

Cleveland City Schools
Board of Education Regular Meeting
August 4, 2025 5:30 PM
Educational Support Center



1. **Welcome**
2. **Moment of Silence/Pledge of Allegiance**
3. **Public Comments**
4. **Comments from Chairman Tucker**
5. **Consent Agenda**
 - A. **Approval of Regular Agenda**
 - B. **Approval of Minutes from June 2, 2025, Board Meeting**
 - C. **Approval of Overnight Field Trips**
 - 2467
 - D. **Approval of Second Reading of Policies**
 - 1.407, 1.802, 2.200, 6.503, 6.505, 6.600
 - E. **Approval of Non-Faculty Coaches**
 - F. **Approval of Additional Special Education Teacher at CMS**
6. **Regular Agenda**
 - A. **Director's Update**
 - Dr Jeff Elliott will present an update on all the great things happening in Cleveland City Schools
 - B. **Spotlight- CCS Book Bus**
 - Trey Stanford will be recognized for the work he and his Cleveland Middle School RBA class completed on the CCS Book Bus
 - C. ***First and Final Reading of Policies**
 - 3.202
 - 3.204
 - 4.406
 - 4.601
 - 5.305
 - 6.303
 - 6.304
 - 6.312
 - 6.411
 - 6.600
 - D. ***First Reading of Policies**
 - 1.407
 - 1.901
 - 1.903
 - 1.905
 - 1.906

- 1.1021
- 2.403
- 4.100
- 4.212
- 4.301
- 4.403
- 5.110
- 5.119
- 5.701

E. **Strategic Plan Focus- Human Resources**

- Mr Kelly Kiser will present an update to the Board

F. **2025-26 School Board Student Representative Introduction**

- Board Chair, Nate Tucker, will introduce the 2025-26 CCS School Board Student Representative, Miss Lily Hakes

7. **Facilities Update**

- Hal Taylor, Director of Operations, will present a facilities update for CCS

8. **Legislative Updates**

- Ms Carolyn Ingram will give a TSBA update to the Board

9. **"B" Agenda**

A. **Financial Report**

B. **Personnel Report**

C. **CMS Highlights**

- None

D. **Dates to Remember August-**

1- Teacher Workday

4-5- Reconnect Days

4- Board of Education Meeting

6- First Full Day for Students

September-

1- Labor Day- District Closed

2- Board of Education Meeting (Tuesday)

11- TSBA Fall District Meeting- Tyner Academy

October-

6-10- Fall Break- District Closed

13- Staff Development Day- No School for Students

13- Board of Education Meeting

November-

3- Board of Education Meeting

14-16- TSBA Annual Convention- Nashville, TN

24- Staff Development Day- No School for Students

25-28- Thanksgiving Holiday- District Closed

December-

1- Board of Education Meeting

19- Abbreviated Day for Students

- CMS/CHS Dismissal- 10:30am

- Elementary Dismissal- 11:30am

23-Jan 3- Winter Break- District Closed

January 2026-

5- Staff Development Day- No School for Students

6- Teacher In-service- No School for Students

12- Board of Education Meeting

19- Martin Luther King Jr Day- District Closed

February-

2- Board of Education Meeting

16- President's Day- District Closed

17- Staff Development Day- No School for Students

TBA- TSBA Legislative Conference

March-

2- Board of Education Meeting

9-13- Spring Break- District Closed

April-

3- Easter Holiday- District Closed

6- Staff Development Day- No School for Students

6- Board of Education Meeting

May-

4- Board of Education Meeting

5- Staff Development Day- No School for Students

22- Abbreviated Day for Students

- CMS/CHS Dismissal 10:30am
- Elementary Dismissal- 11:30am

June-

1- Board of Education Meeting

10. **Adjourn**



Cleveland City School District Travel Tracker

Trips Pending Approval

[Waiting on Approval](#)

[Additional Approval](#)

[Trip Emails](#)

[Trip Inquiry](#)

[Schedules/Assignments](#)

[Daily Vehicle Schedule](#)

[Assignment Inquiry](#)

[Create Duplicate Request](#)

Travel Request Form

Welcome to Cleveland City Schools Travel Tracker, your one-stop travel center. Within this software, you can submit student field trip requests, reserve a school bus for a field trip or athletic event, and reserve a van for staff travel. If you have any questions or comments please email Valerie Mack at vmack@clevelandschools.org or call 472-9576.

Field Trips & Off-Campus Excursions Administrative Procedure 4.302.1

May 2019 7

Transportation Guidelines for Field Trips

Cleveland City Schools are responsible First to the daily transporting of students to and from school. Bus schedules and routes will not be adjusted to accommodate field trips.

