

Board of Education Regular Meeting

July 7, 2020 2:00 PM

F. I. Denning Center of Technology and Careers

Attendance Taken at 1:59 PM.

Mr. Tom Cloud: Present
Mr. Charlie Cogdill: Present
Ms. Carolyn Ingram: Present
Ms. Krista McKay: Present
Mr. Steve Morgan: Present
Ms. Peggy Pesterfield: Present
Ms. Dawn Robinson: Present

1. **Pledge of Allegiance**

Dawn Robinson opened the meeting and led the Pledge of Allegiance.

2. **The Cleveland City Schools Board of Education will hold a meeting electronically, pursuant to Executive Order 51 issued on Monday, June 29, 2020 by Governor Bill Lee. The electronic meeting is necessary to protect public health, safety, and welfare in light of the coronavirus. Members of the public may attend and listen to the meeting through access of the video at <https://youtu.be/psw2IsJ4lPg>.**

Dawn Robinson read the above statement.

3. **Roll Call**

The Secretary, Julie Smith, took roll.

4. ***Consent Agenda**

Motion to approve Consent Agenda Passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Charlie Cogdill.

Mr. Tom Cloud: Yes
Mr. Charlie Cogdill: Yes
Ms. Carolyn Ingram: Yes
Ms. Krista McKay: Yes
Mr. Steve Morgan: Yes
Ms. Peggy Pesterfield: Yes
Ms. Dawn Robinson: Yes
Yes: 7, No: 0

A. *Approval of Regular Agenda

B. *Approval of Minutes from June 1 Board Meeting

C. *Approval of nomination of Carolyn Ingram to TSBA Southeast Director

5. **Regular Agenda**

A. *Report for re-opening of school for Fall 2020

Dr. Dyer reports he is working from home waiting on his COVID-19 test to come back. He feels fine, but under an abundance of caution he took the test last week. He is following the Cleveland City Schools protocol and he wants to remind everyone that Governor Lee encourages everyone to get tested. Today we are unveiling the 2020-2021 re-opening plan. We know that this plan might need to be changed depending on the guidance of the Tennessee Department of Health, CDC, etc. We have pulled a lot of people together to form our reopening task force. There was a teacher focus group created, and we received survey information from parents and employees. Dr. Elliott has chaired this task force. The timeline has been interesting. The last day of the 2019-2020 school year was May 15th, June 11 we sent out the surveys to families and staff, June 23 our teachers focus group started, that brings us to today July 7th at this board meeting, and tomorrow July 8th starts enrollment for the next school year. August 3rd we will start preparing the staff on protocols.. We are proposing our reconnection week to start on August 10. Dr. Dyer turned the presentation over to Dr. Elliott.

-Dr. Elliott stated there has been a team that worked diligently to put this document together. The first part of the plan is the academic calendar. As we all know we needed to maintain 180 school calendar year with 6.5 hours school day. We knew we needed a time to reconnect with our staff, students, and families. We would like to use our training days at the beginning of the school year to reconnect with our employees, August 3-7. We found out from the general council today that they did approve us to use these days this way. Starting August 10, we are calling that reconnection week. This is a time for our staff to work with the students on our new procedures, and bridging those relationships. We will have each student come in for one day on that first week, Monday through Thursday. Then on Friday, August 14 every student will come to school for a 1/2 day of school. Then, that afternoon each school will meet and make plans for what is working and what needs to be adjusted. The remaining holidays and breaks will stay the same. We are looking at a virtual convocation for July 27 in the afternoon.

-The Board likes that the holidays are staying the same since families may have already scheduled traveling plans.

-The Board asks will the high school be accepting any foreign exchange students? Dr. Elliott said they are not accepting international students this year.

