14 prevention and policy implementation.

## 15 **INTERVENTION<sup>1</sup>**

16 Any employee who has reason to believe that a student is at imminent risk of suicide shall report such  
17 belief to the principal or designee. Belief that a student is at imminent risk of suicide shall include, but  
18 not be limited to, the student verbalizing the desire to commit suicide, evidence of self-harm, or a  
19 student self-refers.

20 Upon notification, ~~the principal or designee shall ensure the student is placed under adult supervision.~~  
21 [Cumberland County School staff shall follow the procedures outlined in the district Suicide Prevention](#)  
22 [Protocols](#). Emergency medical services shall be contacted immediately if an in-school suicide attempt  
23 occurs. The principal or designee shall contact the director of schools or designee as soon as  
24 practicable.

25 Prior to contacting the student's parent/guardian, the director of schools or designee shall determine if  
26 there could be further risk of harm resulting from parent/guardian notification. If parent/guardian  
27 notification could result in further risk of harm or endanger the health or well-being of the student, then  
28 local law enforcement and the Department of Children's Services shall be contacted.<sup>2</sup>

1 If appropriate, the director of schools or designee shall contact the student's parent/guardian and  
2 provide the following information:

- 3 1. Inform the parent/guardian that there is reason to believe the student is at imminent risk of  
4 suicide;
- 5 2. Assure the parent/guardian that the student is currently safe or inform the parent/guardian that  
6 emergency medical services were contacted;
- 7 3. Ask the parent/guardian whether he/she is aware of the student's mental state;
- 8 4. Ask the parent/guardian whether he/she wishes to obtain or has obtained mental health  
9 counseling for the student;
- 10 5. Provide the names of community mental health counseling resources if appropriate.

11 The director of schools or designee will seek parental permission to communicate with outside mental  
12 health care providers regarding a student **if deemed appropriate**. If the student is under the age of 18  
13 and the parent/guardian refuses to seek appropriate assistance, the director of schools or designee shall  
14 contact the Department of Children's Services.<sup>2</sup>

15 The director of schools or designee shall document the contact with the parent/guardian by recording:

- 16 1. The time and date of the contact;
- 17 2. The individual contacted;
- 18 3. The parent/guardian's response; and
- 19 4. Anticipated follow-up.

20 The director of schools or designee shall ensure the student is under adult supervision until a  
21 parent/guardian or other authorized individual accepts responsibility for the student's safety.

22 Prior to a student returning to school, the director of schools or designee and/or principal shall meet  
23 with the student's parent/guardian, and student if appropriate. The parent/guardian ~~shall~~ **may be**  
24 **requested to** provide documentation from a mental health care provider **detailing progress made and/or**  
25 **recommendations for the student upon re-entry to the school.** ~~stating that the student has received care~~  
26 ~~and is no longer a danger to themselves or others.~~ The principal will identify an employee to  
27 periodically check in with the student to ensure the student's safety and address any problems with re-  
28 entry.

## 29 **POSTVENTION<sup>1</sup>**

30 Immediately following a student suicide death, the ~~Crisis Team~~ **designated school staff** shall meet and  
31 implement ~~the~~ **a** crisis management plan. At a minimum, the crisis management plan shall address the  
32 following:

- 33 1. Verification of death;
- 34 2. Preparation of postvention response to include support services;
- 35 3. Informing faculty and staff of a student death;
- 36 4. Informing students that a death has occurred;
- 37 5. Providing information on the resources available to students;

- 1 The ~~Crisis Team~~ designated school staff shall work with teachers to identify the students most likely to
- 2 be impacted by the death in order to provide additional assistance and counseling if needed.
- 3 Additionally, staff and faculty will immediately review suicide warning signs and reporting
- 4 requirements. The director of schools or designee shall be responsible for all media inquiries.

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Legal References

1. Public Acts of 2016, Chapter No. 623
2. T.C.A. 37-1-403

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Cross References

News Releases, News Conferences and Interview 1.503  
Crisis Management 3.203  
Student Discrimination, Harassment, Bullying, Cyber-  
bullying and Intimidation 6.304  
Promoting Student Welfare 6.400  
Student Wellness 6.411

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Clubs and Organizations</b>	Descriptor Code: <b>6.702</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.702</b>	Issued: <b>10/03/02</b>

1 Student organizations are an extension of the academic curriculum and are intended to complement the  
2 basic instructional program.

3 The principal, in cooperation with the faculty and student body representatives, shall approve all clubs  
4 and organizations within the school.

5 One or more staff members will serve as sponsors of each activity and will attend all meetings. Each  
6 sponsor will evaluate the activity and make recommendations concerning changes, continuance, or  
7 deletion from the school's activity program.

8 An approved copy of the aims, objectives, and constitution for each organization will be kept on file in  
9 the principal's office.

10 The Director of Schools/[designee](#) shall approve all requirements imposed by clubs which have restricted  
11 membership.

## 12 HAZING

13 The nature of any initiation shall be outlined and presented in writing to the club sponsor and the  
14 principal of the school for approval prior to the actual initiation. Hazing by students acting alone or with  
15 others is strictly prohibited. Any organization which permits an initiation to go beyond the scope of  
16 activities planned and previously approved will be suspended until reinstated by the principal. A student  
17 found guilty of misbehavior may receive punishment ranging from verbal reprimand to suspension  
18 and/or expulsion dependent on the severity of the offense and the offender's prior record.<sup>1</sup>

19 Sororities, fraternities, and all secret organizations are prohibited.

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Legal Reference:

1. TCA 49-2-120; TCA 49-6-3401

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Student Fees and Fines</b>	Descriptor Code: <b>6.709</b>	Issued Date: <b>07/27/23</b>
		Rescinds: <b>6.709</b>	Issued: <b>02/23/17</b>

## 1 FEES

2 School fees are defined as follows:<sup>1</sup>

- 3 1. Fees for activities that occur during regular school hours, including field trips;
- 4
- 5 2. Fees for activities and supplies required to participate in all courses offered for credit or grades;
- 6
- 7 3. Equipment and supplies required to participate in interscholastic athletics and marching band,
- 8 if taken for credit;
- 9
- 10 4. Fees or tuition for courses taken for credit or grade during summer school;
- 11
- 12 5. Fees required for graduation ceremonies;
- 13
- 14 6. Fees for a copy of the student's records; and
- 15
- 16 7. Refundable deposits for locks or other security devices required for protection of school
- 17 property when used in conjunction with courses taken for credit or a grade.

18 School fees are not:<sup>1</sup>

- 19 1. Fines for overdue library books;
- 20
- 21 2. Fines for the abuse of school parking privileges and other school rules developed for the safe
- 22 and efficient operation of the school;
- 23
- 24 3. Charges for lost, damaged, or destroyed textbooks, library books, workbooks, or other school
- 25 property;
- 26
- 27 4. Charges for debts owed the school;
- 28
- 29 5. Refundable deposits for locks or other security devices required for protection of school
- 30 property when used in not-for-credit extracurricular activities;
- 31
- 32 6. Costs to participate in not-for-credit extracurricular activities, including athletics; and
- 33
- 34 7. Tuition for non-resident students.

1 No fee will be charged any student as a condition to attending school,<sup>1</sup> but students shall be  
2 responsible for normal school supplies, such as pencils and paper.

3 School fees shall be waived for students who receive free or reduced-price school lunches.<sup>1</sup> The  
4 ~~application/list~~ **economically disadvantaged direct certification information** for determining eligibility  
5 for free or reduced-price lunches by the State Department of Education shall be used to verify student  
6 eligibility for fee waivers.

7 ~~At the beginning of the school year, each principal shall be responsible for providing to all students and  
8 their parents/guardians notice of the required student fees and the process for fee waiver for students  
9 who receive free or reduced-price lunches. The parent or guardian of an eligible student must sign the  
10 appropriate application for free or reduced-price lunches and the waiver of school fees, but may pay for  
11 all or a portion of the school fees.~~

12 Notice of approval or denial of request for fee waivers shall be provided to all parents or guardians.  
13 Any denial shall contain specific grounds for denial and an opportunity for the parent or guardian to  
14 meet with appropriate school personnel.

15 Persons collecting fees shall be provided a list containing only the names of those students eligible for  
16 waivers and for whom they are responsible for collecting fees. Any records related to this program  
17 which identify particular students shall be maintained in strictest confidence.

18 Prior to the beginning of school each year, the Board, upon the recommendation of the principals and  
19 Director of Schools, shall approve all student fees for the upcoming school year. Additional fees may  
20 be approved during the year as needed.

21 The Director of Schools shall be responsible for maintaining copies of all correspondence relating to  
22 this program.

23 No employee may charge a student for any service rendered on the school premises. Tutoring one's  
24 own student for pay is prohibited.

## 25 **FINES<sup>2</sup>**

26 Students who destroy, damage, or lose school property, including but not limited to buildings, school  
27 buses, books, equipment, and records, will be responsible for the actual cost of replacing or repairing  
28 such materials or equipment.

29 The grades, grade cards, diploma or transcript of a student who is responsible for vandalism or theft or  
30 who has otherwise incurred a debt to a school may be held until the student or the student's  
31 parent/guardian has paid for the damages. Upon payment for damages the student's grades, diploma,  
32 and/or transcripts shall be released. Such sanctions shall not be imposed if the student is not at fault.

33 Failure to remit the cost of replacing or repairing such materials or to make satisfactory arrangements  
34 with the administration for payment may result in suspension of the student. If payment is not remitted,  
35 the matter will be referred to the Board for final disposition.

- 1 Textbooks are available free to students as a loan. Parent(s)/guardian(s) will accept full responsibility
- 2 for the proper care, preservation, return, or replacement of textbooks issued to the student(s).
- 3 The condition of each book and a book number shall be recorded by the teacher issuing it.
- 4 The life of the book is considered to be six (6) years. Charges for lost books will be the remaining life
- 5 of the book. Damage fines will be based on the wear beyond that normally expected for one year. For
- 6 one year's wear there will be no charge.
- 7 Fines may be assessed for overdue, damaged, or lost library books. In no event will the fine exceed the
- 8 current cost of replacing the book.

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Legal References

1. TCA 49-2-114; TRR/MS 0520-01-02-.16
2. TCA 37-10-101, 102

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Cross References

Revenues 2.400  
Textbook Selection Distribution and Care 4.401  
Care of School Property 6.311

# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in January</b>	Descriptor Term:  <h2 style="text-align: center;">Recruitment of Employees</h2>	Descriptor Code: <h3 style="text-align: center;">5.105</h3>	Issued Date: <h3 style="text-align: center;">04/27/23</h3>
		Rescinds: <h3 style="text-align: center;">5.105</h3>	Issued: <h3 style="text-align: center;">04/27/17</h3>

1 The authorization of all school system positions rests with the board. Personnel employment shall be  
 2 within the discretion of the Director of Schools.<sup>1</sup>

3 The Director of Schools is responsible for the development of a program for the recruitment of licensed  
 4 personnel.<sup>2</sup>

5 Identification of personnel needs shall be the cooperative responsibility of the Director of Schools,  
 6 supervisors, and building principals.

7 All vacancies will be posted on the district’s web site, and through the system email listserv. Vacancy  
 8 notices shall contain the date of posting, a description of the position, the name and location of where  
 9 the vacancy exists, the certification and other requirements for the position, and the name of the person  
 10 to whom the application is to be returned.

11 Such posting shall take place as soon as practical after the director of schools becomes aware of such  
 12 vacancies. No vacancies will be posted until a written resignation, retirement, or job abandonment  
 13 confirmation is received by Human Resources. All new positions as well as vacancies not being posted  
 14 within 30 days of the vacancy confirmation shall require authorization from the Board of Education  
 15 (Policy 5.106).

16 At least seven (7) calendar days shall lapse after the posting of any vacancy before the position is  
 17 permanently filled, during which time applications will be received and interviews will be held. There  
 18 will be no interviews held until after the position is posted.

19 All offers of employment shall be contingent upon the satisfactory results of criminal background  
 20 checks, pre-employment physicals, drug screens, and appropriate licensing as required by the State of  
 21 Tennessee and Board of Education policy.

22 Cumberland County Schools is an equal opportunity employer. Opportunity for employment, as well  
 23 as continuation and advancement in employment, shall be afforded equally to members of all races,  
 24 creeds, colors, sex, religions, ages, national origins, individuals with disabilities, or veteran status with  
 25 regard only for qualifications for the positions involved.

26 Vacancies shall be advertised locally and through the closest placement offices. A deadline for  
 27 receiving applications shall be established and disseminated with the vacancy notice.

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Legal References

1. TCA 49-2-301(b)(1)(EE); TCA 49-2-203(a)(1)
2. TRR/MS 0520-01-02-.14

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Cross References

- Equal Opportunity Employment 5.104  
 Staff Positions 5.116



# Cumberland County Board of Education

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term:  <h2 style="text-align: center;">Compulsory Attendance Ages</h2>	Descriptor Code: <h3 style="text-align: center;">6.201</h3>	Issued Date: <h3 style="text-align: center;">08/24/23</h3>
		Rescinds: <h3 style="text-align: center;">6.201</h3>	Issued: <h3 style="text-align: center;">05/25/23</h3>

- 1 Children between the ages of six (6) and seventeen (17) years, shall attend a public or private school.<sup>1</sup>
- 2 A parent/guardian who believes that their child is not ready to attend school at the designated age of
- 3 mandatory attendance may make application to the principal of the public school where the child would
- 4 attend for a one (1) semester or one year deferral in required **attendance**. Any such deferral shall be
- 5 reported to the Director of Schools by the principal.<sup>2</sup> Under certain circumstances, the Board may
- 6 temporarily excuse students from complying with the provisions of the compulsory attendance law.<sup>3</sup>
  
- 7 Any child residing within the state who is or will be five (5) years of age on or before August 15 and
- 8 applies for enrollment shall be enrolled in the school designated by the Board.<sup>4</sup>
  
- 9 If a child will be five (5) years of age on or before September 30, such child's parent(s)/legal guardian(s)
- 10 may request that the child be admitted into kindergarten<sup>5</sup>. Upon a request, the Director of
- 11 Schools/designee shall administer an evaluation and examination. If the results indicate that the child is
- 12 sufficiently mature emotionally and academically, then the child may be enrolled into kindergarten. The
- 13 Director of Schools shall develop procedures and forms to implement the provisions of this policy.
  