1. Field trip transportation request must be made no later than two weeks before the field trip. Once a field trip has been assigned to a driver, the trip will be activated in the digital approval system and a notification will be sent to the teacher/sponsor.
2. School buses or any other school vehicles used for field trips will be limited to a radius of 50 miles on a school day, 100 miles on weekends, and 150 miles for school sanctioned athletic events and competitions. Exceptions are made at the discretion of the Director of Schools.
3. The cost associated with using a school bus for a field trip is \$1.92 per mile and \$28.00 per hour. There will be an additional cost for "On Call" fee for weekends and holidays. On call driver will be paid a minimum of 5 hours which equals to \$140.00.
4. If a field trip is cancelled once the driver has been assigned, a minimum of 2 hours pay will be billed to the school or program responsible for the field trip.
5. In addition to the driver's hourly rate, an additional \$35.00 fee will be applied to any field trip in which trash and dirt are left on the bus.
6. Buses used for field trips during school hours can be scheduled to pick up students starting at 8:40 AM and must be unloaded by 1:30 PM so the bus and driver can be back to the bus barn by 1:45 PM. Buses have to be inspected and fueled before their afternoon route.
7. In all cases of field trips occurring beyond the regular school day hours, provisions must be made for the driver to have a comfortable area to rest, access to restroom facilities and access to refreshments. Most major attractions have a driver's facility.
8. Field trips requiring a driver to be available for more than 10 hours may require that the driver be provided an approved hotel room in addition to the hourly rate. If the field trip is to an attraction like Dollywood, the driver may have their admission provided instead of a hotel room. This guideline will depend upon the situation and itinerary. The Director of Operations will implement this procedure based on the circumstances of the individual trip, to satisfy CDL laws.
9. The driver and leader of the field trip are responsible to maintain constant communications with one another through either their cell phones or radios in the event of a sudden change in plans, inclement weather, or an emergency.
10. Supervision of students while on field trips will follow a recommended ratio of no less than one chaperone per 15 students (K-8) and one chaperone per 20 students (9-12). Bus drivers are not to be considered a supervisory staff member.
11. Students and chaperones must cooperate with the driver.

Field Trips & Off-Campus Excursions Administrative Procedure 4.302.1

May 2019 8

Field Trip Bus Transportation Procedures

The Cleveland City Schools Transportation Department's primary responsibility is the daily transportation of students to and from school. Bus schedules and routes will not be adjusted to accommodate field trips.

Transportation Department Contacts

Hal Taylor, Director of Operations: (716-7119)

Scotty Dye, Operation Supervisor: (593-2864)

Valerie Mack, Assistant Manager of Transportation: (593-2867)

*After hours emergency or cancellation: (593-2867)

*After hours emergency or equipment: (716-7119) or (593-2864)

Field Trip Request Procedure

The School Administrator (SA) receives, reviews and approves the field trip request from the teacher/coach. The SA submits the approved request to the District Designee who forwards the approved trip to the Transportation Department. Field trip transportation requests MUST be received no later than two weeks before the field trip. The Operations Department will acknowledge receipt of your request when it arrives. Once a field trip has been assigned to a driver, a confirmation will be sent back to the individual that submitted the field trip request.

School buses or any other school vehicles used for field trips will be limited to a radius of 50 miles on a school day, 100 miles on weekends, and 150 miles for school sanctioned athletic events and competitions. Exceptions are made at the discretion of the Director of Schools.

Field Trip Hours

School Days: 8:40 a.m. to 1:30 p.m. Exceptions may apply. Weekends & Holiday: No time table. If request is on a Holiday, contact the Operations Department for possible rate increase.

Field Trip Rates

Field Trip rates are based on mileage, driver hours, and conditions of the bus when the trip is completed. Mileage is recorded from the moment the bus leaves the Transportation Facility until the bus returns to the Transportation Facility. Mileage is calculated at \$1.92 per mile and \$28.00 per hour. There will be an additional \$140 per day "On Call" fee for weekends and holidays. Transportation will bill the Trip Sponsor for the driver/mileage/bus/damage after the trip is completed. This will be done on a monthly basis.

Trip Number

2467

* Category

Travel With Students

Field Trip Event

Standard Field Trip

Trip Leave

* Date 6/19/26 Friday
* Time 8:00 AM

Trip Return

* Date 7/4/26
* Time 8:00 PM

Trip Year/Week 2026-25

Note: This trip is for more than 5 days. Please make sure dates are correct.

* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

* Please list all chaperones for this overnight trip including non-staff. Karina Burgueno and Seth LaMagna

* Indicate cost per person and how the trip is being funded (parent or district?) The trip will be funded by parent of students traveling.

Comments

Enter any comments about this trip that is important for the driver to know such as drop off location. Also, indicate the group, club or organization that is traveling, and any information about parking at the destination. This information will print on the trip ticket for the driver.

This trip is through GAPP (German American Partnership Program) student exchange driver. The destination is Burghausen, Germany and field trips that will take place in

* Your School/Dept 020 Cleveland High School
850 Raider Drive, Cleveland, TN 37312

* Do you have students with health concerns on this trip? Don't list student names, only the health conditions due to FERPA/HIPPA. Yes No

* Main Destination Other (Type Below)
84 Burghausen, Germany

Destination Not Listed Burghausen, Germany

Destination Name Kumax School and

Add a Stop on the Way There

Add a Stop on the Return

* Approximate Nbr of Miles Round Trip 5000.00

CALCULATE MILES

* Funding Source #1 Other Budget Code Parents Fund Student's Trip

Funding Source Desc Please indicate the funding information in the Budget Code Field to the right. Budget Code Desc

Funding Approver

Are funds payable to a third party? Yes No
(Does venue require payment prior to trip?)