-Dr. Elliott states our plan is to open in person on August 10. The plan for reconnection week is Monday, August 10 is last name A-D, Tuesday, August 11 is last name E-L, Wednesday, August 12 is last name M-Q, Thursday, August 13 is last name R-Z, and Friday, August 14 every student will attend for an abbreviated day. To reopen we have consulted with the local health department, CDC, etc and we are putting in these mediating factors. We will be taking the temperature of everyone that comes into the building (our staff and students will have their temperature taken when they enter the building at the beginning of the day and again in the middle of the day), our teachers will be required to wear masks/face coverings when they are within 6 feet of someone, hand washing protocols, and sanitizing.

-The Board asks what temperature would we turn students away to go

back home? Dr. Elliott states it is 100.4.

-The Board asks if we will have enough thermometers for the system? Dr. Elliott said through the Cares Act and TEMA we will have enough.

-The Board asks if the students will be required to wear masks and do we have enough masks to supply the students with them? No, if they choose to wear the mask then they are allowed to do so, but they are not required. We do recommend that they wear them. Hal Taylor stated TEMA has supplied us with a 50 day supply of masks for each student.

-The Board asks if a teacher can ask her whole class to wear a mask can they do that? Dr Elliott said it has not been talked about but they will discuss it.

-The Board suggests we should add the mask description into the dress code.

-Dr. Elliott discusses the traditional school option. Dr. Elliott encourages families to be in person so they can have a normal school day and have that face to face instruction. The elementary schools have been thinking about how they can have gym and recess, along with classes and have the least amount of contact with people outside of their class as possible. The middle and high school are working on how to change classes and have less contact with more individuals and with one way hallways. But, if the virus spreads and we have to close a building or whole system we want the school year to continue at home. We will be looking at the rules and regulations within our county and state to determine how to move forward if this happens. As of yesterday, July 5 we had 334 active cases in Bradley County out of 108,110 residents of Bradley County, which is .31%. That puts us in the yellow "minimum to moderate virus spread" section.

-The Board asks if a teacher has to be quarantined and we don't have enough substitutes to cover the classroom could the teacher use Google meet and still teach the class? Dr. Elliott said that is definitely an option but we hope to have a substitute teacher or another staff member to be present in the classroom.

-The Board questions the difference between the green "Low Virus Spread" and the yellow "Minimum to Moderate Virus Spread" columns? They would like the columns to have more clarity and more specific details to separate these columns. Brittany Hopkins- representative from Bradley County Health Department- suggested we put a quantity behind it to help clarify. For Example: In the green we will use at least 3 mitigating strategies, and in the yellow we will use 7 mitigating strategies. Dr. Elliott stated they will look into changing this diagram.

-The Board asks if there is an outbreak within one school in the system will we be closing just that one school down for 2 weeks? Brittany states you could quarantine one or two individuals. But, if it becomes a cluster (which means 2 or more infections from the same source) then you would consider if you need to close the whole school or just part of the school. Another closure would be closing for 2-5 days to give the department of health time to identify their contacts.

-The Board asks how the health department conducts the tracing of each positive case? Brittany states if a student has a temperature you would have them go home get tested for COVID-19. If the test result is positive, the result will be sent to the department of health. Then the department of health contacts the person and do

an investigation and see who they have been in contact with 48 hours prior to the onset of the symptoms. If they began symptoms on Sunday, got the test on Monday, and tests positive: Anyone who has been within 6 feet of that person for more than 10 minutes becomes a contact. The department of health will then ask for all the contact information of anyone that falls into that category. They will call and let them know they have been in contact with someone who has tested positive and should quarantine for 14 days and should be tested themselves.

-The Board asks if a student has a temperature and the school ask them to go home and get a test but the student refuses to get a test what should we do? Brittany gives guidance and says if a student refuses to get tested the individual needs to be quarantined for 10 days, and be symptom free for 72 hours.

-The Board asks if the school nurse or CareMobile can test for COVID-19? No, they can not.

-Dr. Elliott states if there is an outage of a school, or the whole district they will still be having class at home during their regular class times with the online platform and paper copies. This will be called Traditional Learning At-Home. The district wanted to provide as many laptops to our students going forward. As the CARES Act funds became available we put in an order for 3rd-5th grade students to all have chromebooks. We also had to reorder the chromebooks for the lease for our middle school. Dr. Raper stated we ordered 2,900 devices for grades 3-8 and there is a shortage of chromebooks across the nation. We are hoping to get all the devices back by late September. The high school devices will be ready to deploy at the beginning of the school year.