- 14 No child shall be eligible to enter first grade without having attended an approved kindergarten program.<sup>6</sup>
  
- 15 A child entering a special education program shall be no less than three (3) years of age.<sup>7</sup>

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Legal References

1. TCA 49-6-3001(c)(1)
2. TCA 49-6-3001(c)(5)
3. TCA 49-6-3005; TCA 49-6-3001
4. TCA 49-6-201(b)(3); TCA 49-6-3001(b)(1)
5. TCA 49-6-3001(b)(2)(B)
6. TCA 49-6-201(d)
7. 20 USCA § 1401 (a)(1) (B)

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Cross References

- Special Education Program 4.202
- Adult Education Program 4.208
- Home Schools 6.202
- Special Education Students 6.500

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Voluntary Pre-K Attendance</b>	Descriptor Code: <b>6.2011</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>6.2011</b>	Issued: <b>01/25/18</b>

1 The Board may establish an early childhood education program to address the educational needs of  
2 eligible four-year old children. The program will provide educational services in accordance with state  
3 law and the policies, rules, and regulations of the State Board of Education and the Department of  
4 Education.<sup>1</sup>

5 While enrollment in an approved pre-kindergarten program is voluntary<sup>2</sup>, attendance is a key factor in  
6 student achievement; therefore, students are expected to be present each day school is in session.

## 7 **EXCUSED ABSENCES**

8 Absences shall be classified as either excused or unexcused as determined by the site-level  
9 administrator. Excused absences shall include, but not be limited to:

- 10 1. The child has a personal illness or injury;
- 11
- 12 2. The child has other ongoing health related ailments which temporarily prevent attendance;
- 13
- 14 3. The child contracts a communicable disease (virus or flu);
- 15
- 16 4. Religious observances;
- 17
- 18 5. Death in the family; and
- 19
- 20 6. Limited medical/dental/therapy appointments.

## 21 **UNEXCUSED ABSENCES**

22 Students who have four (4) or more unexcused absences within one (1) month shall be reported to the  
23 site-level administrator who will, in turn, contact the parent(s)/guardian(s) of the student and determine  
24 the child's participation status in the program. The site-level administrator shall document all  
25 communication attempts to contact the parent(s)/guardian(s) and the outcomes of those attempts.

26 Students who have five (5) or more unexcused absences in a three (3) month period shall be reported to  
27 the site-level administrator who will, in turn, contact the parent(s)/guardian(s) of the student and  
28 develop an attendance plan with the help of the parent(s)/guardian(s) and other appropriate school  
29 personnel. The attendance plan shall:

- 30 1. Identify the reasons for the absences;

- 1           2. Include a specific plan and date for establishing regular attendance or alternative services that  
2           meet the student’s educational goals; and  
3  
4           3. Include the documentation of services and student outcomes to determine the effectiveness of  
5           the attendance plan.

## 6   **DISMISSAL**

7   Students who are absent five (5) days or more within one (1) month or ten (10) days in one (1) year  
8   without adequate excuse may be terminated from the program. The site-level administrator shall  
9   submit dismissal documentation to the Department of Education’s Voluntary Pre-K Director for  
10   approval.

11   The district shall not dismiss a student without first implementing an attendance plan, unless there are  
12   special circumstances approved by the state VPK director.

13   Once dismissal is approved, a waiting list applicant who meets eligibility determinations may fill the  
14   vacant position.

15   The student may re-enter the program after a 30-day waiting period and a parent conference if there are  
16   any available vacancies.

## 17   **DISTRICT VOLUNTARY PRE-K CONTACT**

18           Name: [Dr. Stephanie Speich](#)  
19           Title: Pre-K – 8 Supervisor  
20           Phone: 931-484-6135, [email sspeich@ccschools.k12tn.net](mailto:sspeich@ccschools.k12tn.net)

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### Legal References

1. TCA 49-6-101 et seq.; TRR/MS 0520-12-01
2. TCA 49-6-103(a)

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### Cross References

Attendance 6.200

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Release During School Hours</b>	Descriptor Code: <b>6.208</b>	Issued Date: <b>05/25/23</b>
		Rescinds: <b>6.208</b>	Issued: <b>05/26/11</b>

1 The following procedure will be observed with regard to dismissal of students during school hours:

- 2 1. No student will leave school prior to regular dismissal hours, except with the approval of the  
3 principal or his/her designee, and parent. Elementary students will be permitted to leave school  
4 prior to regular dismissal time only in the company of a parent, legal guardian, school employee,  
5 police officer, court officer, or a person designated in writing by the parent(s).  
6
- 7 2. No student will be sent from the school during school hours to perform an errand or act as a  
8 messenger.  
9
- 10 3. When dental and medical appointments cannot be scheduled outside school hours,  
11 parent(s)/guardians may check the student out prior to the appointment time. ~~must send a written~~  
12 ~~request for dismissal or call for the student in person.~~ For students who drive to school, a  
13 parent/guardian may provide advance authorization for early dismissal by submitting written  
14 documentation, an email, or a message through the district communication platform Parent  
15 Square. This authorization must be received and verified by the school prior to the student's  
16 departure.  
17
- 18 4. Children will be released during school hours only upon the request of a parent whom the court  
19 holds directly responsible for the child, or who is a parent or guardian registered on the school  
20 record.  
21
- 22 5. No principal or teacher shall permit a change in the physical custody of a child at school unless:  
23
  - 24 (a) The person seeking custody of the child presents the school official with a certified copy of  
25 a valid court order from a Tennessee court designating the person who has custody of the  
26 child; and  
27
  - 28 (b) The person seeking custody gives the school official reasonable advance notice of his/her  
29 intent to take custody of the child at school.<sup>2</sup>  
30
- 31 6. High school students may be released for jobs and approved training at centers outside their home  
32 schools under regulations approved by the Board.<sup>1</sup>

33 The principal shall report to the Director of Schools the number of such exempted students by grade  
34 during the first month of each semester.

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Legal References:

1. TRR/MS 0520-01-03-.03(9); State Board of Education Policy 2.103(IV)
2. TCA 36-6-105

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Title IX &amp; Sexual Harassment</b>	Descriptor Code: <b>6.3041</b>	Issued Date: <b>04/27/23</b>
		Rescinds: <b>6.3041</b>	Issued: <b>07/23/20</b>

## 1 **General**

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment  
3 and discrimination on the basis of sex are prohibited.<sup>1</sup> This policy shall cover employees, employees'  
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,  
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with  
6 federal law. This policy shall be disseminated annually to all school staff, students, and  
7 parent(s)/guardian(s).<sup>2</sup> The Title IX Coordinator as well as any personnel chosen to facilitate the  
8 grievance process shall not have a conflict of interest against any party of the complaint.<sup>3</sup> These  
9 individuals shall receive training as to how to promptly and equitably resolve student and employee  
10 complaints.<sup>3</sup>

11 All employees shall receive training on complying with this policy and federal law.<sup>4</sup>

## 12 **TITLE IX COORDINATOR<sup>5</sup>**

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of  
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and  
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

## 17 **Federal Programs Supervisor and 9-12 Supervisor**

18 **368 Fourth Street, Crossville, TN 38555**

19 **931-484-6135**

20 [whittenbarj@ccschools.k12tn.net](mailto:whittenbarj@ccschools.k12tn.net) and [ksmith3@ccschools.k12tn.net](mailto:ksmith3@ccschools.k12tn.net)

## 21 **DEFINITIONS<sup>4</sup>**

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual  
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute  
25 sexual harassment.

26 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:<sup>3</sup>

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or  
2 activity on an individual's participation in unwelcome sexual conduct;  
3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and  
5 objectively offensive that it effectively denies a person equal access to the education program  
6 or activity; or
- 7 3. Sexual assault,<sup>6</sup> dating violence,<sup>7</sup> domestic violence,<sup>8</sup> or stalking<sup>9</sup> as defined in state and federal  
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;  
11
- 12 2. Verbal harassment or abuse;  
13
- 14 3. Sexually suggestive pictures;  
15
- 16 4. Sexually suggestive gesturing;  
17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;  
19
- 20 6. Subtle or direct propositions for sexual favors; and  
21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the  
24 opposite sex or the same sex.

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered  
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited  
27 to, the following:

- 28 1. Counseling;  
29
- 30 2. Course modifications;  
31
- 32 3. Schedule changes; and  
33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that  
36 maintaining such confidentiality would not impair the ability of the school district to provide the  
37 supportive measures.

## 38 GRIEVANCE PROCESS

1 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the  
2 Title IX Coordinator shall:

- 3 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 4
- 5 2. Consider the complainant's wishes with respect to supportive measures;
- 6
- 7 3. Inform the complainant of the availability of supportive measures; and
- 8
- 9 4. Explain the process for filing a formal complaint.<sup>10</sup>

10 While the school district will respect the confidentiality of the complainant and the respondent as much  
11 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall  
12 be consistent with the school district's legal obligations and the necessity to investigate allegations of  
13 harassment and take disciplinary action.

14 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance  
15 process has been completed. Unless there is an immediate threat to the physical health or safety of any  
16 student arising from the allegation of sexual harassment that justifies removal, the respondent's  
17 placement shall not be changed.<sup>11</sup> If the respondent is an employee, he/she may be placed on  
18 administrative leave during the pendency of the grievance process.<sup>12</sup> The Title IX Coordinator shall  
19 keep the Director of Schools informed of any employee respondents so that he/she can make any  
20 necessary reports to the State Board of Education in compliance with state law.<sup>13</sup>

## 21 **Complaints**

22 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall  
23 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires  
24 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint  
25 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

26 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate  
27 notification shall be made per the board policy on reporting child abuse.

28 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:<sup>14</sup>

- 29 1. Provide written notice of the allegations, and the grievance process to all known parties to give  
30 the respondent time to prepare a response before an initial interview;
- 31
- 32 2. Inform the parties of the prohibition against making false statement or knowingly submitting  
33 false information;
- 34
- 35 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 36
- 37 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,  
2 shall be provided to both parties simultaneously.<sup>15</sup>

### 3 **Investigations**<sup>16</sup>

4 The Federal Programs Supervisor and 9-12 Supervisor shall serve as the  
5 investigator and be responsible for investigating complaints in an equitable manner that involves an  
6 objective evaluation of all relevant evidence. The burden for obtaining evidence sufficient to reach a  
7 determination regarding responsibility rests on the school district and not the complainant or respondent.

8 Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours  
9 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the  
10 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons  
11 why the investigation was not initiated within the required timeframe.

12 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial  
13 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall  
14 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the  
15 investigation has not been completed.

16 All investigations shall:

- 17 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 18
- 19 2. Not restrict the ability of either party to discuss the allegations under investigation or gather  
20 and present relevant evidence;
- 21
- 22 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that  
23 seek disclosure of information protected under a legally recognized privilege unless such  
24 privilege has been waived;<sup>17</sup>
- 25
- 26 4. Provide the parties with the same opportunities to have others present during any grievance  
27 proceeding;
- 28
- 29 5. Provide to parties whose participation is requested written notice of the date, time, location,  
30 participants, and purpose of all investigative interviews, or other meetings, with sufficient time  
31 for the party to prepare to participate;
- 32
- 33 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to  
34 the allegations in the formal complaint; and
- 35
- 36 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.  
37
- 38 a. Prior to the completion of the investigative report, the investigator shall send to each  
39 party the evidence subject to inspection and review. All parties shall have at least ten  
40 (10) calendar days to submit a written response which shall be taken into consideration  
41 in creating the final report.

1 Within the parameters of the federal Family Educational Rights and Privacy Act,<sup>18</sup> the Title IX  
2 Coordinator shall keep the complainant and the respondent informed of the status of the investigation  
3 process. At the close of the investigation, a written final report on the investigation will be delivered to  
4 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the  
5 Director of Schools.

### 6 **Determination of Responsibility**<sup>19</sup>

7 The respondent is presumed not responsible for the alleged conduct until a determination regarding  
8 responsibility is made at the conclusion of the grievance process.<sup>20</sup> The preponderance of the evidence  
9 standard shall be used in making this determination.<sup>21</sup>

10 Director of Schools shall act as the decision-maker. He/she shall receive the final report of the  
11 investigation and allow each party the opportunity to submit written questions that he/she wants asked  
12 of any party or witness prior to the determining responsibility.

13 The decision-maker shall make a determination regarding responsibility and provide the written  
14 determination to the parties simultaneously along with information about how to file an appeal.

15 A substantiated charge against a student may result in corrective or disciplinary action up to and  
16 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to  
17 and including termination.

18 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant  
19 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine  
20 whether any other actions are necessary to prevent reoccurrence of the harassment.

### 21 **APPEALS**<sup>22</sup>

22 Either party may appeal from a determination of responsibility based on a procedural irregularity that  
23 affected the outcome, new evidence that was not reasonably available at the time of the determination  
24 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or  
25 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX  
26 Coordinator within ten (10) calendar days of a determination of responsibility.

27 Upon receipt of an appeal, the Title IX Coordinator shall:

- 28 1. Assign an impartial hearing officer within five (5) calendar days of receipt of the appeal; and
  - 29 2. Notify the parties in writing.
- 30

31 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written  
32 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing  
33 the result of the appeal and the rationale for the result. The written decision shall be provided  
34 simultaneously to both parties.

## 1 RETALIATION<sup>23</sup>

- 2 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to  
3 participate in any investigation of an act alleged in this policy is prohibited.

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### Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

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### Cross References

Section 504 and ADA Grievance Procedures 1.802  
 Discrimination/Harassment of Employees (Sexual, Racial,  
 Ethnic, Religious) 5.500  
 Staff-Student Relations 5.610  
 Code of Conduct 6.300  
 Student Discrimination, Harassment, Bullying, Cyber-  
 bullying, and Intimidation 6.304  
 Child Abuse and Neglect 6.409

## Cumberland County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Suspension/Remand</b>	Descriptor Code: <b>6.316</b>	Issued Date: <b>07/25/24</b>
		Rescinds: <b>6.316</b>	Issued: <b>05/25/23</b>

1 Any principal may suspend any student from attendance in a specific class or school related activity  
 2 without suspending the student from attendance at school. Based on the severity of the offense, a  
 3 principal may suspend a student from attendance at school and any school activities

4 Students may be suspended for good and sufficient reasons including, but not limited to:<sup>1</sup>

- 5 1. Willful and persistent violation of the rules of the school;
- 6
- 7 2. Immoral or disreputable conduct, including vulgar or profane language;
- 8
- 9 3. Violence or threatened violence against the person of any personnel attending or assigned to
- 10 any school;
- 11
- 12 4. Willful or malicious damage to real or personal property of the school, or the property of any
- 13 person attending or assigned to the school;
- 14
- 15 5. Inciting, advising or counseling of others to engage in any of the actions that would justify
- 16 suspension;
- 17 6. Marking, defacing or destroying property;
- 18
- 19 7. Possession of a pistol, gun or firearm on school property;<sup>2</sup>
- 20
- 21 8. Possession of a knife, or other weapons, as defined in state law, on school property;<sup>3</sup>
- 22
- 23 9. Assaulting a principal, teacher, school bus driver or other school personnel with vulgar obscene
- 24 or threatening language;
- 25
- 26 10. Unlawful use or possession of barbitol or legend drugs, as defined in state law.<sup>4</sup>
- 27
- 28 11. Engaging in behavior, which disrupts a class or school-sponsored activity;
- 29
- 30 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly
- 31 explosive or destructive device including chemical weapons on school property or at a school
- 32 sponsored event; or an invalid threat of mass violence;<sup>5</sup>
- 33
- 34 13. One (1) or more students initiating a physical attack on an individual student on school
- 35 property or at a school activity, including travel to and from school;
- 36
- 37 14. Assault against a school employee as defined in state law;<sup>6</sup>

1 15. Off-campus criminal behavior resulting in felony charges;

2  
3 16. When behavior poses a danger to persons or property and disrupts the educational process; or

4  
5 17. Any other conduct prejudicial to good order or discipline in any school.