* Teacher / Advisor / Staff Name Karina Burgueno
* Teacher / Advisor / Staff Phone # 4233102147
Teacher / Advisor / Staff Email kburgueno@clevelandschools.org

Note: This email will receive the requester emails if different from requester

Emergency Contact Info Same as Teacher / Advisor / Staff

* Emergency Contact Name Karina Burgueno

* Emergency Contact Phone # 4233102147

* Grade Level(s) Making Trip All Pre-K K 1 2 3 4 5 6 7 8 9 10

* Educational Objective for Field Trip

The objective of the GAPP (German American Partnership Program) student exchange is to develop intercultural competence, language acquisition, and global citizenship through immersive experiences. Over the course of two weeks, students will deepen their understanding of German language, culture, and history.

Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	1	Total Adult/Chaperone	2
* Male Students	6	* Female Students	6	Total Students	12

* Will the students be away from school during lunch? ☒ Yes ☐ No

* If so, will these students need packed lunches? ☐ Yes ☒ No

Nbr Students 12 Teacher Karina Burgueno

Students will be away from school during the lunch period, so therefore lunches are not needed.

Additional Information

* Will you be using external transportation--Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)?

* Please indicate mode of travel instead of, or in addition to, the reserved vehicle(s). Please include details of trip, including itinerary; please do not indicate that in this section. Use the next section to reserve the vehicle.

Transportation to the airport will be provided by parents of students. Airfare and other means of transportation will be arranged through Xperitas. We do not have an itinerary, but one can be provided once the travel dates are arranged with the travel agency.

Vehicles Needed

* Do you need a school bus, staff van or charter bus? ☐ Yes ☒ No

Person Submitting Request kburgueno@clevlandschools.org

Date Submitted Jul 24, 2025, 9:22:26 AM

► Trip Estimator (click to open and enter additional information for estimating trip cost)

Level 01 Approval - Location Approval

Comment

Decision Approved

Name bpritchard@clevlandschools.org

Decision Date Aug 1, 2025, 5:40:33 PM

Level 02 Approval - Second Level Location Approval

Comment

Decision Approved

Name llaing@clevlandschools.org

Decision Date Aug 2, 2025, 1:52:10 PM

Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevlandschools.org

Decision Date Aug 2, 2025, 7:57:40 PM

Level 10 Approval - School Board Approval

Comment

Decision ☐ Approved ☐ Denied

Designated Approver awheeler@clevlandschools.org

Name

Decision Date

Supporting Documents

 Choose File No file chosen

Add

File Type

Size

File Name

Created On

Request Status Trip: 2467 Pending School Board Approval

Final Approval Date

Email Audit Log:

Refresh

Page << First | < Previous |

Subject:	Email Sent on:	Email Sent by:	Email Sent To:
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Date	User	Action
8/2/25, 7:57:40 PM	jelliott@clevelandschools.org	Central Office Level Approved
8/2/25, 1:52:10 PM	llaing@clevelandschools.org	Second Level Location Level Approved
8/1/25, 5:40:33 PM	bpritchard@clevelandschools.org	Location Level Approved



MEMO

Date: July 30, 2025

To: Dr. Elliott and Cleveland City Schools Board of Education

From: Kelly Kiser-Assistant Director of Schools

Please find below the 2025-2026 list of volunteer/non-faculty coaches provided by Cleveland High School for your approval.

FALL

Cross Country- Johnny Clemons (Non-Faculty)
Football- Avery Hughes (Non-Faculty)
Boys' and Girls' Golf- Lamar Mills (Non-Faculty)
Girls' Soccer- Elizabeth Sanders (Non-Faculty)
Volleyball- Kristen Michaelis (Volunteer)
Volleyball- Daniel Millsaps (Non-Faculty)
Bowling- William Bullington (Non-Faculty)

WINTER

Boys' Basketball- Chuck Condo (Volunteer)
Wrestling- Wilson Benefield (Volunteer)
Wrestling- Brooks Sarcharsyk (Non-Faculty)
Wrestling- Shawn Cordell (Non-Faculty)
Swim- Crystal Dauphinais (Non-Faculty) CMS/CHS

SPRING-

Baseball- Camden Sewell (Non-Faculty)
Boys' and Girls' Track- Lonnie White (Non-Faculty)
Boys' and Girls Track- Johnny Clemons (Non-Faculty)

MEMO

Date: July 30, 2025

To: Dr. Elliott and Cleveland City Schools Board of Education

From: Kelly Kiser-Assistant Director of Schools

Please find below the 2025-2026 list of volunteer/non-faculty coaches provided by **Cleveland Middle School** for your approval.

Dance - Kelly Owens (Non-Faculty)
Football - Codero Rowland (Non-Faculty)
Football - Michael Connolly (Non-Faculty)
Track - Ryan Hemming (Non-Faculty)
Volleyball - Ashley Green (Non-Faculty)
Volleyball - Hannah Longley (Non-Faculty)
Swimming - Crystal Dauphinais (Non-Faculty)
Football - Carlos Hardy (Non-Faculty)
Girls Basketball - Justin Greer (Non-Faculty)



775 Raider Drive, Cleveland, TN 37312 • p: 423.472.9571 • f: 423.472.3390 • clevelandschools.org

MEMO

TO: Cleveland City Schools Board of Education *Kelly Kiser*

FROM: Kelly Kiser, Assistant Director of Schools

DATE: July 31, 2025

RE: Position Request for Special Education Teacher

Due to increased needs at Cleveland Middle School, we have received a request from Principal Nat Akiona for an additional Special Education Teacher position. We are requesting permission to move forward with hiring the position to accommodate this request. Per Cindy Geren, funding is available for this position in the General Education budget.