-The Board asks what the recovery rate for getting the chromebooks back for the middle school students? Dr. Raper stated the recovery rate wasn't as high as it would have been if the students were in the building at the end of the year, but it went well. Our blade facilitators are contacting those students still trying to get those chromebooks back.

-Dr. Elliott states the system does know we will have families/students who will be interested in virtual school. We started investigating CCS having a virtual school on a smaller level. We visited other schools to see how they operated their virtual school. This helped us to be able to open virtual school registration starting in July. This will be a year long commitment to be in virtual school. We will have 300 spots available for virtual school students, this is around 5% of the student population in CCS. We will be using Florida Virtual School curriculum that was purchased from the CARES Act fund. The students will need to have their own laptop and WiFi access.

-The Board ask what was the response to the survey? Dr. Elliott said they had over 700 families show interest in virtual school.

-The Board ask if we would raise the number of spots available from 300 to more? The system will be monitoring the response and see if they need to do that.

-Dr. Elliott states the Virtual School requirements: A teacher will be present everyday, there will be attendance taken daily and those attendance protocols will be in affect, they will be assigning grades on a regular basis. The system wants the families to know it will look different than the spring virtual school. The system would like to start enrollment tomorrow, July 8 for traditional and

virtual registration in our school system through July 22.

-The Board asks if we get the same funding for a virtual student as a traditional student? Yes, the virtual students fall into our school district so we will get funding for them.

Dr. Dyer wants the board to know the reason they kept the enrollment number smaller is they want to do this with fidelity. We have never had virtual school and we want to do this the right way for our students and for our staff.

-The Board asks if a student chooses virtual school and chooses to finish a 9 week classwork in a 6 week time frame would they be allowed to do so? Yes they can, but there will be check point days/times to make sure the students are on pace and if they have any questions.

-The Board asks what happens with testing and teacher evaluations? The state testing is still on the table for every student, virtual or traditional. We are monitoring this situation daily. Mr. Kiser will advise us on the teacher evaluations when he speaks about Human Resources.

-The Board asks if families can not afford chromebooks if we could have some donated? Mr. Raper stated that might be a problem since we have to legally have specific filters on all of our chromebooks owned by the system.

-The Board asks how we will continue to educate the Traditional K-2 students if they have to be out of school for COVID-19 since they will not have chromebooks? At the beginning of the year, August 6, we will get a roster of students on who needs paper packets and who can utilize our website, www.ccsathomelearning.com to continue learning at home in the hybrid learning model.

-Dr. Dyer updates the board on Health and Student Services: We will be using proper hygiene, teaching social distancing, temperature checks, PPE, and instructing our students on how to implement these mitigations. We will also be diving into mental health of our staff and families, including implementing Capturing Kids Hearts Model. We have been and will be cleaning and scrubbing our building thanks to Hal Taylor and his cleaning crew. We will be providing PPE for all of our staff. Academics and the health of our students create the whole child.

-The Board asks how are we going to deal with the discipline aspect for a student that doesn't follow the mitigating factors? Dr. Dyer states Doug Moore is out of town and he could give us a perspective from a student services perspective, but we will have to write these procedures down in detail and have a more in depth discussion on how to move forward.

-Mr. Kiser updates the board on Human Resources- There will be a temperature check daily for our students, and staff. They will also be filling out Google forms filled out daily with COVID-19 questions. We want our staff to wear their masks/face coverings as much as possible. We don't want our staff to be out multiple days for quarantine and wearing the mask will help with this. We have contacted our substitutes and we have had some feedback that some substitutes do not want to come back. We are looking to get some waivers on how long the substitutes can be in a particular classroom. Next, we need to understand the estimated hours of work for a week. Traditionally, staff would have one day every week or two having a "duty" within the school. We feel for the beginning of school, at least, we will be utilizing all staff all day to help students daily with mitigation practices. We have not heard