6 Except in emergency, a principal shall not suspend any student until that student has been advised of  
7 the nature of his/her misconduct, questioned about it and allowed to give an explanation.

8 If, as a result of an investigation, a principal/designee finds that a student acted in self-defense under a  
9 reasonable belief that the student, or another to whom the student was coming to the defense of, may  
10 have been facing the threat of imminent danger of death or serious bodily injury, then the student may  
11 not face any disciplinary action.<sup>7</sup>

12 When a student is suspended, the principal shall notify the parents/guardians and the Director of  
13 Schools/designee of the following:

14 1. Student's suspension

15 2. Cause for the suspension; and

16 3. Any conditions for readmission which may include a meeting of the parents/guardians, student  
17 and the principal.

18 If a student is suspended during the last ten (10) days of any term or semester, he/she shall be  
19 permitted to take such final examination or submit such required work as necessary to complete the  
20 course of instruction for that semester, subject to conditions prescribed by the principal.<sup>8</sup>

#### 21 **IN-SCHOOL SUSPENSION:**<sup>9</sup>

22 In-school suspension shall be offered to students as an alternative program (if applicable) to complete  
23 academic assignments and receive credit for work completed.

24 Students given an in-school suspension in excess of one (1) day from classes shall attend either special  
25 classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for  
26 study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all  
27 times and has textbooks and classwork assignments from his/her regular teachers.

#### 28 **SUSPENSIONS LONGER THAN FIVE DAYS**<sup>10</sup>

29 If a suspension is longer than five (5) days, the principal shall develop and implement a plan for  
30 improving the student's behavior.

#### 31 **SUSPENSIONS LONGER THAN TEN DAYS**<sup>11</sup>

32 If the principal suspends a student for longer than ten (10) days, he/she shall immediately give written  
33 notice to the parents/guardians and the student of the right to appeal the decision. All appeals shall be  
34 filed within ~~five (5)~~ 10 (ten) days of receipt of notice. These appeals may be filed by the  
35 parents/guardians, the student, or any person holding a teaching license who is employed by the school  
36 district if requested by the student.

1 The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If  
2 a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

### 3 **SCHOOL-SPONSORED EVENTS**<sup>6</sup>

4 If a student assaults an employee, he/she shall be suspended from school-sponsored events for one (1)  
5 calendar year unless modified by the Director of Schools. A school-sponsored event is an activity that  
6 is not directly related to a student's grade in a course of instruction.

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#### Legal References

1. [TCA 49-2-203\(a\)\(7\)](#); [TCA 49-6-3401\(a\)](#)
2. [TCA 39-17-1309\(b\)](#)
3. [TCA 39-17-1309](#)
4. [TCA 53-10-101](#); [TCA 39-17-454](#)
5. [Public Acts of 2024, Chapter No. 882](#)
6. [Public Acts of 2024, Chapter No. 915](#); [TCA 39-13-101](#)
7. [TCA 49-6-3401\(i\)](#)
8. [TCA 49-6-3401\(d\)](#)
9. [TCA 49-6-3401\(b\)](#)
10. [TCA 49-6-3401\(c\)\(3\)](#)
11. [TCA 49-6-3401\(a\)-\(c\)](#); [Goss v. Lopez, 419 U.S. 565 \(1975\)](#); [20 USCA § 1415](#)

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#### Cross References

Traffic and Parking Controls 3.403  
Code of Conduct 6.300  
Procedural Due Process 6.302  
Interference/Disruption of School Activities 6.306  
Drug-Free Schools 6.307  
Bus Safety and Conduct 6.308  
Zero Tolerance Offenses 6.309  
Dress Code 6.310  
Student Disciplinary Hearing Authority 6.317  
Alternative Education 6.319

# Cumberland County Board of Education

Monitoring: <b>Review: Annually, in July</b>	Descriptor Term: <b>Student Disciplinary Hearing Authority</b>	Descriptor Code: <b>6.317</b>	Issued Date: <b>08/24/23</b>
		Rescinds: <b>6.317</b>	Issued: <b>12/03/20</b>

1 A Disciplinary Hearing Authority (DHA)<sup>1</sup> shall conduct hearings of appeals for students who have  
2 been suspended for more than ten (10) school days. The Board shall appoint a DHA which shall  
3 consist of ~~9~~ members comprised of Central Service personnel, one of which must be a licensed  
4 employee of the Board. The Director of Schools shall recommend members of the DHA to the Board  
5 for approval annually. All appointments are for one (1) year terms and subject to reappointment. Board  
6 members shall not serve on the DHA<sup>1</sup>. Each hearing shall be conducted by a maximum of three (3)  
7 members of the DHA.  
8

9 The Director of Schools shall appoint a chairman of the DHA from the members appointed by the  
10 Board. The chairman shall perform the following duties:

- 11 1. Set the time, place and date for each hearing;
- 12 2. Maintain order and structure during each hearing; and
- 13 3. Prepare, sign, and disseminate the minutes of each meeting.

14  
15 Upon receiving notification of the request to appeal the suspension decision, the DHA shall provide  
16 written notification to the parent(s)/guardian(s) of the student, and any other appropriate persons of the  
17 time, place, and date of the hearing. The hearing shall be held no later than ten (10) days after the  
18 beginning of the suspension.<sup>2</sup>

19 The DHA may take the following disciplinary actions:<sup>3</sup>

- 20 1. Affirm the decision of the school principal;
- 21 2. Order removal of the suspension/expulsion unconditionally;
- 22 3. Order removal of the suspension/expulsion upon such terms and conditions as it deems  
23 reasonable;
- 24 4. Assign the student to alternative placement; or
- 25 5. Suspend the student for a specified period of time.\*

26 Within ~~five (5)~~ 10 (ten) days of the DHA rendering a decision, the student, principal, principal/teacher,  
27 or assistant principal may appeal the decision of the DHA to the Director of Schools. The Director of  
28 Schools shall review the record and notify the individuals of his/her decision. Absent a timely appeal,  
29 the decision of the DHA shall be final.

30 The student, principal, principal/teacher, or assistant principal may then request a review by the Board  
31 and the Board shall review the record.

32 Following the review, the Board may take the following actions:

1 *Grant Request for Hearing*<sup>4</sup>

2 If the Board grants a hearing, it shall provide notice to the student and/or his/her parent(s)/guardian(s).  
3 The notice of the hearing shall include a statement that, unless the student or the student's  
4 parent(s)/guardian(s) requests an open hearing in writing within five (5) days of receipt of the notice,  
5 the hearing shall be closed to the public.<sup>3</sup>

6 The Board may affirm, overturn, or modify the decision of the DHA, including the imposition of a  
7 more severe penalty.

8 *Deny Request for Hearing*<sup>4</sup>

9 If the Board does not grant a hearing, it may affirm, overturn, or modify the decision of the DHA. The  
10 Board shall not impose a more severe penalty than that imposed by the DHA without first providing an  
11 opportunity for a hearing before the Board.

12 \* Note: Zero-tolerance offenses set forth in statute (~~firearms, drug possession and battery upon a~~  
13 ~~school employee~~) require mandatory calendar year expulsion unless modified by the Director of  
14 Schools.  
15

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Legal References

1. TCA 49-6-3401(c)(4)(C)
2. TCA 49-6-3401(c) (4)(D)
3. TCA 49-6-3401(c)(5)
4. TCA 49-6-3401(c)(6)

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Cross References

Procedural Due Process 6.302  
Suspension/Expulsion 6.316  
Zero Tolerance Offenses 6.309  
Alternative Education 6.319  
Student Records 6.600

**Cumberland County Finance  
Summary Financial Statement by Sub-Fund  
March 2026**

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
<b>Revenues</b>							
40110	Current Property Tax	1,890,277.00	(1,870,289.86)	98.94%	157,523.08	(116,420.45)	73.91%
40120	Trustee's Collections - Prior Year	52,999.00	(53,507.45)	100.96%	4,416.58	(15,375.97)	348.14%
40130	Cir Clk/Clk & Master Collections-Pr Yr	18,765.00	6,977.72	-37.18%	1,563.75	(1,482.81)	94.82%
40140	Interest And Penalty	21,342.00	(967.36)	4.53%	1,778.50	(4,351.71)	244.68%
40210	Local Option Sales Tax	16,953,333.00	(11,812,351.40)	69.68%	1,412,777.75	(1,256,773.74)	88.96%
40270	Business Tax	3,561.00	(2,908.14)	81.67%	296.75	(190.00)	64.03%
40275	Mixed Drink Sales	57,360.00	(38,963.48)	67.93%	4,780.00	(5,294.86)	110.77%
43517	Tuition - Other	150,246.00	(134,720.52)	89.67%	12,520.50	(15,122.00)	120.78%
43570	Receipts From Individual Schools	66,000.00	(56,796.40)	86.06%	5,500.00	(9,470.91)	172.20%
43990	Other Charges For Services	15,000.00	(24,623.30)	164.16%	1,250.00	(18,486.50)	1,478.92%
44120	Lease/Rentals/PPP	4,240.00	(15,408.62)	363.41%	353.33	(1,645.85)	465.81%
44145	Sale Of Recycled Materials	2,500.00	(1,926.60)	77.06%	208.33	(150.90)	72.43%
44170	Miscellaneous Refunds	110,000.00	(79,877.44)	72.62%	9,166.67	(16,505.34)	180.06%
44560	Damages Recovered From Individuals	500.00	(1,173.02)	234.60%	41.67	(20.00)	48.00%
44570	Contributions & Gifts	16,500.00	(13,151.00)	79.70%	1,375.00	0.00	0.00%
44990	Other Local Revenues	14,000.00	(17,594.82)	125.68%	1,166.67	(1,727.00)	148.03%
46510	Tennessee Investment in Student	779,835.50	(42,397,427.44)	5,436.71%	64,986.29	(5,202,199.00)	8,005.07%
46511	Basic Education Program	51,834,178.00	0.00	0.00%	4,319,514.83	0.00	0.00%
46513	TISA - On-behalf Payments	104,172.89	0.00	0.00%	8,681.07	0.00	0.00%
46515	Early Childhood Education	1,155,840.57	(804,025.11)	69.56%	96,320.05	(16,669.34)	17.31%
46590	Other State Education Funds	1,937,014.81	(1,544,550.37)	79.74%	161,417.90	(59,702.57)	36.99%
46591	Coordinated School Health - ARRA	114,200.00	(65,697.16)	57.53%	9,516.67	0.00	0.00%
46596	Paid Parental Leave	0.00	(89,674.02)	0.00%	0.00	(79,391.79)	0.00%
46610	Career Ladder Program	80,000.00	(36,689.16)	45.86%	6,666.67	0.00	0.00%
46790	Other Vocational	3,000,000.00	(1,128,461.38)	37.62%	250,000.00	(379,173.70)	151.67%
46851	State Revenue Sharing -T.V.A.	221,183.74	(221,183.74)	100.00%	18,431.98	0.00	0.00%
46990	Other State Revenues	106,000.00	0.00	0.00%	8,833.33	0.00	0.00%
47590	Other Federal Through State	622,115.41	(169,315.75)	27.22%	51,842.95	(17,647.06)	34.04%
48610	Donations	10,960.00	(10,960.00)	100.00%	913.33	0.00	0.00%
48990	Other	0.00	(5,500.00)	0.00%	0.00	0.00	0.00%
49700	Insurance Recovery	0.00	(5,093.62)	0.00%	0.00	0.00	0.00%
	<b>Total Revenues</b>	<b>79,342,123.92</b>	<b>(60,595,859.44)</b>	<b>76.37%</b>	<b>6,611,843.66</b>	<b>(7,217,801.50)</b>	<b>109.16%</b>
<b>Expenditures</b>							
71100	Regular Instruction Program	(33,389,257.79)	22,136,552.46	66.30%	(2,782,438.15)	2,546,621.67	91.52%
71150	Alternative Instruction Program	(400,742.00)	262,137.44	65.41%	(33,395.17)	30,463.17	91.22%
71200	Special Education Program	(6,332,927.48)	4,265,973.09	67.36%	(527,743.96)	525,661.47	99.61%
71300	Career And Technical Education	(7,218,228.06)	4,605,139.93	63.80%	(601,519.01)	506,016.19	84.12%

**Cumberland County Finance  
Summary Financial Statement by Sub-Fund  
March 2026**

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71400	Student Body Education Program	(638,651.00)	410,742.66	64.31%	(53,220.92)	16,895.46	31.75%
72110	Attendance	(248,618.00)	181,123.63	72.85%	(20,718.17)	15,462.73	74.63%
72120	Health Services	(1,001,488.00)	687,929.68	68.69%	(83,457.33)	75,383.41	90.33%
72130	Other Student Support	(1,889,815.60)	1,333,055.33	70.54%	(157,484.63)	162,032.16	102.89%
72210	Regular Instruction Program	(1,533,428.00)	1,025,996.96	66.91%	(127,785.67)	94,833.11	74.21%
72220	Special Education Program	(1,167,406.13)	911,816.36	78.11%	(97,283.84)	66,852.14	68.72%
72230	Career And Technical Education	(649,839.00)	432,789.40	66.60%	(54,153.25)	50,332.07	92.94%
72250	Technology	(1,036,671.00)	747,414.13	72.10%	(86,389.25)	65,257.49	75.54%
72310	Board Of Education	(1,135,346.00)	943,503.96	83.10%	(94,612.17)	70,136.77	74.13%
72320	Office Of The Superintendent	(351,726.00)	265,630.74	75.52%	(29,310.50)	30,911.61	105.46%
72410	Office Of The Principal	(5,074,674.00)	3,598,310.38	70.91%	(422,889.50)	433,565.55	102.52%
72510	Fiscal Services	(386,200.00)	238,732.67	61.82%	(32,183.33)	30,005.05	93.23%
72520	Human Services/Personnel	(244,289.00)	173,971.78	71.22%	(20,357.42)	14,950.41	73.44%
72610	Operation Of Plant	(5,846,762.00)	4,517,076.21	77.26%	(487,230.17)	588,323.24	120.75%
72620	Maintenance Of Plant	(2,939,814.00)	1,931,257.98	65.69%	(244,984.50)	575,857.91	235.06%
72710	Transportation	(4,368,107.72)	3,219,111.71	73.70%	(364,008.98)	393,176.90	108.01%
73300	Community Services	(192,861.00)	120,891.92	62.68%	(16,071.75)	15,878.04	98.79%
73400	Early Childhood Education	(1,389,223.00)	899,222.95	64.73%	(115,768.58)	111,688.98	96.48%
76100	Regular Capital Outlay	(780,369.03)	555,436.43	71.18%	(65,030.75)	46,153.06	70.97%
82130	Education	(222,924.00)	74,300.00	33.33%	(18,577.00)	18,575.00	99.99%
82230	Education	(30,132.00)	10,360.00	34.38%	(2,511.00)	2,590.00	103.15%
91300	Education Capital Projects	(3,441,183.74)	2,340,595.63	68.02%	(286,765.31)	924,892.16	322.53%
	<b>Total Expenditures</b>	<b>(81,910,683.55)</b>	<b>55,889,073.43</b>	<b>68.23%</b>	<b>(6,825,890.30)</b>	<b>7,412,515.75</b>	<b>108.59%</b>
<b>Total</b>	<b>141</b> General Purpose School	<b>(2,568,559.63)</b>	<b>(4,706,786.01)</b>	<b>-183.25%</b>	<b>(214,046.64)</b>	<b>194,714.25</b>	<b>90.97%</b>