Thank you for your consideration.

DIRECTOR'S UPDATE



August 4, 2025

Highlights

- Cleveland Middle School Beta Club wins at National Conference.
- New Science Materials and Lab Equipment Arrives in CCS.
- New Employees attended a Great Week of Training (July 21-24).
- CCS Admin Team met on July 22 for their Annual Back-to-School Retreat.
- The Raider Reading Roadshow made weekly stops in June to the Community Center, NE Rec Center, Boys/Girls Club, and the YMCA.
- Thank you to all our staff who led an amazing Summer Camp in June.
- Cleveland High School received two grants this summer: Aviation and Welding.
- Laura Stilltrotter, BB Teacher, named Tennessee Novice Teacher of the Year.
- Mr. Bob Pritchard and Mr. Kelly Kiser advance in State Level Principal/Supervisor Recognition.
- Dr. Alicia Kahrs named Assistant Principal at Arnold Memorial Elementary School.

Highlights

- July 10: The Ad-Hoc Committee on New Schools met.
- July 17-19: TSBA Law Summit held in Gatlinburg.
- July 28th: CCS Convocation kicked off new year with Staff.
- July 28th: Cleveland City Council voted to set in motion the funding mechanism to support the building of a new elementary school in Cleveland City Schools.
- July 28th: CHS Junior Charlie White serves as Councilman for the Day
- July 29th: Staff attended Districtwide PD.
- July 30th - August 1: Schools conducted PD, Back-to-School Nights
- August 4: Today marked the first day of classes for the 2025-2026 school year.

- Shout-out to Tech and Innovation, Student Information, and HR Departments

Upcoming Events

- **August 5: BCPEF Joint Board Meeting at 5:30 p.m. at the BCPEF Offices**
- **August 6: Full Day of Classes for All Students**
- **August 12: Cleveland City Schools hosts the Bradley-Cleveland Chamber Coffee at ESC**
- **August 26: Breakfast with the Board at Ross (8:00 - 9:30)**
- **Sept. 2: Monthly School Board**
- **Sept. 11: SE Regional TSBA Meeting at Tyner at 4:30 p.m.**

Highlights

Upcoming Events

Champions



**JORDAN
REEVES**

MURMAID MATTRESS WINNER



**ASHLEY
MCALISTER**

DON LEDFORD CAR WINNER



**TERRY
ESQUINANCE**

FITZGERALD AWARD WINNER



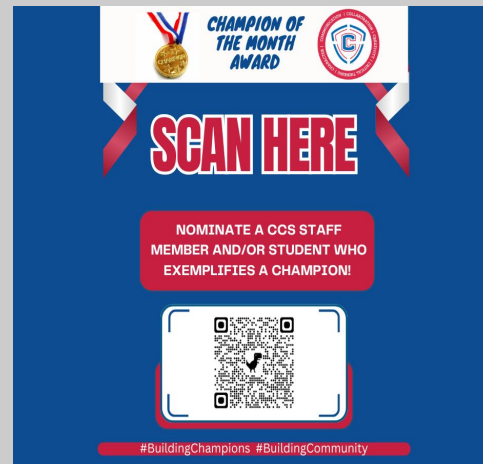
**JORDAN
REEVES**

GOFF AWARD WINNER



2025 SPIRIT FLAG
WINNER

BLYTHE-
BOWER
STAFF

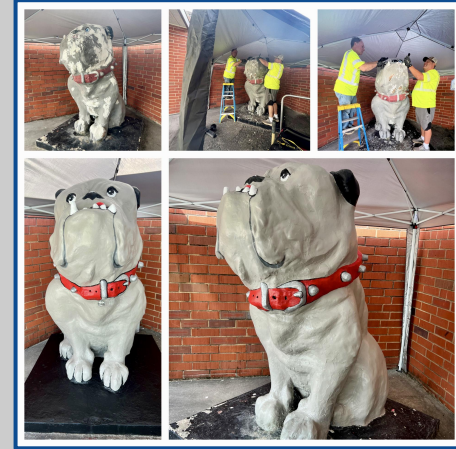


Highlights

Upcoming Events

Champions

Pictures...Building Champions, Building Community



Highlights

Upcoming Events

Champions

Pictures...Building Champions, Building Community



2020–2025 Strategic Plan Progress

- **28 Action Steps** were evaluated across the 5-year strategic plan.