anything from the state about evaluations, but there is guidance out there for evaluations on virtual teachers. Staffing of the virtual school at the elementary school level will be decided upon once we know the number of students that want to be enrolled in virtual school for each particular school. Once we know how many virtual school teachers we need for each school we will ask for volunteers to go to virtual. Once we have used all the volunteers we will go into an application process to fill the remaining spots. This will be similar to the last process used for Candy's Creek Cherokee Elementary School. If we don't have volunteers it would go to involuntary transfer. The middle school is looking at a dedicated team approach to virtual school teaching. The high school is looking at pulling some of the traditional teachers and having one of their classes in their schedules to be a virtual class.

-The Board asks how the high school will have the lunchroom open? Dr. Elliott said the system has been in conversation about this and they are still trying to iron out these details. Gena Reed will be here to discuss this later in the meeting.

-The Board asks if a teacher says they have a family member with a high risk family member in the home and the teacher chooses not to teach because of COVID-19. Will the teacher be able to not teach this year and come back next year when COVID-19 is over? Mr. Kiser says the teacher will be expected to be in the school doing their job. There will be multiple scenarios regarding leave requirements and there are options to look at but the overall expectation has been stated by Mr. Chuck Cagle: If you are expected to be there to do your job you should be there doing your job.

-The Board ask if the system is liable if we bring staff back to the building? Mr. Kiser says no, Chuck Cagle stated if they are required to be at school then they are essential workers.

-The Board asks if a teacher does have a vulnerable medical situation would they have priority to be a virtual school teacher? Mr. Kiser says they will need to go through the process like any other teachers.

-The Board asks if they have a teacher who is out for 2 weeks because of COVID-19 will it count against their sick leave? Mr. Kiser advises there is a Families First Coronavirus Act, and under this Act they could be paid for up to 2 weeks to deal with COVID-19. There is specific documentation that is required to qualify for this.

-Dr. Elliott spoke about Academics - As they stated before there is a Traditional or At-Home if needed option and a Virtual School option. We will be providing the staff development week to help teachers be ready for the school year starting August 3. We are working on a curriculum guide to have ready before school starts. In the spring we had K-8 teachers create curriculum videos so we can use them for instruction. We will continue with the grading scales and assessments as we have in the past. We have spoke with the special ed and ESL staff and we are continuing the intervention programs. Our new CKLA Program allows us to do intervention in the classroom.

-The Board asks will there be specific regulations for our special ed population? Dr. Elliott states they will, but a lot of those decisions will be determined by their IEP.

-The Board asks how they will address the students who are behind, especially K-2 students, while still teaching the current years

curriculum? Dr. Elliott states they will be focusing on this years curriculum, but they will be using the past videos from our teachers to help bridge the gap for curriculum for the previous year. He states it will be a balancing act. Mr. Kiser states our new CKLA program has a boost program which will help with this. Also, we have set funds aside from the CARES Act to bring some students in for summer school to further bridge the gap.

-The Board asks if the student is enrolled in virtual school would they be allowed to participate in sports? Yes, they would have the opportunity to tryout for sports teams, extracurricular activities. Band and Choir are part of the in school curriculum so they will not be available to them.

-Dr. Elliott states they are suspending field trips at this time.

-Carolyn Ingram asked about an email she received. A parent ask if Juniors and Seniors can take core classes at the local colleges and it count toward our high school core requirements? Dr. Elliott stated if it is a core credit class it would need to be taken by one of our instructors. If they are enrolled in the dual credit classes, then they can go onto the college campuses and take those classes. This is something Dr. Elliott's team will need to look into.

-Dr. Elliott speaks about Transportation- We are asking if parents can take their students to school we would like help with that mitigation factor. Bus Drivers will be wearing masks, there will be an empty seat behind the bus driver for social distancing, there will be a seating chart this year for students on buses, and we will be disinfecting buses after each run-morning and afternoon. Mr. Taylor wants to remind everyone most of his staff are in the high risk category and we have potential for a route not to run or be late because we will be short on drivers.