**Cumberland County, Tennessee  
 Local Option Sales Tax Collections  
 General Purpose School Fund  
 FY 2025-2026**

Month	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Actual	FY 24-25 Actual	FY 25-26 Budget	FY25-26 Actual	Difference
August	\$ 870,571	\$ 1,020,777	\$ 1,166,927	\$ 1,351,767	\$ 1,434,099	\$ 1,459,059	\$ 1,488,240	\$ 1,504,002	\$ 15,762
September	\$ 865,871	\$ 952,467	\$ 1,107,995	\$ 1,364,864	\$ 1,362,368	\$ 1,393,264	\$ 1,421,129	\$ 1,508,525	\$ 87,396
October	\$ 846,819	\$ 919,285	\$ 1,083,881	\$ 1,264,424	\$ 1,298,385	\$ 1,421,924	\$ 1,450,362	\$ 1,480,348	\$ 29,985
November	\$ 859,937	\$ 973,849	\$ 1,106,688	\$ 1,299,471	\$ 1,294,789	\$ 1,364,585	\$ 1,391,877	\$ 1,463,004	\$ 71,127
December	\$ 871,317	\$ 983,974	\$ 1,132,259	\$ 1,289,256	\$ 1,366,010	\$ 1,417,209	\$ 1,445,553	\$ 1,490,147	\$ 44,594
January	\$ 827,204	\$ 977,133	\$ 1,159,721	\$ 1,298,903	\$ 1,314,873	\$ 1,362,837	\$ 1,390,094	\$ 1,447,019	\$ 56,925
February	\$ 1,057,209	\$ 1,278,153	\$ 1,304,344	\$ 1,471,897	\$ 1,630,073	\$ 1,575,350	\$ 1,606,857	\$ 1,662,534	\$ 55,677
March	\$ 731,082	\$ 897,298	\$ 965,550	\$ 1,156,878	\$ 1,130,567	\$ 1,155,681	\$ 1,178,795	\$ 1,256,974	\$ 78,179
April	\$ 710,630	\$ 828,199	\$ 999,451	\$ 1,131,461	\$ 1,187,369	\$ 1,149,333	\$ 1,172,320		
May	\$ 854,049	\$ 1,178,207	\$ 1,264,205	\$ 1,398,362	\$ 1,342,565	\$ 1,423,150	\$ 1,451,612		
June	\$ 828,973	\$ 1,096,183	\$ 1,185,985	\$ 1,309,063	\$ 1,336,725	\$ 1,420,042	\$ 1,448,443		
July Accrual	\$ 947,306	\$ 1,114,903	\$ 1,298,919	\$ 1,399,744	\$ 1,394,836	\$ 1,478,482	\$ 1,508,052		
<b>Total</b>	<b>\$ 10,270,968</b>	<b>\$ 12,220,428</b>	<b>\$ 13,775,928</b>	<b>\$ 15,736,090</b>	<b>\$ 16,092,659</b>	<b>\$ 16,620,915</b>	<b>\$ 16,953,333</b>	<b>\$ 11,812,551</b>	<b>\$ 439,644</b>

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS the General Budget for 2025-2026 required a revision to account for a change in needs.

THEREFORE, be resolved by the Cumberland County Board of Education meeting on this 23<sup>rd</sup> day of April 2026, and by the Cumberland County Commission meeting on this 18th day of May 2026, that the following budget be adopted:

**Decrease Expenditures:**

141-71300-449	Textbooks	\$ 9,000.00
141-71300-706	Building Construction	\$ 16,000.00
<b>Total Decrease:</b>		<b>\$ 25,000.00</b>

**Increase Expenditures:**

141-72230-524	Inservice/Staff Development	\$ 25,000.00
<b>Total Increase:</b>		<b>\$ 25,000.00</b>

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

\_\_\_\_\_  
BOE Member

ATTEST:

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

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote: Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Amendment # \_\_\_\_\_  
Cumberland County, Tennessee  
GEAR UP State / Federally Funded

WHEREAS, the Gear Up Grant requires a revision due to a change in needs.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April 2026 and by the Cumberland County Commission meeting on this 18th day of May 2026, that the following budget amendment be adopted:

---

**STATE / FEDERAL GRANT: GEAR UP**

Increase Expenditures:

141-71300-429-GEAR	Instructional Supplies & Materials	\$ 5,000.00
	<b>Total Increase</b>	<b>\$ 5,000.00</b>

Decrease Expenditures:

141-72130-524-GEAR	In-Service /Staff Development	\$ 5,000.00
	<b>Total Decrease</b>	<b>\$ 5,000.00</b>

SPONSORED BY:

\_\_\_\_\_  
BOE Member

APPROVED BY:

\_\_\_\_\_  
Chairman of the Board

ATTEST:

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

Ayes: \_\_\_ Nays: \_\_\_ Abstain: \_\_\_

Sponsor:

\_\_\_\_\_  
County Commissioner

Approval:

\_\_\_\_\_  
County Mayor

Attest:

\_\_\_\_\_  
County Clerk

Budget Committee Vote: Ayes: \_\_\_ Nays: \_\_\_ Abstain: \_\_\_

**Resolution #**  
Cumberland County, Tennessee  
General Program School Fund

**WHEREAS**, the approved FY 2026 budget for the Cumberland County Board of Education included appropriations for legal services based on estimated costs; and

**WHEREAS**, actual legal expenditures have exceeded original projections due to unexpected legal matters; and

**WHEREAS**, it is necessary to reallocate appropriations to ensure adequate funding for operational needs;

**NOW, THEREFORE**, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of April 2026, and by the Cumberland County Commission, meeting on May 18th, 2026, that the following budget amendment be adopted.

---

**General Budget Amendment**

**Increase Expenditures:**

<u>141-72310-331</u>	BOE - Legal Services	\$40,000.00
Total Increase in Revenue		\$40,000.00

**Decrease Expenditures:**

<u>141-72210-105</u>	Regular Instructional Support - Supervisor	\$40,000.00
Total Increase in Expenditures		\$40,000.00

SPONSORED BY:

APPROVED BY:

---

BOE Member

Chairman of the Board

ATTEST:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

\_\_\_\_\_  
Director of School

Sponsor: \_\_\_\_\_

County Commissioner

Approval: \_\_\_\_\_

County Commissioner

Attest: \_\_\_\_\_

County Clerk

Budget Committee Vote

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

**Resolution #**

Cumberland County, Tennessee  
General Program School Fund

WHEREAS the General budget requires revision to record receipt of the funds from the TVA EnergyRight grant for North Cumberland Elementary.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April 2026, and by the Cumberland County Commission meeting on May 18th, 2026, that the following budget amendment be adopted.

---

**General Budget Amendment**

<b>Increase Revenue:</b>		
141-48610	Citizen Group Donation	\$9,980.00
Total Increase in Revenue		\$9,980.00
 <b>Increase Expenditures:</b>		
141-71100-429	Instructional Supplies	\$9,980.00
Total Increase in Expenditures		\$9,980.00

SPONSORED BY:

APPROVED BY:

---

BOE Member

Chairman of the Board

ATTEST:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

---

Director of School

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Commissioner

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

RESOLUTION # \_\_\_\_\_

Cumberland County, Tennessee  
Recruitment and Retention Grant

WHEREAS, the General budget requires revision to reallocate the Recruitment-Retention Award.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April, 2026, that the following budget amendment be adopted:

Recruitment and Retention Grant - RRA

Decrease Expenditures

141-72220-201-RRA	Social Security/Medicare	\$	65.71
141-72220-204-RRA	State Retirement	\$	378.31
141-72220-217-RRA	Re-Hybrid Stabilization	\$	144.75
<b>Total Decrease in Expenditures</b>		<b>\$</b>	<b>588.77</b>

Increase Expenditures

141-72220-124-RRA	Psychological Personnel	\$	588.77
<b>Total Increase in Expenditures</b>		<b>\$</b>	<b>588.77</b>

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

\_\_\_\_\_  
Director of Schools      Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

**Resolution #**

Cumberland County, Tennessee  
General Program School Fund

**WHEREAS**, the Cumberland County Board of Education is committed to replacing and updating student technology devices as needed; and

**WHEREAS**, the Board has identified the need to purchase chromebooks for students during this fiscal year due to the vendor not being able to provide a quote that extends into fiscal year 2027; and

**WHEREAS**, sufficient fund balance is available to support this one-time expenditure without adversely affecting the financial stability of the district;

**NOW, THEREFORE, BE IT RESOLVED that the Cumberland County Board of Education**, meeting on this **23rd day of April 2026**, hereby amends its General Purpose School Fund budget to appropriate fund balance in the amount not exceeding \$475,000 for the purpose of purchasing chromebooks to ensure availability for the students.

**BE IT FURTHER RESOLVED**, that the following budget amendment be adopted by the **Cumberland County Commission**, meeting in regular session on this **18th day of May 2026**.

---

**General Budget Amendment**

<b>Decrease</b>		
<hr/>		
141-39000	Fund Balance	\$475,000.00
Total Decrease		\$475,000.00
<b>Increase Expenditures:</b>		
<hr/>		
141-72520-790	Regular Instruction Equipment	\$475,000.00
Total Increase in Expenditures		\$475,000.00

SPONSORED BY:

APPROVED BY:

---

BOE Member

Chairman of the Board

ATTEST:

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

---

Director of Schools

Sponsor: \_\_\_\_\_

County Commissioner

Approval: \_\_\_\_\_

County Commissioner

Attest: \_\_\_\_\_

County Clerk

Budget Committee Vote

Ayes: \_\_\_\_ Nays: \_\_\_\_ Abstain: \_\_\_\_

RESOLUTION # \_\_\_\_\_ -

Cumberland County, Tennessee  
Federal Program School Fund

WHEREAS, the Federal 891 budget requires revision to increase Salary & Benefits Lines

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April 2026, that the following budget amendment be adopted:

---

Federal Budget Amendment

Decrease Expenditures

142-891-71200-163	Educational Assistants	\$	5,000.00
142-891-72220-524	Staff Development	\$	3,000.00
Total Decrease of Expenditures		\$	<u>8,000.00</u>

Increase Expenditures

142-891-71200-499	Other Supplies and Materials	\$	8,000.00
Total Increase of Expenditures		\$	<u>8,000.00</u>

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

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

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

RESOLUTION # \_\_\_\_\_

Cumberland County, Tennessee

Federal Program School Fund

WHEREAS, the Federal 911 budget requires reallocation of funds

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April 2026, that the following budget amendment be adopted:

Federal Budget Amendment

Decrease Expenditures

142-911-71200-163	Educational Assistants	\$	1,500.00
Total Decrease of Expenditures		\$	1,500.00

Increase Expenditures

142-911-71200-201	Social Security/Medicare	\$	500.00
142-911-72220-322	Evaluation & Testing	\$	1,000.00
Total Increase of Expenditures		\$	1,500.00

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

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

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:  
Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Cumberland County, Tennessee  
Federal Program School Fund

WHEREAS, the Federal BBLC budget requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April 2026, that the following budget amendment be adopted:

Federal Budget Amendment

Decrease Expenditures

142-891-71200-429	Instructional Supplies	\$	1,000.00
142-891-71200-725	Special Education Equipment	\$	3,200.00
Total Decrease Expenditures		\$	<u>4,200.00</u>

Increase Expenditures

142-891-71200-499	Other Supplies and Materials	\$	4,200.00
Total Increase Expenditures		\$	<u>4,200.00</u>

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

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

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Cumberland County, Tennessee  
Federal Program School Fund

WHEREAS, the Federal IDEA 901 budget requires revision to reallocate funds.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 23rd day of April 2026, that the following budget amendment be adopted:

Federal Budget Amendment

Decrease Expenditures

142-901-71200-163	Educational Assistants	\$	65,000.00
142-901-71200-207	Medical Insurance	\$	40,000.00
142-901-71200-499	Other Supplies & Materials	\$	55,000.00
142-901-72220-207	Medical Insurance	\$	5,000.00
Total Decrease of Expenditures		\$	<u>165,000.00</u>

Increase Expenditures

142-901-71200-312	Contracts w/ Private Agencies	\$	87,500.00
142-901-71200-399	Other Contracted Service	\$	72,500.00
142-901-72220-189	Other Salaries & Wages	\$	5,000.00
Total Increase of Expenditures		\$	<u>165,000.00</u>

SPONSORED BY:

APPROVED BY:

\_\_\_\_\_  
BOE Member

\_\_\_\_\_  
Chairman of the Board

ATTEST:

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

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_

Sponsor: \_\_\_\_\_  
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:

Ayes: \_\_\_\_\_ Nays: \_\_\_\_\_ Abstain: \_\_\_\_\_



Issued:	Procedure:
April 2025	Policy Reference:
<b>Field Trip and Excursions</b>	
	4.302 Exhibit B

**Cumberland County Schools Field Trip Request**

In State/Pre-Approved \_\_\_\_\_ Overnight  \_\_\_\_\_ Out of State \_\_\_\_\_

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

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

School Cumberland County High School Subject/Grade Level 9-12  
 Trip Requested By Megan Sherfield Date of Trip June 9-12, 2024  
 Destination Cher Camp @ ITU (Cokeville, TN) City Cokeville State TN  
 Departure Time \_\_\_\_\_ Return \_\_\_\_\_ Admission per student \$ \_\_\_\_\_

Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature *Laura E. ...* SPED Signature *[Signature]*

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Megan Sherfield # of Students 13  
Darcy Phipps

TOTAL # of TEACHERS: 2 TOTAL # of STUDENTS 13

Additional Chaperones (If Needed) N/A

Cafeteria (Notified) Signature *Melissa ...*  Purchase Order Requested  
 Substitute Requested (If Needed)  Permission Slip Obtained (Take on trip)