- Each action step was rated on a scale from 1 to 4:

- 1 – Not Implemented (Red)

- 2 – Limited Implementation (Orange)

- 3 – Partially Implemented (Yellow)

- 4 – Fully Implemented (Green)

Final Outcomes:

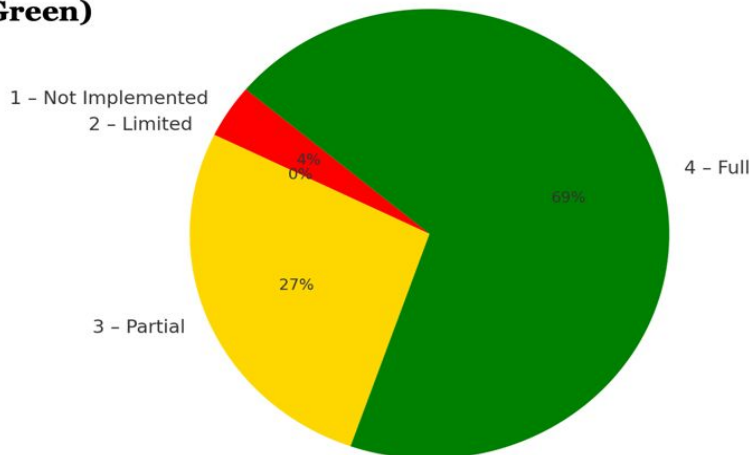
- **18 Fully Implemented**

- **7 Partially Implemented**

- **1 Not Implemented**

- **0 Limited Implementation**

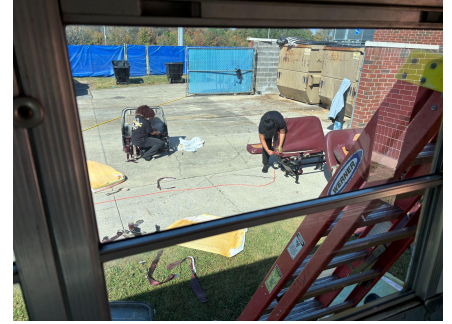
2020–2025 Strategic Plan Ratings
Cleveland City Schools



DIRECTOR'S UPDATE



August 4, 2025







Engaged Workforce

August 2025 Staffing Update

Human Resources Staff

Cleveland City Schools Human Resources Team



Ms. Cindy Wagers- Administrative Assistant



Dr. Susan Rodriguez- Human Resources Specialist



Mr. Kelly Kiser- Assistant Director of Schools

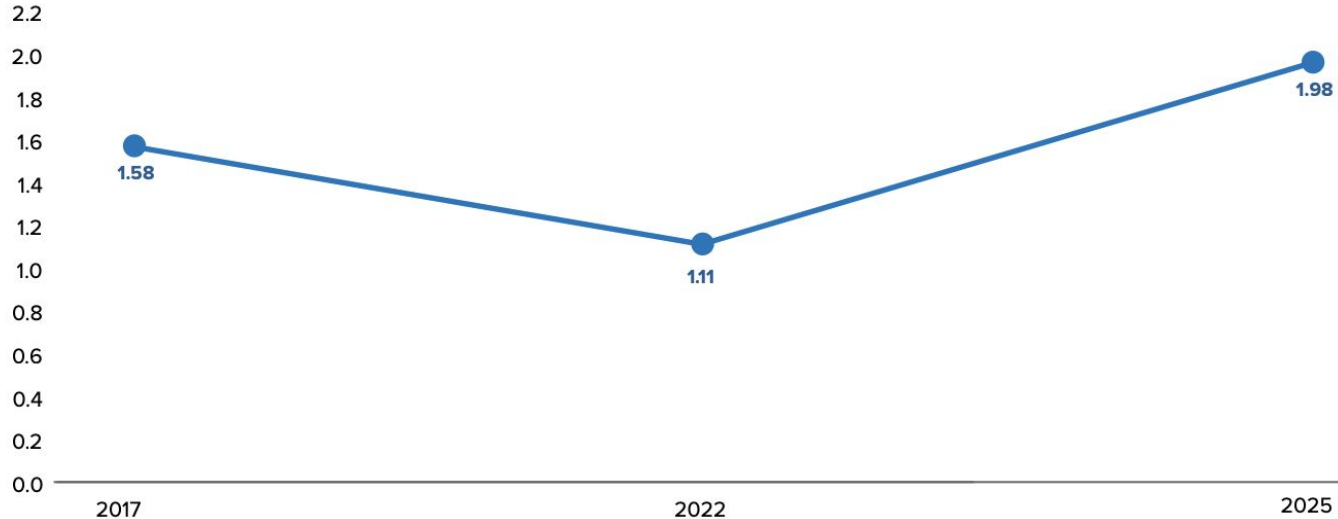


SHRM 2025 HR Trends

HR-to-Employee Ratio



The number of HR staff per 100 employees supported by HR in the organization. Results shown for 2017, 2022, and 2025 data.



Source: 2025 CHRO Benchmarking: Insights to Power People Strategy, SHRM, 2025.

SHRM 2025 HR to Employee Ratio

We are LEAN!

**3 HR Staff Members
Over 900 Employees
Ratio 1 HR staff per 300 employees**

**SHRM reports that the average ratio
is 1.98 HR staff per 100 employees.**

***Source-2025 SHRM Data Brief**

Thank you Cindy and Susan!



We are BUSY!

Background Checks and Reviews
Onboarding
Recruiting and Job Postings
Coordinating Employee Evaluation
HR Data Entry
Personnel Investigations
Educator Licensing
New Employee Orientation and Mentoring
Staff Leave Approval
Employee Time and Attendance
Staff Planning and Budgeting
Personnel Policy and Procedure
Student Teaching Placements
Public Records Requests
Substitute Staffing Liaisons and Contracting
And a few other forms like loan forgiveness etc...