-The Board asks if a bus is late because we are short on drivers will the student being counted late? Dr. Elliott states No, that will be a principal excused tardy.

-The Board asks if there will be an assistant on the buses? Dr. Elliott state that during reconnection week we will have assistants on the buses to help navigate the students and expectations, but going forward we will be limited on who can be on the bus.

-The Board asks since we are starting school at different times at the middle school and high school will that make it difficult to run the bus routes? Mr. Taylor states it will not affect our routes.

-The Board asks if they will be limiting how many students would be allowed to be on each seat? Mr. Taylor states they don't see a way to financially feasible to make this happen.

-The Board asks if they will be putting plexiglass around the bus driver? Mr. Taylor states they can not do this because it is a violation of the Department of Safety.

-The Board asks will there be temperatures taken before students get on the bus? No, the temperatures will not be taken except for Special Ed buses.

(Tom Cloud had to leave the meeting at 4:10 pm.)

-Dr. Elliott states the school day times. Since we will not be able to allow our students to congregate in the large spaces like a gym or cafeteria we will need our staff at the schools ahead of the students ready for those students to come through the doors each morning ready for the students to be in the classroom first thing. The start times for each school: Elementary Schools: 8:15

am - 3:15 pm, Doors open at 7:45 am, car riders will begin dismissal at 2:45 pm, and bus riders will begin dismissal at 3:15 pm: Middle School: 7:50 am-2:50 pm, their buses start to arrive at 7:15 am, bus riders and 6th grade students will dismiss at 2:30 pm, 7th and 8th grade student car riders/walkers will dismiss at 2:50 pm. Dr. Elliott states they are still working on the details for the middle school pick up flow of the pick up lanes. High School 7:30 am - 2:30 pm: Doors will open at 7:10 am, and dismissal will be at 2:30 pm for cars and buses, we do not believe dismissal will be an issue since they have more student drivers. There is an app that Candy's Creek used last year where a parent lets the app know that they are there to pick up their child and it will let the teachers know in the classroom so the student can leave and go to their car.

-The Board asks what if a parent wants to walk up to the school and get their child? Dr. Elliott states they have discussed this but have not nailed down a specific decision on how to handle this pick up procedure.

-Gena Reed discusses Child Nutrition- Breakfast and lunch service will use disposable material no matter where they eat. Breakfast will be a grab and go service, we can utilize the offer v. serve option for elementary and the high school. The middle school will still have breakfast in the classroom. At home learning or virtual school students food can be picked up on sites. If the system is out for less than 5 days there needs to be a designated spot at each school for pickup. If the system or school is closed for 5 days or more meals can be delivered. Breakfast and lunch will be delivered together on Monday, for Monday and Tuesday's meals, and Wednesday delivery, for Wednesday, Thursday, and Friday's meals. The buses will deliver 30 minutes later than the original time at the elementary school level, the buses will deliver an hour and a half later for the secondary schools. Car pick up sites will be open 9:00 am - 10:00 am. If its a system closure the buses will pick up at limited schools to help with staffing and safety: at CMS, BB, CCCE, Stuart, and Yates. The sites for parent pickup are BB, Mayfield, Yates, CHS, and CCCE from 10:00 am - 1:00 pm. We have applied for and received some waivers- We have these through June 30,2021: Non-congregate feeding- Which allows us to eat in the classroom or wherever their designated area is. Meal service time flexibility which allows us to serve multiple meals at any time if needed. Parental pickup: Which allows parents to pickup food for students. We will be using system rosters for meal accountability. Meal pattern flexibility: These are approved by the USDA, but we have to get approval from the state and I will be working on that once this plan is approved. Offer V. Serve flexibility has been approved for 9-12. Waivers that have not been approved : Portable water, and Seamless summer Emergency Feeding for the school year. Daily staff checks will include the same protocols as the rest of the system. We will be taking our employees temperatures and they will be filling out the Google document. Procedures if a staff has COVID-19: If they have to close a kitchen, we will use another schools kitchen to help. Hand washing protocols will be enforced, and they will be cleaning the lines between classes. They will be doing a bi-weekly training for these procedures.