School Nurse Signature *[Signature]*  
 Sponsoring Teacher's Signature *Megan Sherfield* Cell Phone # 931-337-4647 Principal's Signature *[Signature]* Date 4-6-24

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Mileage _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied \_\_\_\_\_

Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_



# GEAR UP TN - Youth Summit

Issued:	Procedure:
April 2025	Policy Reference:
<b>Field Trip and Excursions</b>	
	4.302 Exhibit B

**Cumberland County Schools Field Trip Request**

In State/Pre-Approved \_\_\_\_\_ Overnight  Out of State \_\_\_\_\_

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

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

School GEAR UP TN - SCES, MES, BES, PHES Subject/Grade Level Rising 9th Graders  
 Trip Requested By Kiley + Rachel Flowers Date of Trip June 2-3  
 Destination University of TN - Knoxville City KNOXVILLE State TN  
 Departure Time TBD Return TBD Admission per student \$ \_\_\_\_\_

Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature Maisha Adair SPED Signature Maisha Adair

**Please Check Type of Activity**

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Julie Wyatt Chester Good # of Students 60  
Kiley Allen Jay Good  
Rachel Flowers  
Sarah Matthews \*Contingent  
EMMY McCoy  
Martha Christopher  
Blake Allen

TOTAL # of TEACHERS: 9 TOTAL # of STUDENTS 60

Additional Chaperones (If Needed) \_\_\_\_\_  
 Cafeteria (Notified) Signature N/A  Purchase Order Requested  
 Substitute Requested (If Needed)  Permission Slip Obtained (Take on trip)  
 School Nurse Signature Maisha Adair

Sponsoring Teacher's Signature Kiley Allen / Rachel Flowers Cell Phone # 931 787-5099 Principal's Signature \_\_\_\_\_ Date \_\_\_\_\_

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied

Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_

Issued:  April 2025	Procedure: Policy Reference:  <b>Field Trip and Excursions</b>	4.302 Exhibit B
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Cumberland County Schools Field Trip Request

In State/Pre-Approved \_\_\_\_\_ Overnight ✓ Out of State \_\_\_\_\_

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

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

School Stone Memorial HS. Subject/Grade Level Girls Soccer (9-12)  
 Trip Requested By Caitlin Brown Date of Trip 8/21-8/23  
 Destination Gatlinburg, TN City Gatlinburg State TN  
 Departure Time 7:00 AM Return 7:00 PM Admission per student \$ N/A

Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature [Signature] SPED Signature [Signature]

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Caitlin Brown # of Students 24  
Brittany Bilbrey

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 24

Additional Chaperones (If Needed)  
 Cafeteria (Notified) Signature [Signature]  Purchase Order Requested  
 Substitute Requested (If Needed)  Permission Slip Obtained (Take on trip)

School Nurse Signature [Signature]  
 Sponsoring Teacher's Signature [Signature] Cell Phone # 812-606-5684 Principal's Signature [Signature] Date 3/27/26

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied \_\_\_\_\_  
 Director of Schools Date of Board Approval

<b>Issued:</b>	<b>Procedure:</b>	
	<b>Policy Reference:</b>	
April 2025	<b>Field Trip and Excursions</b>	4.302 Exhibit B

**Cumberland County Schools Field Trip Request**

In State/Pre-Approved \_\_\_\_\_ Overnight X Out of State \_\_\_\_\_

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

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

School Stone Memorial H.S. Subject/Grade Level Volleyball (9-12)  
 Trip Requested By Brooklyn Buck Date of Trip 8/21 - 8/22  
 Destination Knoxville, TN City Knoxville State TN  
 Departure Time 7:00 AM Return 7:00 PM Admission per student \$ N/A  
 Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature [Signature] SPED Signature [Signature]

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Brooklyn Buck # of Students 16

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 16

Additional Chaperones (If Needed) \_\_\_\_\_  
 Cafeteria (Notified) Signature [Signature]  Purchase Order Requested  
 Substitute Requested (If Needed) \_\_\_\_\_  Permission Slip Obtained (Take on trip)  
 School Nurse Signature [Signature]  
 Sponsoring Teacher's Signature [Signature] Cell Phone # 931-250-2160 Principal's Signature [Signature] Date 3/27/26

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied \_\_\_\_\_

Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_

Issued:	Procedure:
April 2025	Policy Reference:
<b>Field Trip and Excursions</b>	
	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved \_\_\_\_\_ Overnight  Out of State \_\_\_\_\_

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

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

School Stone Memorial H.S. Subject/Grade Level Volleyball - (9-12)  
 Trip Requested By Brooklyn Buck Date of Trip July 15-17  
 Destination Essexville, TN City Essexville State TN  
 Departure Time 7:00 AM Return 7:00 PM Admission per student \$ N/A  
 Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature [Signature] SPED Signature [Signature]

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Brooklyn Buck # of Students 16

\_\_\_\_\_ # \_\_\_\_\_

\_\_\_\_\_ # \_\_\_\_\_

\_\_\_\_\_ # \_\_\_\_\_

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 16

Additional Chaperones (If Needed) \_\_\_\_\_

Cafeteria (Notified) Signature [Signature]  Purchase Order Requested

Substitute Requested (If Needed) \_\_\_\_\_  Permission Slip Obtained (Take on trip)

School Nurse Signature [Signature]

Sponsoring Teacher's Signature [Signature] Cell Phone # 931-250-2160 Principal's Signature [Signature] Date 3/27/26

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied \_\_\_\_\_

Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_

Issued:	Procedure:	
	Policy Reference:	
April 2025	<b>Field Trip and Excursions</b>	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved \_\_\_\_\_ Overnight  \_\_\_\_\_ Out of State \_\_\_\_\_

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

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

School Stone Memorial H.S. Subject/Grade Level Valleyball (9-12)  
 Trip Requested By Brooklyn Buck Date of Trip 9/17 - 9/20  
 Destination Panama City City Panama City State FL  
 Departure Time 7:00 AM Return 7:00 PM Admission per student \$ N/A  
 Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature [Signature] SPED Signature [Signature]

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Brooklyn Buck # of Students 16

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 16

Additional Chaperones (If Needed)  
 Cafeteria (Notified) Signature [Signature]  Purchase Order Requested  
 Substitute Requested (If Needed)  Permission Slip Obtained (Take on trip)

School Nurse Signature [Signature]  
 Sponsoring Teacher's Signature [Signature] Cell Phone # 931-250-2160 Principal's Signature [Signature] Date 3/27/26

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved  Denied \_\_\_\_\_

Director of Schools \_\_\_\_\_ Date of Board Approval \_\_\_\_\_

Issued:  April 2025	Procedure: Policy Reference:  <b>Field Trip and Excursions</b>	4.302 Exhibit B
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Cumberland County Schools Field Trip Request

In State/Pre-Approved Y      Overnight Y      Out of State \_\_\_\_\_

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

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

School Stone Memorial      Subject/Grade Level 6-8th  
 Trip Requested By Emma Bailey      Date of Trip July 14-17, 2026  
 Destination Cookeville, TN - UCA Camp      City Cookeville, TN      State TN  
 Departure Time 8:00 AM      Return 9:00 PM      Admission per student \$ N/A

Special Services: Check ALL that apply. Prior approval is required.  School Nurse  SpED Bus  SpED Assistant  
 Student has 504 plan  Bus with Lift

School Nurse Signature [Signature]      SPED Signature [Signature]

Please Check Type of Activity

- Academic Field Trip
- Incentive Field Trip
- School Clubs
- Band/Chorus
- Competition
- Sports
- Special Classroom Trip (Describe) \_\_\_\_\_
- Other \_\_\_\_\_

Teachers Going: Emma Bailey (SES)      # of Students 20  
Kayla Findley (NCE)

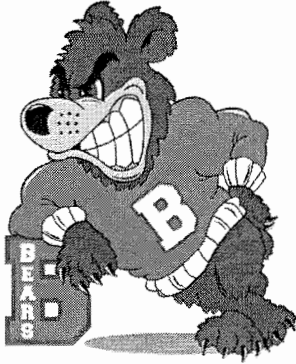
TOTAL # of TEACHERS: 2      TOTAL # of STUDENTS 20

Additional Chaperones (If Needed) \_\_\_\_\_  
 Cafeteria (Notified) Signature [Signature]       Purchase Order Requested  
 Substitute Requested (If Needed) \_\_\_\_\_       Permission Slip Obtained (Take on trip)  
 School Nurse Signature [Signature]  
 Sponsoring Teacher's Signature [Signature]      Cell Phone # 931-787-9831      Principal's Signature [Signature]      Date 3/24/26

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

*To be completed for out-of-state and overnight school sponsored trips only*

Approved       Denied      \_\_\_\_\_      \_\_\_\_\_  
 Director of Schools      Date of Board Approval



**FRANK P. BROWN  
ELEMENTARY**

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

4/8/2025

I am submitting Brown Elementary's  
2026-2027 agreement with Simple Pix  
approval.

A handwritten signature in black ink is written over a solid horizontal line. The signature is stylized and appears to be 'K Lewis'.

Kevin Lewis  
Principal



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
**2026-2027**

School: Brown Elementary County: Cumberland District: Cumberland County Schools  
 Address: 3766 Dunbar Road City: Crossville State: TN Zip: 38572  
 Phone: 931-788-2248 Grades (Low-High): PK - 8 Enrollment: 610  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Kevin Lewis</u>	<u>kevin.lewis@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u>Jenny Elrod</u>	<u>jelrod@ccschools.k12tn.net</u>	<u></u>
Bookkeeper:	<u>Sarah King</u>	<u>sking1@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Cheri Leggett</u>	<u>cleggett@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Ashley Davis, Richard Leahy</u>	<u>ashley.davis@ccschools.k12tn.net, rleahy1@ccschools.k12tn.net</u>	<u></u>
PD Coordinator:	<u>Sarah King</u>	<u>sking1@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u>Patricia Overstreet (Central Office)</u>	<u>poverstreet@ccschools.k12tn.net</u>	<u></u>

- FALL** Commission: 50%
- SPRING** Commission: 50% (Prepay Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes: Folios (\$30 deducted from Spring Commission for Digital Download of all C&G Images)
- OTHER:** Sports Notes:
- OTHER:** Yearbook Clubs Notes:
- OTHER:** Yearbook Superlatives Notes:
- YEARBOOK** Pages: 72 Copies: 250-299 Cover Type: Hard BASE PER COPY: \$27.07  
 \*Arrival Date: 5/4/2027 Submission Date: 4/5/2027 Tax Rate: Exempt TAX PER COPY: Exempt  
\*Softcover Yearbooks Arrive 10 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved, & Final Order Qty Confirmed  
\*Hardcover Yearbooks Arrive 15 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved & Final Order Qty Confirmed SHIPPING: Included  
\*Personalized Covers option adds 5 Business Days  
 Options:  TOTAL PER COPY: \$27.07

Notes:

Nathan Hardman

SimplePix Representative Signature

3/14/2026

Date

Nathan Hardman

SimplePix Representative Name

[Signature]

School Representative Signature

3/27/26

Date

Kevin Lewis

School Representative Name



**CRAB ORCHARD  
ELEMENTARY SCHOOL**

240 School Road  
Crab Orchard, TN 37723  
PHONE: (931) 484-7400 FAX: (931) 456-5655  
Principal: Debbie Beaty  
Asst. Principal: Todd Kuffel

Dr. Farley and CCBOE School Board Members:

Please find attached Crab Orchard Elementary's 2026-2027 SimplePix Portrait and Yearbook Agreement.

Thank you,

  
Debbie Beaty, Principal



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
2026-2027

School: Crab Orchard Elementary County: Cumberland District: Cumberland County Schools  
 Address: 240 School Road City: Crab Orchard State: TN Zip: 37723  
 Phone: 931-484-7400 Grades (Low-High): K - 8 Enrollment: 450  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Debbie Beaty</u>	<u>beatyd@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u>Todd Kuffel</u>	<u>tkuffel@ccschools.k12tn.net</u>	<u></u>
Bookkeeper:	<u>Missy Cook</u>	<u>mcook@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Glenda Sherrill</u>	<u>gsherrill@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Jacque Pugh</u>	<u>jpugh1@ccschools.k12tn.net</u>	<u></u>
PD Coordinator:	<u>Glenda Sherrill</u>	<u>gsherrill@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u>Patricia Overstreet (Central Office)</u>	<u>poverstreet@ccschools.k12tn.net</u>	<u></u>

- FALL** Commission: 50%
- SPRING** Commission: 50% (Prepay Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes:
- OTHER:** Sports Notes:
- OTHER:**  Notes:
- OTHER:**  Notes:
- YEARBOOK** Pages: 52 Copies: 150-199 Cover Type: Hard BASE PER COPY: \$25.84  
 \*Arrival Date: 5/4/2027 Submission Date: 4/5/2027 Tax Rate: 9.25% TAX PER COPY: \$2.39  
\*Softcover Yearbooks Arrive 10 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved, & Final Order Qty Confirmed  
 \*Hardcover Yearbooks Arrive 15 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved & Final Order Qty Confirmed  
 \*Personalized Covers option adds 5 Business Days SHIPPING: Included  
 Options:  **TOTAL PER COPY: \$28.23**

Notes:

Nathan Hardman 3/14/2026 Nathan Hardman  
 SimplePix Representative Signature Date SimplePix Representative Name  
 School Representative Signature Date School Representative Name

# Homestead Elementary School

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3889 Hwy 127 South • Crossville, TN 38572 • 931-456-8344 • Fax: 931-456-8342

*Mary Elizabeth Edmonds*  
Principal



*Brooke Scruggs & Ashlee Watts*  
Assistant Principal

April 1, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Cumberland County Board of Education,

I am submitting Homestead Elementary's 2026-2027 picture agreement with SimplePix for your approval. We have worked with SimplePix for several years and they have provided us with excellent customer service and products. If you have questions, please let me know.

Sincerely,

A handwritten signature in black ink that reads "Mary E Edmonds". The signature is written in a cursive, flowing style.