Live look at Dr. Rodriguez-4 PM

1st New Employee Orientation at ESC



Summer 2025 Workforce Update

**228 Personnel Transactions
This Summer
62 New Employees (Sorta)**

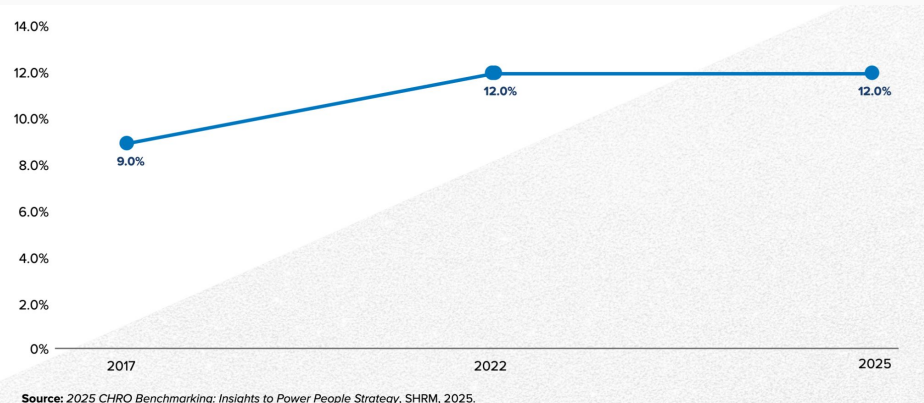
38 New Certified Employees

24 New Classified Employees

**3 Full Time Certified Spots
Remain Unfilled**

Voluntary Turnover Rate = 6.7%

National average VT across all areas = 12%



CCS Workforce Update

909 Employees

530 Certified Positions

379 Classified Positions

25 School Administrators (2.8%)

16 District Administrators (1.8%)

**Typical Administrative Total
(6.5% to 11%)**

Previous 3 Years Board Approved

81-New Positions*

**81-School Based or Direct
Service Based Hires**

3-Administrative Additions

**(additional AP supplement at Blythe-Bower and
removing AP splits at Stu/Arn & Ro/Ya)**

***Some were grant funded and do not remain.**

HR General Updates

- **Adding paid parental leave for those not covered under state law was an expense of \$38,950 during the past school year.**
- **Dr. Rodriguez has completed a tremendous amount of work in digitizing forms, improving the onboarding processes, and providing service to our staff.**
- **The HR Team continues to look for ways to modernize and upgrade our existing practices to make them more efficient as well as convenient for our staff without increases in spending.**

Current Engaged Workforce Strategic Plan Goal:



WHAT WE'RE AIMING FOR

Build a highly qualified and well-supported team of educators and staff who are equipped to meet students' needs, represent the community, and remain committed to the district long-term.

Where Are Headed?

- 1. Enhance recruitment and retention.**
- 2. Build internal pipelines and Grow Your Own programming.**
- 3. Improve staff support and development.**
- 4. Strengthen culture and core values.**

How can the Board help?

- 1. Continue prioritizing staff salaries and benefits in your budget cycles.**
- 2. Continue investing in staff support and development.**
- 3. Continue prioritizing items that impact student educational needs.**

COMMITTED
TO A
CHAMPIONSHIP
CCULTURE



CHARACTER

CRITICAL THINKING CREATIVITY

COLLABORATION COMMUNICATION

CLEVELAND



What are the components of a championship culture?

- Credible Leaders
- Clear and Compelling Vision
- Core Values
- Standards of Behavior
- Committed and Unified Team Members
- Aligned Systems