-The Board asks if a student is in virtual school can they receive lunch? Yes, they will have a roster and they will check their name

off at pickup locations.

-The Board asks if employees are wanting to come back in the nutrition department? Gena Reed said they are just now calling the employees and they haven't noticed a mass exit of employees.

-The Board asks how they will handle the busy lunchrooms at the middle and high school level? Gena said they are having meetings with Sodexo and principals to determine how to keep 50% of students in the cafeterias. There will not be any self service.

-Dr. Elliott spoke about Attendance and Enrollment- We are opening enrollment July 8, and it will be open for 2 weeks. As a reminder: Attendance will be taken for virtual school as well. For those who have not enrolled in school by July 22 they will be automatically enrolled in traditional school. We will still be getting funding for students who are in virtual school as long as they are present each day.

-The Board asks how they enroll: They go to the website at www.clevelandschools.org/enrollment

-The Board asks if they don't have a computer or internet access do they have paper options to enroll in school instead of having in person registrations? This year we have a paper option at the school.

-The Board asks what happens once the student is enrolled in virtual school? They will meet July 23 with parents.

Dr. Dyer states the sales tax locally came in strong and the BEP Funding came in strong as well.

-Mrs. Robinson hopes since the BEP funding is coming in strong she hopes we can give a bonus to the staff. Dr. Dyer agrees, but wants to watch to see how the numbers are in July.

-The board thanks the whole task force and appreciates them as well. Dr. Dyer is very proud of this product as well.

Dr. Dyer states we will be broadcasting every document out so the community, families, and students know the plan. We will have posters and signage as well at the schools. Dr. Dyer knows we will be getting new information and this plan can change, but he recommends we approve this plan with the changes.

Motion for the re-opening plan of school for fall 2020 Passed with a motion by Ms. Carolyn Ingram and a second by Ms. Peggy Pesterfield.

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 6, No: 0

6. "B" Agenda

A. Financial Report

B. Personnel Report

Dawn adjourned the meeting by general consent.

Chairperson

Superintendent

Board of Education Regular Meeting

June 1, 2020 3:00 PM

F. I. Denning Center of Technology and Careers

Attendance Taken at 3:00 PM.

Mr. Tom Cloud:	Present
Mr. Charlie Cogdill:	Present
Ms. Carolyn Ingram:	Present
Ms. Krista McKay:	Present
Mr. Steve Morgan:	Present
Ms. Peggy Pesterfield:	Present
Ms. Dawn Robinson:	Present

1. Pledge of Allegiance

Dawn Robinson opened the meeting, and Hayes Martin started a moment of silence and led the Pledge of Allegiance.

2. The Cleveland City Schools Board of Education will hold a meeting electronically, pursuant to Executive Order 16 issued on March 20, 2020 by Governor Bill Lee, at 2:30 p.m. on April 20, 2020. The electronic meeting is necessary to protect public health, safety, and welfare in light of the coronavirus. Members of the public may attend and listen to the meeting through access of the video at <https://youtu.be/6eTasbUCLNo>.

Dawn Robinson read the above statement.

3. Roll Call

The secretary, Julie Smith, took roll.

4. *Consent Agenda

Dawn states she is adding the Candy's Creek Cherokee Elementary Pavilion to the Consent Agenda. The PTO has asked to build this, pay for this, and design this. She lets the board know they can take this off the consent agenda if they would like since it is being added late.

Motion to approve Consent Agenda Passed with a motion by Mr. Tom Cloud and a second by Mr. Charlie Cogdill.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 7, No: 0

- 4.A. *Approval of Regular Agenda
- 4.B. *Approval of Minutes from April 20 Board Meeting
- 4.C. *Approval of CHS/Capstone

4.D. *Approval of CCS Nutrition Documents

4.E. *Approval of IDEA/ESEA for 2020-2021

4.F. *Approval of Chromebook Contract

The board questions if we can send chrome books to the 4th and 5th grade level after the middle and high school leases are up? Dr. Raper reminded them the current chrome books were on a lease and they will be exchanged for replacements, if we did choose to keep them it would cost extra funds.