Mary Elizabeth Edmonds  
Principal



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
2026-2027

School: Homestead Elementary County: Cumberland District: Cumberland County Schools  
 Address: 3889 Hwy 127 South City: Crossville State: TN Zip: 38572  
 Phone: 931-456-8344 Grades (Low-High): PK - 8 Enrollment: 750  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Mary Elizabeth Edmonds</u>	<u>medmonds@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u>Ashlee Watts</u>	<u>awatts@ccschools.k12tn.net</u>	<u></u>
Bookkeeper:	<u>Barbi Clouse</u>	<u>bclouse@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Hope Smith</u>	<u>hsmith@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Barbi Clouse, Mary Elizabeth Edmonds</u>	<u>bclouse@ccschools.k12tn.net, medmonds@ccschools.k12tn.net</u>	<u></u>
PD Coordinator:	<u>Barbi Clouse</u>	<u>bclouse@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u>Patricia Overstreet (Central Office)</u>	<u>poverstreet@ccschools.k12tn.net</u>	<u></u>

- FALL** Commission: 50%
- SPRING** Commission: 50% (Prepay Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes: Folios (C&G YB Images = \$30 deducted from Spring Commission)
- OTHER:** 8th Grade Group Notes:
- OTHER:** Sports Notes:
- OTHER:** Holiday Notes:
- YEARBOOK** Pages: 72 Copies: 300-349 Cover Type: Hard BASE PER COPY: \$25.92  
 \*Arrival Date: 5/4/2027 Submission Date: 4/5/2027 Tax Rate: 9.25% TAX PER COPY: \$2.40  
\*Softcover Yearbooks Arrive 10 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved, & Final Order Qty Confirmed  
 \*Hardcover Yearbooks Arrive 15 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved & Final Order Qty Confirmed  
 \*Personalized Covers option adds 5 Business Days  
 SHIPPING: Included  
 Options:  **TOTAL PER COPY: \$28.32**

Notes: \*1 Sticker per Student from Fall Pictures @ \$0.10 per sticker deducted from Fall Commission.

<u>Nathan Hardman</u> SimplePix Representative Signature	<u>3/14/2026</u> Date	<u>Nathan Hardman</u> SimplePix Representative Name
<u>Mary Edmonds</u> School Representative Signature	<u>4/1/26</u> Date	<u>Mary Elizabeth Edmonds</u> School Representative Name

**Christie VanWinkle  
Principal**



**Kasey Lowe  
Nicole Graham  
Assistant Principal**

**Glenn L. Martin Elementary School  
1362 Miller Avenue \* Crossville, TN 38555  
Phone (931) 484-7547 Fax (931) 484-8785**

Date: March 23, 2026

From: Christie VanWinkle, Principal

To: Cumberland County Board of Education  
Dr. Rebecca Farley, Director of Schools

Re: Portrait & Yearbook Agreement

Please approve the attached photography agreement with SimplePix for the 2026-2027 school year. I appreciate your consideration in this matter.

Thank you,

*Christie VanWinkle*  
Christie VanWinkle



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
**2026-2027**

School: Glenn L Martin Elementary County: Cumberland District: Cumberland County Schools  
 Address: 1362 Miller Avenue City: Crossville State: TN Zip: 38555  
 Phone: 931-484-7547 Grades (Low-High): K - 8 Enrollment: 700  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Christie VanWinkle</u>	<u>cupchurch@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u>Kasey Lowe</u>	<u>lowek@ccschools.k12tn.net</u>	<u></u>
Bookkeeper:	<u>Valarie VanHorn</u>	<u>vvanhorn@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Jo Bryson</u>	<u>jbryson@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Rachel Davis</u>	<u>rdavis82@ccschools.k12tn.net</u>	<u></u>
PD Coordinator:	<u>Valarie VanHorn</u>	<u>vvanhorn@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u>Patricia Overstreet (Central Office)</u>	<u>poverstreet@ccschools.k12tn.net</u>	<u></u>

- FALL** Commission: 50%
- SPRING** Commission: 50% (Prepay Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes: Folios (C&G YB Images = \$30 deducted from Spring Commission)
- OTHER:** Staff Group Notes: \$100 trip charge deducted from Fall Commission
- OTHER:** Sports Notes:
- OTHER:** Yearbok Clubs & Superlatives Notes:
- YEARBOOK** Pages: 68 Copies: 200-249 Cover Type: Hard BASE PER COPY: \$26.90  
 \*Arrival Date: 5/4/2027 Submission Date: 4/5/2027 Tax Rate: 9.25% TAX PER COPY: \$2.49  
\*Softcover Yearbooks Arrive 10 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved, & Final Order Qty Confirmed  
 \*Hardcover Yearbooks Arrive 15 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved & Final Order Qty Confirmed  
 \*Personalized Covers option adds 5 Business Days  
 SHIPPING: Included  
 Options:  TOTAL PER COPY: \$29.39

Notes:

<u>Nathan Hardman</u> SimplePix Representative Signature	<u>3/14/2026</u> Date	<u>Nathan Hardman</u> SimplePix Representative Name
<u>Christie VanWinkle</u> School Representative Signature	<u>3/23/26</u> Date	<u>Christie VanWinkle</u> School Representative Name



# Pleasant Hill School

486 East Main Street  
Crossville, TN 38571

Phone (931) 277-3677  
Fax (931) 277-3880  
Brandy Lowe, Interim Principal  
Aaron Lewis, Interim Assistant Principal

March 27, 2026

Cumberland County Board of Education  
Dr. Rebecca Farley  
368 Fourth Street  
Crossville, TN, 38555

Dear Dr. Farley and School Board Members:

We are seeking approval for a 2026-2027 Portrait and Yearbook agreement with SimplePix as well as the commission/fundraising we will receive from Spring, Fall, and Group Pictures with this company. Fall and Spring pictures commission will be 50% and group pictures commission will be \$3.00 per picture. Thank you for your consideration.

Respectfully,

A handwritten signature in blue ink, appearing to read "Brandy Lowe", is written over the typed name.

Brandy Lowe  
Interim Principal



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
2026-2027

School: Pleasant Hill Elementary County: Cumberland District: Cumberland County Schools  
 Address: 486 E Main St City: Pleasant Hill State: TN Zip: 38571  
 Phone: 931-277-3677 Grades (Low-High): K - 8 Enrollment: 530  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Brandy Lowe</u>	<u>blowe@ccschools.k12tn.net</u>	<u></u>
Asst. Principal:	<u></u>	<u></u>	<u></u>
Bookkeeper:	<u>Laura Piper</u>	<u>lpiper@ccschools.k12tn.net</u>	<u></u>
Secretary:	<u>Christine Edwards</u>	<u>cedwards@ccschools.k12tn.net</u>	<u></u>
YB Adviser:	<u>Susie Stewart</u>	<u>stewarts6@ccschools.k12tn.net</u>	<u></u>
PD Coordinator:	<u>Laura Piper</u>	<u>lpiper@ccschools.k12tn.net</u>	<u></u>
Student Data:	<u>Patricia Overstreet (Central Office)</u>	<u>poverstreet@ccschools.k12tn.net</u>	<u></u>

**FALL** Commission: 50%

**SPRING** Commission: 50% (Prepay Buyers Only)

**CLASS GROUPS** Commission: \$3.00

**CAP & GOWN** Notes: Folios

**OTHER:** Sports Notes:

**OTHER:**  Notes:

**OTHER:**  Notes:

**YEARBOOK** Pages: 88 Copies: 200-249 Cover Type: Hard BASE PER COPY: \$29.55

\*Arrival Date: 5/4/2027 Submission Date: 3/29/2027 Tax Rate: 9.25% TAX PER COPY: \$2.73

\*Softcover Yearbooks Arrive 10 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved, & Final Order Qty Confirmed

\*Hardcover Yearbooks Arrive 15 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved & Final Order Qty Confirmed

\*Personalized Covers option adds 5 Business Days

SHIPPING: Included

Options: Personalization = \$5.00 TOTAL PER COPY: \$32.28

Notes:

Nathan Hardman  
SimplePix Representative Signature

3/14/2026  
Date

Nathan Hardman  
SimplePix Representative Name

Brandy Lowe  
School Representative Signature

3/24/26  
Date

Brandy Lowe  
School Representative Name



**FUNDRAISER AUTHORIZATION FORM**

School Pleasant Hill School

Fund/club/class account Picture Sales

Expected date of fundraiser Fall 2026

(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Commission From pictures.

Method of fundraising (in-person, crowdfunding, etc.) in-person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Supplemental needs for school

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
School-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit check

Requested by \_\_\_\_\_ Date \_\_\_\_\_  
Name/Title

Approved by Laura Piper Date March 24, 2026  
Bookkeeper

Approved by [Signature] Date 3/24/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval

\*\*\* All others require Director approval



**FUNDRAISER AUTHORIZATION FORM**

School Pleasant Hill School

Fund/club/class account Pictures

Expected date of fundraiser Spring 2027  
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Commission from Spring pictures

Method of fundraising (in-person, crowdfunding, etc.) In-person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Supplemental needs for school

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
School-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check

Requested by \_\_\_\_\_ Date \_\_\_\_\_  
Name/Title

Approved by Laura Piper Date March 24, 2026  
Bookkeeper

Approved by [Signature] Date 3/24/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\*\* Crowdfunding & School-Wide need board approval**

**\*\*\* All others require Director approval**



**FUNDRAISER AUTHORIZATION FORM**

School Pleasant Hill School

Fund/club/class account Pictures - group

Expected date of fundraiser Fall 2026 - Winter 2027  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Commission from group pictures (class)

Method of fundraising (in-person, crowdfunding, etc.) in-person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Supplemental needs for school

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
school-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check

Requested by \_\_\_\_\_ Date \_\_\_\_\_  
Name/Title

Approved by Laura Pipe Date March 24, 2026  
Bookkeeper

Approved by [Signature] Date 3/24/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval

\*\*\* All others require Director approval



## *South Cumberland Elementary*

3536 Lantana Road \* Crossville, TN 38572  
Telephone: 931-788-6713 \* Fax: 931-788-1116

Principal: Dawn Hall

April 7, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting South Cumberland Elementary's 2026-2027 picture agreement with SimplePix for your approval. We have worked with SimplePix for several years now and have been very happy with the services they have provided. If you have any questions feel free to reach out to me.

Sincerely,

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

Dawn Hall  
Principal



# PORTRAIT & YEARBOOK AGREEMENT

School Year(s)  
**2026-2027**

School: South Cumberland Elementary County: Cumberland District: Cumberland County Schools  
 Address: 35 S Lanana Road City: Crossville State: TN Zip: 38572  
 Phone: 931-788-6713 Grades (Low-High): PK - 8 Enrollment: 535  
 SIS System: (Scheduling Software): Skyward Camera Card Sort: Teacher Packages Sort: Teacher

	Name	Email	Phone
Principal:	<u>Dawn Hall</u>	<u>halld5@ccschools.k12tn.net</u>	
Asst. Principal:	<u>John Lewis</u>	<u>jlewis94@ccschools.k12tn.net</u>	
Bookkeeper:	<u>Ricky Smith</u>	<u>rsmith5@ccschools.k12tn.net</u>	
Secretary:			
YB Adviser:	<u>Christina Ward</u>	<u>cward@ccschools.k12tn.net</u>	
PD Coordinator:	<u>Ricky Smith, Vicki Elmore, Christina Ward</u> <small>rsmith5@ccschools.k12tn.net, elmorev@ccschools.k12tn.net, cward@ccschools.k12tn.net</small>		
Student Data:	<u>Patricia Overstreet (Central Office)</u>	<u>poverstreet@ccschools.k12tn.net</u>	

- FALL** Commission: 50%
- SPRING** Commission: 50% (Prepay Buyers Only)
- CLASS GROUPS** Commission: \$3.00
- CAP & GOWN** Notes: Folios (C&G YB Images = \$30 deducted from Spring Commission)
- OTHER:** Sports Notes: \_\_\_\_\_
- OTHER:** Yearbook Clubs Notes: \_\_\_\_\_
- OTHER:** Yearbook Superlatives Notes: \_\_\_\_\_
- YEARBOOK** Pages: 64 Copies: 200-249 Cover Type: Hard BASE PER COPY: \$26.80  
 \*Arrival Date: 5/4/2027 Submission Date: 4/5/2027 Tax Rate: 9.25% TAX PER COPY: \$2.48  
\*Softcover Yearbooks Arrive 10 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved, & Final Order Qty Confirmed  
 \*Hardcover Yearbooks Arrive 15 Business Days After Cover & Pages are Finalized, Submitted, Proofed, Approved & Final Order Qty Confirmed  
 \*Personalized Covers option adds 5 Business Days  
 SHIPPING: Included  
 Options: \_\_\_\_\_ TOTAL PER COPY: \$29.28

Notes:

Nathan Hardman 3/14/2026 Nathan Hardman  
 SimplePix Representative Signature Date SimplePix Representative Name  
Dawn Hall 4-20-26 \_\_\_\_\_  
 School Representative Signature Date School Representative Name



**CRAB ORCHARD  
ELEMENTARY SCHOOL**

240 School Road  
Crab Orchard, TN 37723  
PHONE: (931) 484-7400 FAX: (931) 456-5655  
Principal: Debbie Beaty  
Asst. Principal: Todd Kuffel

Dr. Farley and Cumberland County Board of Education:

Crab Orchard Elementary is seeking the board's approval to apply for and if chosen, accept the TVA EnergyRight School Uplift grant for \$10,000. This is not a matching grant.

Thank you for your consideration.

Sincerely,  
Debbie Beaty  
Principal

# Homestead Elementary School

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

**Mary Elizabeth Edmonds**  
Principal



**Brooke Scruggs & Ashlee Watts**  
Assistant Principal

March 27, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Cumberland County Board of Education,

I am writing to request permission for Homestead Elementary to apply for, and if selected, accept the TVA EnergyRight School Uplift grant. The grant is in the amount of \$10,000 that would be used toward the purchase and installation of playground equipment. While this grant does not require any matching funds from the school or district, Homestead Elementary has the funding for the remainder of the project. We appreciate your consideration of this project.

Sincerely,

Mary Elizabeth Edmonds

# Homestead Elementary School

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

**Mary Elizabeth Edmonds**  
Principal



**Brooke Scruggs & Ashlee Watts**  
Assistant Principal

March 27, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Cumberland County Board of Education,

I am writing to request permission for Mrs. Jessica Rollins, HES STEM Teacher and Beta Club sponsor, to apply for, and if selected, accept VECustomers Share grant. We are requesting up to \$1,000 to purchase materials to improve drainage in our Gaga Ball pit. There will be no financial match required by the school or district. We appreciate your consideration of this project.

Sincerely,

Mary Elizabeth Edmonds  
Principal



**FUNDRAISER AUTHORIZATION FORM**

School CCHS

Fund/club/class account Cheer

Expected date of fundraiser May 1  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Calendar - donations  
Pick a date - donate the amount

Method of fundraising (in-person, crowdfunding, etc.) In-person / Crowdfunding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised WCA Cheer Camp @ ITU

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

13 cheerleaders

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit donations from  
family, friends

Requested by Daray Phipps Date 4/1/20

Approved by Carmie Warr Date \_\_\_\_\_  
Name/Title  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools



**FUNDRAISER AUTHORIZATION FORM**

School LCHS

Fund/club/class account JRATC

Expected date of fundraiser 24 April 2026  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Selling R.E.D. JRATC shirts

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding through internet sales  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised purchase JRATC Uniform Items & equipment for 2026-2027.  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) selling/promotion of T-shirts  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit check

Requested by LTC Johnson, Aaron Date 8 April 2026  
Name/Title

Approved by [Signature] Date 4-9-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools



**FUNDRAISER AUTHORIZATION FORM**

School CCMS

Fund/club/class account wrestling

Expected date of fundraiser 4/27-28 — 11-16-26  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities selling support packages to individuals or businesses. Level 1 starts at \$200 & Level 2 at \$10,000. These packages include perks.