**My personal goal:
Contribute to an environment
where employees are energized,
engaged, and enabled.**

E³

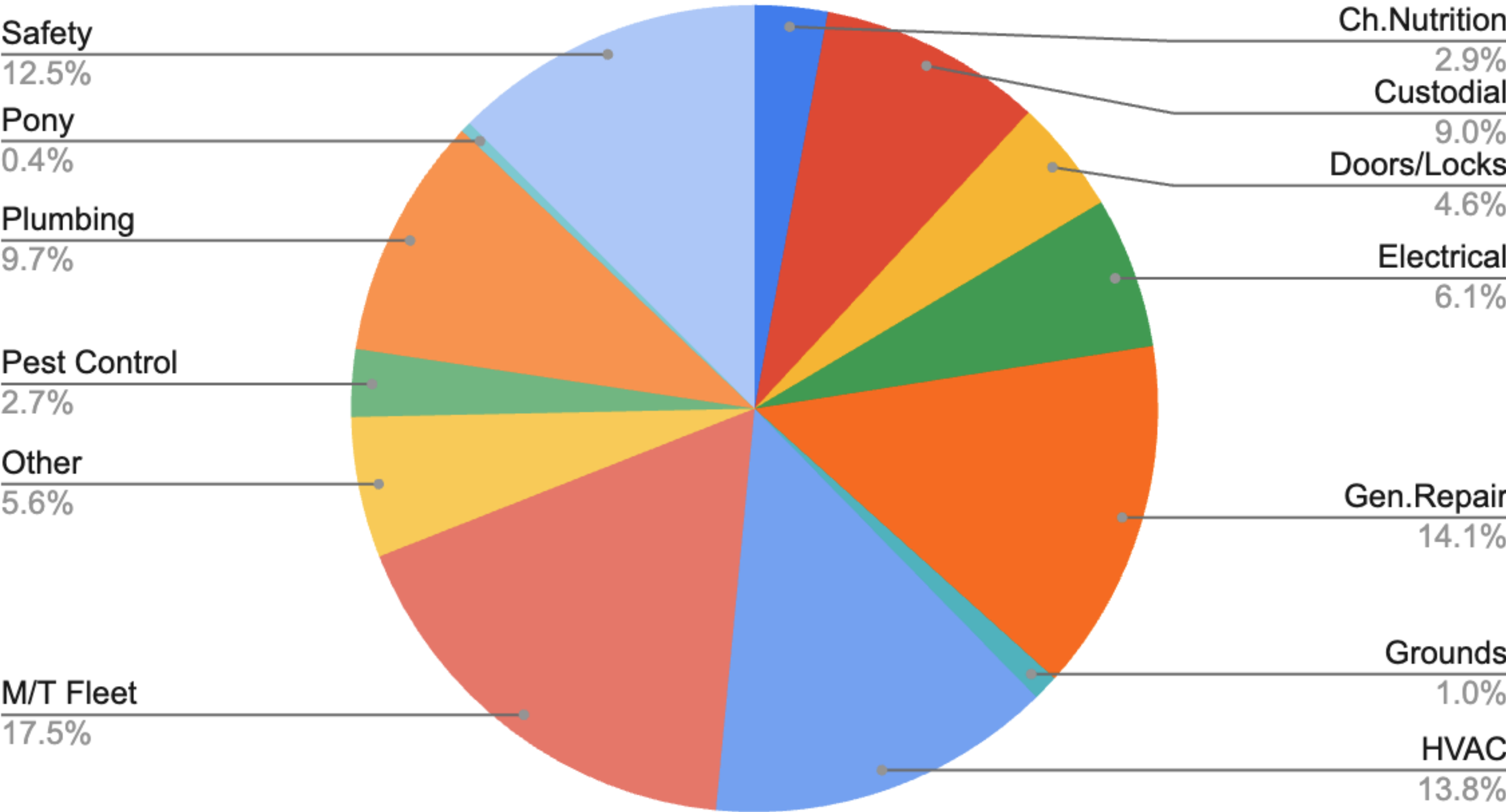


**Energized,
engaged, and
enabled
employees
create kids that
care. Kids that
care can change
the world...**

**A great school system
starts with
AMAZING EMPLOYEES!**



3,367 Work Orders 7/1/24-6/30/25



Personnel Items – June 2025

Assignments

Morris, Melissa, ESC (Admin Asst), Effective June 2, 2025

Rowland, Cordero, ESC (Bus Driver), Effective June 9, 2025

Resignations

Ingram, Matt, AR (Assistant Principal), Effective June 2, 2025

Runion, Abby, CCC (PT Int), Effective June 11, 2025

Whitley, Jennifer, CMS (Teacher), Effective June 11, 2025

Weatherford, Sarah, CCC (PT Int), Effective June 9, 2025

Michaelis, Kristen, CHS (Assistant), Effective June 5, 2025

Transfers

Retirements

Brewster, Lisa, YA (Admin Asst), Effective June 5, 2025

Leaves of Absence

Personnel Items – July 2025

Assignments

Frazier, Margaret, ESC (Speech/Lang. Pathologist), Effective July 28, 2025
Lockerby, Ted, CHS (Teacher), Effective July 28, 2025
Braun, Benjamin, CHS (Teacher), Effective July 28, 2025
Hughes, Diana, BB (Teacher), Effective July 28, 2025
Ung, Carly, MA (Teacher), Effective July 28, 2025
Cruz, Sarahi, YA (Teacher), Effective July 28, 2025
Barger, David, CHS (Teacher), Effective July 21, 2025
Gallaher, Ethan, CHS (Teacher), Effective July 28, 2025
Davis, Hannah, CMS (Teacher), Effective July 28, 2025
Hixson, Gracie, ST (Teacher), Effective July 28, 2025
Green, Ashlee, ESC (School Psychologist), Effective July 28, 2025
Woody, Amy, ESC (Speech Language Pathologist), Effective July 28, 2025
Frazier, Margaret, ESC (Speech Language Pathologist), Effective July 28, 2025
Tillman, Teena, CHS (Teacher), Effective July 28, 2025
Bennett, Rachel, CMS (Teacher), Effective July 28, 2025
Manning, Tressa, CHS (Teacher), Effective July 28, 2025
Moats, Courtney, YA (Counselor), Effective July 28, 2025
Rynas, Stephanie, CHS (Teacher), Effective July 21, 2025
Steinmann, Jessyca, YA (Assistant), Effective July 28, 2025
Underwood, Megan, CMS (Assistant), Effective July 28, 2025
Spears, Anna, CHS (Teacher), Effective July 28, 2025
DeBord, April, CHS (Teacher), Effective July 28, 2025
Pride, Howard, CHS (Teacher), Effective July 28, 2025
Willis, Betsy, CMS (Assistant), Effective July 28, 2025
Mintz, Renaissance, ST (Assistant), Effective July 28, 2025
Rincon, Jesus, ESC (Maintenance), Effective July 1, 2025
Cloutier, Megan, CMS (Assistant), Effective July 28, 2025
Bethel, Sarah, BB (Teacher), Effective July 28, 2025
Johnson, Julann, ESC (Bus Driver), Effective July 14, 2025
Hernandez, Erika, CMS (Translator), Effective July 28, 2025
Lockerby, Clark, CHS (Teacher), Effective July 21, 2025
Ware, Paula, CHS (Assistant), Effective July 28, 2025
Bates, Karen, AR (Assistant), Effective July 28, 2025
Dunn, Holly, CHS (School Nurse), Effective July 28, 2025
Earls, Katrina, BB (Teacher), Effective July 28, 2025
Dale, Madalene, CHS (Teacher), Effective July 28, 2025
Greene, Ivan, BB (Assistant), Effective July 28, 2025
Epps Tallent, Shannon, CCC (Assistant), Effective July 28, 2025
Bryson, Clarence, CHS (Teacher), Effective July 28, 2025