Dr. Dyer stated they hope the cares act money will provide funding to purchase laptops for the elementary level students, grades 3-5.

4.G. *Approval of DHA Committee

4.H. *Approval of 5-year purchase of GoGuardian

4.I. *Approval of CCCE Pavilion

5. Regular Agenda

5.A. Director's Update

Dr. Dyer greeted everyone and welcomed them to our hybrid meeting.

-First update is about Graduation at CHS. Graduation looks different everywhere in the country this year, from hybrid-virtual-to separate graduations. We have decided, after speaking with the health department, student body, teachers, administrators, and stake holders in general, to have graduation June 12, 13 or 14. Depending on weather we will have graduation on one of those days at Benny Monroe Stadium. On Friday, June 12 or Saturday, June 13 it will be 9:00 am. On Sunday, June 14 it will be at 7:00 pm. We will be adhering to all social distancing principals. We have ordered face masks for all of our students, and encourage anyone in the community to wear a mask as well. All the details, practice time, ticket sales, etc. will be released from the high school. The original May 15 graduation date did not work well with everything that was going on.

-The board questioned what their dress code for the graduation ceremony should be? Dr. Dyer said they can decide as a group what they choose to wear, but Dr. Dyer states he will be in his regalia. After discussion, they will be in dress clothes and not the regalia.

-The board questions if graduation is held on Friday, June 12 at 9:00 will parents that work be able to attend? Dr. Dyer states they have had discussions about this, but the turf gets very hot and they are worried about the temperature of the field if it is held in the afternoon.

-The board questions if and when we will know which day graduation will be held? Dr. Dyer states they will be watching the forecast and as soon as they feel comfortable with the forecast they will make the call.

-End of 2019-2020 school year reflection. He wants to congratulate the whole school team on their response to COVID-19. He is very proud of their hard work. He knows of other school systems that were modeling their school structure from our model. Our system served 171,323 meals during the last 10 weeks of school.

-Our first TVEC cohorts graduated this year. They got their high school diploma from CHS, and associate's degree from CSCC, at the same time and although we didn't get to celebrate them like we would have liked we are very proud of them.

-High school was named as a TN STEM School, and a Capturing Kids Heart National Showcase School.

-We had the largest school system population at 5,613, which is 172 more than the end of 2018-2019. Our community likes what they see in Cleveland

City Schools and this shows that.

-Dr. Dyer is proud to be a part of Cleveland City Schools. The school board allows the teachers/administrators to think outside of the box and it showed during the last semester. The model in how we deliver education might change going forward since we have went through COVID.

-The board questions how many students don't have WiFi? Dr. Raper estimates 15-20% do not have WiFi, but Dr. Dyer estimates a good percentage of those families have LTE service. Dr. Raper states the system also opened up wifi in some school parking lots where students can bring their school issued computer and access wifi.

-The board asks if there is a way to know how many students utilized the WiFi in the parking lot? No, there is no way to obtain that data.

-The board knows there are buses being used with WiFi capabilities, and they want to know if anyone that drives into the certain parking lots can access WiFi? Dr. Raper states they did have wifi on one of the buses that delivered food, also CMS and Blythe-Bower are the two hotspots in the district as of now and the WiFi is only available to Cleveland City Schools issued devices. The system is looking to use the Cares Act money to add more WiFi onto buses so students can do homework while on/around the bus.

-Planning for the next school year: Everything I plan on telling you is subject to change, the southeast core has a task force looking to see what scenarios we can use next fall to open school again. There are faded plans to come back such as a normal start, hybrid models, and virtual school. TDOE is working on tool kits. One tool kit we are waiting on is a "rule book" on how to open school. TDOE is waiting on waivers to be passed by the State Board of Education.

-The Board questions if our funding will be cut? Dr. Dyer states we will watch the general assembly to see what they vote on within the next 2 weeks.