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised new wrestling mat, uniforms, travel, gear, etc.  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) specific school organization  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit check, cash

Requested by Micah Stokely, head wrestling coach Date 3-26-26  
Name/Title

Approved by Carmel Date 3-30-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

*Handwritten signature*



**FUNDRAISER AUTHORIZATION FORM**

School Pleasant Hill School

Fund/club/class account Picture Sales

Expected date of fundraiser Fall 2026  
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Commission From pictures.

Method of fundraising (in-person, crowdfunding, etc.) in-person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Supplemental needs for school

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
School-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit check

Requested by \_\_\_\_\_ Date \_\_\_\_\_  
Name/Title

Approved by Laura Pipes Date March 24, 2026  
Bookkeeper

Approved by [Signature] Date 3/24/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\*\* Crowdfunding & School-Wide need board approval**

**\*\*\* All others require Director approval**



**FUNDRAISER AUTHORIZATION FORM**

School Pleasant Hill School

Fund/club/class account Pictures - group

Expected date of fundraiser Fall 2026 - Winter 2027  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Commission from group pictures (class)

Method of fundraising (in-person, crowdfunding, etc.) in-person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Supplemental needs for school

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
school-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check

Requested by \_\_\_\_\_ Date \_\_\_\_\_  
Name/Title

Approved by Laura Piper Date March 24, 2026  
Bookkeeper

Approved by [Signature] Date 3/24/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\*\* Crowdfunding & School-Wide need board approval**  
**\*\*\* All others require Director approval**



**FUNDRAISER AUTHORIZATION FORM**

School Pleasant Hill School

Fund/club/class account Pictures

Expected date of fundraiser Spring 2027  
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Commission from Spring pictures

Method of fundraising (in-person, crowdfunding, etc.) in-person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Supplemental needs for school

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
School-wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check

Requested by \_\_\_\_\_ Date \_\_\_\_\_  
Name/Title

Approved by Laura Piper Date March 24, 2026  
Bookkeeper

Approved by [Signature] Date 3/24/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\*\* Crowdfunding & School-Wide need board approval**

**\*\*\* All others require Director approval**



FUNDRAISER AUTHORIZATION FORM

School Pine View School

Fund/club/class account Library

Expected date of fundraiser April 27 - May 10, 2026  
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Virtual Book Fair, with BookFair.org the sell of all grade level books.

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding, online sale  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Library Books, Library furniture, Library supplies, Library activities and supplies,  
To benefit students of all grade levels and librarian  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) school wide advertised, in school and online  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit 25%

Requested by Christina Saegle Date 4/8/26  
Name/Title

Approved by Kara Spices Date 4/8/26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

Pine View Elementary School



# VIRTUAL BOOK FAIR!

April 27<sup>th</sup> - May 10<sup>th</sup>

<https://www.bookfair.org/welcome/?ref-xnadl3t>



**FUNDRAISER AUTHORIZATION FORM**

School Pine View

Fund/club/class account PV PTO

Expected date of fundraiser April 27 - May 11  
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities \_\_\_\_\_  
Domino's Slice the Price Card

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised PTO events & to  
support classroom needs  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
school-wide  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash/check

Requested by PTO Teacher Rep / PK Teacher  
Christine Barnes Date 04/09/26

Approved by Kara Spier Name/Title \_\_\_\_\_ Date 4-9-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools



**FUNDRAISER AUTHORIZATION FORM**

School South Cumberland Elementary

Fund/club/class account General Fund

Expected date of fundraiser 11/12/17

(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Reading for Education

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised to help supplement the general fund and teacher needs

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

School wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check will be received for emails & online purchases. Teachers may receive School Store gift cards.

Requested by \_\_\_\_\_ Date 3-26-26

Name/Title

Approved by Ricky Stra Smith Date 3-26-26

Bookkeeper

Approved by Dawn Hall Date 3-26-26

Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_

Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval

\*\*\* All others require Director approval



**FUNDRAISER AUTHORIZATION FORM**

School South Cumberland Elementary

Fund/club/class account JV Cheer

Expected date of fundraiser 5/18/26

(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Ham N Goody's Cookie Sales

Method of fundraising (in-person, crowdfunding, etc.) in person & crowdfunding  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised to help supplement JV Cheer

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

JV Cheer

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Cash, check & online sales

Requested by Amber Christmas Date 3/13/26  
Name/Title

Approved by Ricky Stra Smith Date 3-13-26  
Bookkeeper

Approved by Dawn Hall Date 3-13-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval

\*\*\* All others require Director approval



**FUNDRAISER AUTHORIZATION FORM**

School South Cumberland Elementary

Fund/club/class account General Fund

Expected date of fundraiser 8/10/26 - 8/25/26  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Smart Card Savings Card

Method of fundraising (in-person, crowdfunding, etc.) in person  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised technology, student rewards & teacher supplies

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) School wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Cash or check

Requested by [Signature] Date 3-13-26  
Name/Title

Approved by Ricky Stran Smith Date 3-13-26  
Bookkeeper

Approved by Dawn Hall Date 3-13-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval  
\*\*\* All others require Director approval



**FUNDRAISER AUTHORIZATION FORM**

School South Cumberland Elementary

Fund/club/class account General Fund

Expected date of fundraiser through out the school year  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities School Pictures - Simple Pix

Method of fundraising (in-person, crowdfunding, etc.) in person + crowdfunding  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised to help supplement school needs

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) School wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Check from Simple Pix

Requested by Christina Ward Date 3-13-26  
Name/Title

Approved by Ricky Ina Smith Date 3-13-26  
Bookkeeper

Approved by Dawn Dale Date 3-13-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval

\*\*\* All others require Director approval



**FUNDRAISER AUTHORIZATION FORM**

School South Cumberland Elementary

Fund/club/class account General Fund

Expected date of fundraiser 2/1/27 - 4/1/27

(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities yearbook sales - Simple Pix

Method of fundraising (in-person, crowdfunding, etc.) in person & crowdfunding  
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised to help supplement school needs

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) School wide

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Cash, check & online sales

Requested by Christina Ward Date 3-13-26  
Name/Title

Approved by Ricky Sha Smith Date 3-13-26  
Bookkeeper

Approved by Dawn Hall Date 3-13-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

\*\*\* Crowdfunding & School-Wide need board approval

\*\*\* All others require Director approval



**FUNDRAISER AUTHORIZATION FORM**

School Stone Memorial

Fund/club/class account Girls Soccer

Expected date of fundraiser April 24 - June 30  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Sweatshirt & t-shirt sales

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding & in person  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Soccer camp, field maintenance, jersey updates, equipment  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
girls soccer  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit 60% of profit

Requested by Caitlin Brown Date 3-26-26  
Name/Title

Approved by [Signature] Date 3-27-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\* Tax must be paid on anything purchased for**

**RESALE!!**



**FUNDRAISER AUTHORIZATION FORM**

School Stone Memorial

Fund/club/class account Girls Soccer

Expected date of fundraiser June 1st and 2nd (collecting in May + day of event)  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities kids soccer camp

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding, in-person  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Soccer camp, field maintenance, jersey updates, equipment  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)  
girls soccer  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit 100% of profit

Requested by Caitlin Brown Date 3-26-26  
Name/Title

Approved by [Signature] Date 3-27-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\* Tax must be paid on anything purchased for RESALE!!**



**FUNDRAISER AUTHORIZATION FORM**

School Stone Memorial

Fund/club/class account Girls Soccer

Expected date of fundraiser May-July  
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Givebutter

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding  
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised equipment, pregame meals, gear for the players, field maintenance  
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) girls soccer  
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit 100% of donation

Requested by Caitlin Brown Date 3-26-26  
Name/Title

Approved by [Signature] Date 3-27-26  
Principal

Approved by \_\_\_\_\_ Date \_\_\_\_\_  
Director of Schools

**\*\* Tax must be paid on anything purchased for**

**RESALE!!**



# Cumberland County High School

660 Stanley Stanley Street · Crossville, TN 38555

Telephone (931) 484-5767

**Dr. Warner**

*Principal*

TO: Dr. Rebecca Farley, Director of Schools  
Cumberland County Board of Education

FROM: Dr. Warner, Principal  
Dr. Shadden, Assistant Principal  
Cumberland County High School

RE: April Inventory Items for Retirement

DATE: April 6, 2025

Dear Dr. Farley and B.O.E. Members:

Attached, you will find a list of inventory items proposed for retirement. Each item has been inspected by the District Inventory Control Clerk, the CCHS Technology Technician, the CTE Auditor, or the School Inventory Auditor. After careful review, it has been determined that these items no longer serve the needs of the staff or students at Cumberland County High School. Furthermore, the items are not deemed usable or beneficial to any other school and/or students within the district.

We respectfully request approval to retire the listed items. Upon approval, we will ensure all disposal procedures and district guidelines are followed accordingly.

If you have any questions, please feel free to contact us. In our ongoing efforts to maintain accurate inventory records and uphold integrity in materials management, Dr. Shadden continues to collaborate with key departments—including Technology, Special Education, and CTE—to ensure proper documentation and updates through TIP-Web IT.

Respectfully submitted,

A handwritten signature in blue ink that reads "Caru Warner".

Dr. Warner  
Principal

A handwritten signature in blue ink that reads "Shadden".

Dr. Shadden  
Assistant Principal

*★ NOT IN ANY INVENTORY PROGRAM*

*PLEASE BOE-RETIRE,  
PROCESS AS OUR  
DUE DILIGENCE.*

# iPad

BOE Retire April

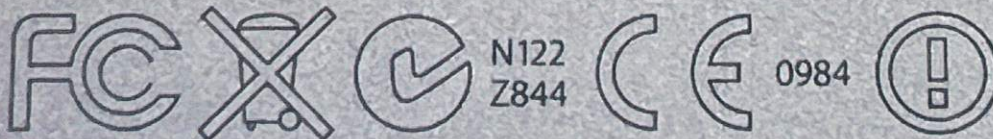
Tag 24408

Not found

16GB

Designed by Apple in California Assembled in China Model A1395  
Rated 5.1V  $\Rightarrow$  2.1A max. EMC 2560 Complies with the Canadian ICES-003  
Class B specifications. FCC ID: BCGA1395 and IC: 579C-A1395

Serial F5XKFDZ2DFHW



Dr. Summershea L. Shadden

Marilyn Noel <mnoel@ccschools.k12tn.net>  
To: "Dr. Summershea Shadden" <shadden@ccschools.k12tn.net>

Thu, Apr 2, 2026 at 8:42 AM

I looked in the new inventory, old inventory, my google sheets and my email and was unable to locate anything.

This one might just need to be added to the BOE-RETIRE list. You might want to check with Penny Phipps, Katy McClellan or even Sharon Wanamaker to see if this might be one of their department's items.

Let me know if you have any questions.

Thank you for keeping up on all of this!

Cumberland County High School~CCHS

Room Inventory Worksheet

4/6/2026

25-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
___ 180252002	Shop-Vac 90L650A Vacuum	90L650A	SHOP EQUIPMENT			\$0.00
___ 38620	Texas Instruments TI-Nspire Graphing Calculator	TI-Nspire	CALCULATOR		1061006541	\$139.99
___ 44640	Apple 13 inch MacBook Pro Laptop	unknown	LAPTOP		unknown	\$0.00
___ 47255	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KYY	\$0.00
___ 47256	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78L20	\$0.00
___ 47257	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KNB	\$0.00
___ 47258	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KP2	\$0.00
___ 47259	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KAL	\$0.00
___ 47261	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KXA	\$0.00
___ 47262	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KND	\$0.00
___ 47263	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KAY	\$0.00
___ 47264	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KCK	\$0.00
___ 47265	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KNN	\$0.00

Cumberland County High School-CCHS  
Room Inventory Worksheet

4/6/2026

25-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
47266	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KPR	\$0.00
47267	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KP8	\$0.00
47268	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KD6	\$0.00
47270	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KXH	\$0.00
47271	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KNX	\$0.00
47272	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KNG	\$0.00
47273	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LR078L2J	\$0.00
47274	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KTB	\$0.00
47275	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KQT	\$0.00
47276	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KQ6	\$0.00
47277	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LR078KTD	\$0.00
47278	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KPC	\$0.00
47279	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KT4	\$0.00

Cumberland County High School~CCHS  
**Room Inventory Worksheet**

4/6/2026

25-TO RETIRE INVENTORY~BOE-RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
47280	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KDJ	\$0.00
47281	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KNO	\$0.00
47282	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KSM	\$0.00
47283	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KYD	\$0.00
47284	Lenovo 80SF N22 Chromebook	80SF N22	CHROMEBOOK		LRO78KRB	\$0.00



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

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

April 7, 2026

Dr. Rebecca Farley, Ed.D.  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting to you the CTE, Food Service and Special Education Department's list(s) of items to be retired by the BOE at April's regularly scheduled board meeting. Please include these list(s) on the consent agenda for retirement approval.

If you have any further questions or concerns, please contact Marilyn Noel.

Sincerely,

Marilyn Noel *Man*

Dr. Leslie Eldridge *LE*

Kathy Hamby *KH*

Marlene Holton *MH*

Central Services  
Room Inventory Worksheet

4/6/2026

*CTE & FOOD SERVICE*

**18-TO RETIRE INVENTORY~BOE-  
RETIRE Holding**

**Room Type: VIRTUAL**

Tag	Product	Model	Product Type	Assigned To	Serial	Price
<i>CTE</i> 1004241	Fluke RMS Digital Clamp Multimeter	RMS 400A	SHOP EQUIPMENT		65010387MV	\$0.00
<i>FOOD SERV</i> 102904	HP 14-dq0054dx Laptop	14-dq0054dx	LAPTOP		5CD1479HK 5	\$0.00



Central Services  
Room Inventory Worksheet

4/6/2026

SPED

18-306ARETIRE FOOD SERV/SPED HALL

Room Type: VIRTUAL

- Virtual SPED Retire

Tag	Product	Model	Product Type	Other #1	Serial	Price
11874	Anderson Hickey File Cabinet	unknown	FILE CABINET			\$0.00
180202437	Table	unknown	FURNITURE			\$0.00
3228S	Emerson Microwave	unknown	APPLIANCE			\$0.00



Dr. Rebecca Farley  
Director of Schools

Scott VanWinkle  
Board Chairman

April 8, 2026

Dr. Rebecca Farley, Director of Schools  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Rebecca Farley and Board of Education,

Federal Programs is submitting a list of equipment to be retired by the BOE in this month's regularly scheduled board meeting. Please include the attached Equipment Retirement Requests on the consent agenda.