Shiver, Lydia, ST (Teacher PT), Effective July 28, 2025
Ollic, L. Anne, CHS (Teacher), Effective July 28, 2025
Guiles, Sharon, AR (Teacher), Effective July 28, 2025
Weatherford, Sarah, CMS (Interim Teacher), Effective July 28, 2025
Fischer, Natalie, BB (Interim Teacher), Effective July 28, 2025
Kennedy, Sarah, ESC (Bus Monitor), Effective July 29, 2025
Redick, Bryce, Mayfield (Teacher), Effective July 28, 2025
Smoot, Kathleen, CHS (Assistant), Effective July 28, 2025
Aly, Jennifer, BB (Assistant), Effective July 28, 2025
Womack, Candace, CMS (Teacher), Effective July 30, 2025
Smith, Suzanne, CHS (Counselor 100 Day), Effective July 28, 2025
Pyburn, Ashtyn, ESC (Social Worker), Effective July 30, 2025

Resignations

Runion, Abby, CCC (PT Int), Effective June 11, 2025
Whitley, Jennifer, CMS (Teacher), Effective June 11, 2025
Smartt, Courtney, ST (Assistant), Effective July 16, 2025
Guthrie, Rebecca, CHS (Counseling), Effective May 28, 2025
LoScudo, Anna, CMS (Teacher), Effective July 21, 2025
Miles, Sara, YA (PT Int), Effective July 16, 2025
Andrews-Miller, Lindsay, MA (Teacher), Effective July 7, 2025
Dotson, Jeanine, BB (Teacher), Effective May 28, 2025

Transfers

Partlow, Barbara, RO (Assistant) to RO (PT Int), Effective July 28, 2025
Higgins, Sheri, CHS (ESL Teacher) to BB (Teacher), Effective July 28, 2025
Johnston, Jodie, RO (PT Int) to RO (PT Instr. Asst), Effective July 28, 2025
Swartzel, Joel, CHS (Teacher) to RO (Teacher), Effective July 28, 2025
Guentensberger, Abigail, YA (Teacher) to RO (Teacher), Effective July 28, 2025
Buckner, Chad, CMS (Operations) to CCC (Teacher), Effective July 28, 2025
Wiley, Lisa, CHS (Learning Support Specialist) to TDC (Learning Support Specialist), Effective July 28, 2025
Murphy, Jacob, CCC/MA (Teacher) to CCC (Teacher), Effective July 28, 2025
Kirkpatrick, Kristen, CHS (Assistant) to RO (Assistant), Effective July 28, 2025
Baggett, Chloe, YA (Assistant) to YA (Administrative Assistant), Effective July 28, 2025

Winstead, Jennifer, CHS (School Nurse) to AR (School Nurse), Effective July 28, 2025
Lake, Emma, ST (Assistant) to ST (Teacher-PreK), Effective July 28, 2025
Krueger, Elizabeth, CHS (Teacher) to CHS (Teacher-ESL), Effective July 28, 2025
Martin, Alexandra, BB (Assistant) to BB (Teacher), Effective July 28, 2025
Avendano, Jacqueline, ST (Assistant) to AR (Assistant), Effective July 28, 2025
Sacharczyk, Heather, AR (Teacher) to CMS (Operations Coordinator), Effective July 28, 2025
McDaniel, Holly, BB (PT Int) to BB (Assistant), Effective July 28, 2025
Wheeler, Reagan, AR (PT Int) to ESC (Assistant -Speech), Effective July 28, 2025
Reiniche, Cooper, CMS (Interim Teacher) to CMS (Teacher), Effective July 28, 2025
Ready, Allison, AR (Assistant) to AR (Teacher), Effective July 28, 2025
Brown, Casey, CHS (Teacher) to CMS (Teacher), Effective July 28, 2025
Burnette, Bailey, ST (Teacher) to MA (Teacher), Effective July 28, 2025
Kahrs, Alicia, ESC (Well-Being Specialist) to AR (Assistant Principal), Effective July 28, 2025
Norman, Sonjia, BB (Teacher) to AR (Teacher), Effective July 28, 2025
Elliston, Pam, RO (Assistant) to Yates (Assistant), Effective July 28, 2025

Retirements

Leaves of Absence

Brooks, Nicolette, YA, Effective July 28, 2025
Roden, Jasmine, BB, Effective July 28, 2025