Sincerely,

Dr. Justin Whittenbarger  
Federal Programs Director

Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN. 38555  
931-484-6135

# Federal Equipment Inventory List RETIREMENT April 2026

INVENTORY TAG ID #	Title Holder	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	Percentage of Federal	PURCHASE DATE
10007567	CCS-180	FY18	50016	TUNERS	SNARK	HZ1	SMHS	FEDERAL	BAND	104264	TITLE IV	\$200.00	100%	11/15/2017
10007873	CCS-180	FY19	P202RNC1	CHROMEBOOK	LENOVO	N350	PHOENIX	FEDERAL	85-112	108676	TITLE I	\$234.51	100%	9/26/2018
10009115	CCS-180	FY21	5CD043K3ZK	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009116	CCS-180	FY21	5CD043JR1G	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009117	CCS-180	FY21	5CD043K405	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009118	CCS-180	FY21	5CD043K415	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009119	CCS-180	FY21	5CD043JQST	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009120	CCS-180	FY21	5CD043JR3S	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009124	CCS-180	FY21	5CD043JWS3	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009126	CCS-180	FY21	5CD043K3WL	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009128	CCS-180	FY21	5CD043JR0N	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009129	CCS-180	FY21	5CD043JR43	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009131	CCS-180	FY21	5CD0438WXT	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009132	CCS-180	FY21	5CD0438Y4X	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009134	CCS-180	FY21	5CD043K4N3	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009136	CCS-180	FY21	5CD043JR2L	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009140	CCS-180	FY21	5CD043K43B	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009143	CCS-180	FY21	5CD0438WZ9	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009144	CCS-180	FY21	5CD043K411	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009146	CCS-180	FY21	5CD0438WZB	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009149	CCS-180	FY21	5CD043K3X8	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009150	CCS-180	FY21	5CD0438WZW	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009151	CCS-180	FY21	5CD043K3WG	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009152	CCS-180	FY21	5CD043JR4N	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009154	CCS-180	FY21	5CD043JR27	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009157	CCS-180	FY21	5CD043JR04	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009163	CCS-180	FY21	5CD043K41H	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009164	CCS-180	FY21	5CD043K3ZB	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009165	CCS-180	FY21	5CD043K42X	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009166	CCS-180	FY21	5CD043K00X	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009167	CCS-180	FY21	5CD043JR5P	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009169	CCS-180	FY21	5CD043K772	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009170	CCS-180	FY21	5CD043JQY2	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009172	CCS-180	FY21	5CD0438XJL	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009174	CCS-180	FY21	5CD043K4S0	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009175	CCS-180	FY21	5CD0438XLJ	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009177	CCS-180	FY21	5CD0438X03	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009184	CCS-180	FY21	5CD043K40X	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009185	CCS-180	FY21	5CD043JR4B	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009187	CCS-180	FY21	5CD043JR41	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009190	CCS-180	FY21	5CD043K42M	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021

INVENTORY TAG ID #	Title Holder	TAG NOTES	SERIAL NUMBER	Product Type	MANUFACTURER	MODEL	SITE LOCATION	DEPARTMENT	ROOM LOCATION	PURCHASE ORDER NUMBER	FUNDING	PURCHASE PRICE	Percentage of Federal	PURCHASE DATE
10009191	CCS-180	FY21	5CD0438X7Q	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009192	CCS-180	FY21	5CD0438X09	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009193	CCS-180	FY21	5CD0438WZ7	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009194	CCS-180	FY21	5CD043JR2T	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009196	CCS-180	FY21	5CD043JQZX	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009198	CCS-180	FY21	5CD0438XZP	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009201	CCS-180	FY21	5CD043K3YV	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009202	CCS-180	FY21	5CD043JQQZ	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009205	CCS-180	FY21	5CD043K4TR	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009207	CCS-180	FY21	5CD0438WZX	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009210	CCS-180	FY21	5CD0438WYS	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009216	CCS-180	FY21	5CD043K43T	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009217	CCS-180	FY21	5CD0438WZT	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009219	CCS-180	FY21	5CD043K41K	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009220	CCS-180	FY21	5CD0438WXM	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009221	CCS-180	FY21	5CD0438WZH	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
10009226	CCS-180	FY21	5CD043JR2J	CHROMEBOOK	HP	11AG8	CCHS	FEDERAL		120379	ESSER	\$319.00	100%	2/12/2021
20002910	CCS-180	FY22	1017013061	CALCULATOR	TEXAS INSTRUMENTS	TI-84	CCHS	FEDERAL		127432	ESSER 3.0	\$115.00	100%	6/23/2022
20001867	CCS-180	FY22	MXBCQ370Y9	PRINTER	HP	MFP M578F	CENTRAL	FEDERAL	18-209D	127291	ESSER 2.0	\$2,278.71	\$1.00	44686



## Cumberland County Federal Programs Equipment Retirement Request

Cumberland County Schools  
368 4th Street  
Crossville, TN 38555

School Name: Cumberland County High School Date: April 6, 2026

Tag Number	Serial or ID Number	Description	Reason Retired
10009129	5CD043JR43	HP Chromebook	Outdated
10009134	5CD043K4N3	HP Chromebook	Outdated
10009118	5CD043K415	HP Chromebook	Outdated
10009146	5CD0438WZB	HP Chromebook	Outdated
10009115	5CD043K3ZK	HP Chromebook	Outdated
10009143	5CD0438WZ9	HP Chromebook	Outdated
10009220	5CD0438WXM	HP Chromebook	Outdated
10009226	5CD043JR2J	HP Chromebook	Outdated
10009217	5CD0438WZT	HP Chromebook	Outdated
10009124	5CD043JWS3	HP Chromebook	Outdated
10009167	5CD043JR5P	HP Chromebook	Outdated
10009190	5CD043K42M	HP Chromebook	Outdated
10009170	5CD043JQY2	HP Chromebook	Outdated
10009175	5CD0438XLJ	HP Chromebook	Outdated
10009163	5CD043K41H	HP Chromebook	Outdated
10009207	5CD0438WZX	HP Chromebook	Outdated
10009192	5CD0438X09	HP Chromebook	Outdated
10009131	5CD0438WXT	HP Chromebook	Outdated
10009185	5CD043JR4B	HP Chromebook	Outdated
10009193	5CD0438WZ7	HP Chromebook	Outdated
10009164	5CD043K3ZB	HP Chromebook	Outdated
10009177	5CD0438X03	HP Chromebook	Outdated
10009187	5CD043JR41	HP Chromebook	Outdated
10009157	5CD043JR04	HP Chromebook	Outdated
10009210	5CD0438WYS	HP Chromebook	Outdated
10009169	5CD043K772	HP Chromebook	Outdated
10009198	5CD0438-ZP	HP Chromebook	Outdated
10009216	5CD043K43T	HP Chromebook	Outdated
10009191	5CD0438X7Q	HP Chromebook	Outdated
10009196	5CD043JQZX	HP Chromebook	Outdated
10009174	5CD043K4S0	HP Chromebook	Outdated
10009154	5CD043JR27	HP Chromebook	Outdated
10009172	5CD0438XJL	HP Chromebook	Outdated
10009165	5CD043K42X	HP Chromebook	Outdated
10009194	5CD043JR2T	HP Chromebook	Outdated

10009116	5CD043JR1G	HP Chromebook	Outdated
10009117	5CD043K405	HP Chromebook	Outdated
10009119	5CD043JQST	HP Chromebook	Outdated
10009120	5CD043JR3S	HP Chromebook	Outdated
10009126	5CD043K3WL	HP Chromebook	Outdated
10009128	5CD043JR0N	HP Chromebook	Outdated
10009132	5CD0438Y4X	HP Chromebook	Outdated
10009136	5CD043JR2L	HP Chromebook	Outdated
10009140	5CD043K43B	HP Chromebook	Outdated
10009144	5CD043K411	HP Chromebook	Outdated
10009149	5CD043K3X8	HP Chromebook	Outdated
10009150	5CD0438WZW	HP Chromebook	Outdated
10009151	5CD043K3WG	HP Chromebook	Outdated
10009152	5CD043JR4N	HP Chromebook	Outdated
10009166	5CD043K00X	HP Chromebook	Outdated
10009184	5CD043K40X	HP Chromebook	Outdated
10009201	5CD043K3YV	HP Chromebook	Outdated
10009202	5CD043JQQZ	HP Chromebook	Outdated
10009205	5CD043K4TR	HP Chromebook	Outdated
10009219	5CD043K41K	HP Chromebook	Outdated
10009221	5CD0438WZH	HP Chromebook	Outdated

20002410

/ 1017013061 L-0122AG / TI-84 Plus Calculator

Screen broke

Principal Signature:

*Capri Warratt*  
*Dr. Summerstein Thada*

Federal Programs Director Signature:

*[Handwritten Signature]*







# North Cumberland Elementary School

7657 Hwy. 127 N., Crossville, Tennessee, 38571

Phone: 931-484-5174 | Fax: 931-707-5556



March 24, 2026

Dr. Rebecca Farley  
Cumberland County Board of Education  
368 Fourth Street  
Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting to you North Cumberland's list of items to be retired by the BOE at April's regular scheduled board meeting. Please include this list on the consent agenda. If you have any further questions or concerns, please contact Dwayne Davis.

Sincerely,

Dwayne Davis

North Cumberland Elementary~North  
Room Inventory Worksheet

3/11/2026

53-TO RETIRE INVENTORY~BOE- RETIRE Holding					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Other #1	Serial	Price
<u>CTE</u> 1000903	Dell Optiplex 3040 Computer	Optiplex 3040	COMPUTER		92X61C2	\$0.00
<u>CTE</u> 1000910	Dell Optiplex 3040 Computer	Optiplex 3040	COMPUTER		76X61C2	\$0.00
<u>CTE</u> 1002808	HP Chromebook 11MK G9 EE	QCNFA324	CHROMEBOOK		5CD1074KC 4	\$0.00
<u>CTE</u> 1146	Dell 1905FP Monitor	1905FP	MONITOR		CN-0T6116- 71618-58E- AmS	\$0.00
<u>CTE</u> 3272	Epson EMP73 LCD Projector	EMP73	PROJECTOR		JXJF788596 L	\$0.00
<u>General</u> 35652	Elmo TT02RX Document Camera	TT02RX	CAMERAS & EQUIPMENT		431897	\$585.00
<u>General</u> 44234	Apple 21 inch iMac Computer	unknown	COMPUTER		C02KK44ZF FYV	\$0.00
<u>General</u> S03881	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQVFL	\$0.00
<u>General</u> S03926	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XRC2Y	\$0.00
<u>General</u> S04038	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLLXX	\$0.00
<u>General</u> S04118	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQS89	\$0.00
<u>General</u> S04138	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XRBT6	\$0.00

North Cumberland Elementary~North  
Room Inventory Worksheet

3/11/2026

**53-TO RETIRE INVENTORY~BOE-  
RETIRE Holding**

**Room Type: VIRTUAL**

General

Tag	Product	Model	Product Type	Other #1	Serial	Price
___ S04143	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLMDC	\$0.00
___ S04309	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLFW9	\$0.00
___ S04366	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQS5E	\$0.00
___ S04514	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1X2G25	\$0.00
___ S04528	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XEDL8	\$0.00
___ S04582	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLMDZ	\$0.00
___ S04687	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XEDC8	\$0.00
___ S04756	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XG432	\$0.00
___ S04764	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XRSGM	\$0.00
___ S04877	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1X2J3E	\$0.00
___ S06588	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1096TW 6	\$0.00
___ S06758	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1094DN 7	\$0.00
___ S06899	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD10912L1	\$0.00

North Cumberland Elementary~North

**Room Inventory Worksheet**

3/11/2026

**53-TO RETIRE INVENTORY~BOE-  
RETIRE Holding**

**Room Type: VIRTUAL**

*General*

Tag	Product	Model	Product Type	Other #1	Serial	Price
S06926	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1110QP 9	\$0.00



# Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

**Marcy Harelson**

*Principal*

TO: Dr. Rebecca Farley, Director of Schools  
Cumberland County Board of Education

FROM: Marcy Harelson, Principal  
April Moore, Assistant Principal  
Stone Memorial High School

RE: Inventory Items for Retirement

DATE: March 30, 2026

Dear Dr. Farley and B.O.E. Members:

Attached is a list of inventory items slated for retirement. Our SMHS Technology Technician, CTE Auditor, or School Inventory Auditor inspected each item. The property no longer serves the staff or students of SMHS. Additionally, the property would not be usable to any other school's students or staff. Please accept our proposal to retire the items, and be assured that we will follow established procedures and guidelines to dispose of them once approval is granted.

If you have any questions, please feel free to contact us. To ensure that our inventory is accurate and our school materials records are kept current with fidelity, Ms. Moore is working diligently to collaborate with others, especially the technology, special education, and CTE departments, to maintain accuracy through TIP-Web IT.

Respectfully submitted,

Marcy Harelson

Principal

April Moore

Assistant Principal

Stone Memorial High School~SMHS  
Room Inventory Worksheet

3/30/2026

79-TO RETIRE INVENTORY~BOE- RETIRE Holding				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
1000912	Dell Optiplex 3040 Computer	Optiplex 3040	COMPUTER		16GLSD2	\$0.00
1001695	Apple iPad 3	unknown	iPad		SDYTJC126 DJ8T	\$0.00
1001800	Apple TV 3rd Generation 1 GHz A1469 Video Converter	A1469 EMC 2633	STREAMING DEVICE		SC1MJ9B81 DRHN	\$0.00
1001813	Proctor Silex Commercial Roaster Oven	unknown	APPLIANCE			\$0.00
1002233	Apple A1708 Laptop	A1708	LAPTOP		C02VMJNJH V22	\$0.00
1002236	Apple MPXT2LL/A MacBook Pro Laptop	MPXT2LL/A	LAPTOP		FVFVMOYQ HV29	\$0.00
1002455	Apple MR942LL/A Laptop	MR942LL/A	LAPTOP		C02XQ58WJ GSJ	\$0.00
1002716	Apple Z0Z100034 Laptop	Z0Z100034	LAPTOP		C02CX134P 3YV	\$1,489.00
1002747	Virtual Flight Simulator	Honeycomb	INSTRUCTIONAL EQUIPMENT		B2JXNK6Y9J BVTQ76BXC PCKCHH	\$0.00
32146	Epson H283A LCD Projector	H283A	PROJECTOR		L5JF8X3243 L	\$0.00
48624	Epson PowerLite S7 LCD Projector	PLS7	PROJECTOR			\$0.00
S08835	HP 11 G9 EE CRMBK w/Touchscreen/Google Mgmt	11 G9 EE	CHROMEBOOK		5CD326542K	\$0.00