-Some items the system is considering for the start of school: Academic Plan? Intervention and Remediation? How do we do hallway transitions? Social distance in classrooms? PPE-how do you have enough? Mental and Emotional Health-how are we meeting the social and emotional needs of students and teachers? Technology needs? Food- where do they eat? Extra-Curricular activities/Events? Field Trips-virtual? Do we change the calendar-start earlier/end sooner? Transportation -how do you social distance on a bus?

-Dr. Dyer believes we will come together in a specially called meeting in early July to decide what our system will do. We will follow the states guidelines and then create our schedule. We want to make sure whatever decision we make is good for our staff and students.

-The board asks Dr. Dyer his thought on athletics? Dr. Dyer said he doesn't know but all of our coaches/AD's are keeping up to date on all the protocols.

-Dawn stated there is a board meeting on the calendar for June 15, but they are canceling that meeting and the board will wait until Dr. Dyer has enough information to call the next meeting.

5.B. *Strategic Plan

Dr. Dyer introduces the Strategic Plan for the next 5 years Student Success, Safe and Healthy Schools, Communications, Engaged Workforce, and the Portrait of a Graduate with the 5 Cs. We started back in December, but mainly in January on the strategic plan. We had employees, students, administrators, etc. to fill these committees. This is our road map for the next 5 years, and the three words we are focusing on are educate, innovate, elevate. This paperwork in front of you is the outward appearance of the plan for the community and stakeholders. We have a

behind the scenes plan with more in depth type of explanation. The hashtag of Cleveland City Schools continues with #RISECLeveland, and we will continue to be responsive, innovative, student centered, and engaged with our community.

Dr. Elliott presented student success. It started with 3 teams: 1-Core Academic Success, 2-Steam Education, and 3-Pathway, but around spring break we brought all three groups together to all encompass student success. The goal of this group is to provide excellence and equity in instruction and programs for student success. Looking at the action steps: We are focusing on the curriculum and want to make sure CCS includes the A in STEAM. We want our students to be ready for college, career, or life. Some of the ways we want to obtain this is with the Capstone program to provide professional studies in the professional field, and continue the blade project. The second half of the core curriculum will be focused on math, while the first part will be ELA. The Board asks which schools within our system received the STEM school assignment? Dr. Elliott stated it was Cleveland High School, and the system was surprised by being awarded a \$10,000 grant to go along with the distinguishment. The Board wants to make sure we do put focus on the "A" in STEAM.

Gena Reed and Doug Moore presented Safe and Healthy Schools. They created three subcommittees for this group. For nutrition they wanted to initiate surveys for the students, faculty, and community satisfaction. They will implement responses to the surveys. Extra curricular activities will look different now and we will come back to planning this area once we have more guidance from the state level on COVID-19. Safety and Discipline is the next area. The first program we have implemented is Capturing Kids Hearts, and they would like to bring this down to the elementary school level. Discipline needs to be looked at in a different light. The old way of suspending students is what we need to get away from. There are tier disciplinary avenues to reach suspension out of school. The board ask if you could use virtual school with the disciplinary students? Yes, that is part of our discussion. The middle and high school have already been using some of this tier discipline approach, but this plan will give guidelines. Krista questioned if we should put a plan in place to have all schools walkable in our commitment to the parent responsibility zones? Dr. Dyer states it could go into the capital plan and the strategic plan. Hal Taylor updates he has been in communication with the city. We have covered bus stops in conjunction with Sethra, the city has put stop signs by the school and Blythe-Bower had a new addition to their sidewalk. We will add this information to the strategic plan for the final version. The board questions if the elementary schools will be able to choose their weekly/monthly menus? Yes, that is something Gena and her staff are working on already.

Cody Raper presented communications. The goal is for Cleveland City Schools to communicate with all stakeholders and the media through multiple effective and efficient mediums. We have three action steps: 1 - Develop a holistic communication strategy, 2- Streamline internal and external communications, and 3- Ensure Cleveland City Schools is effectively communicating to every family in their native language. . Are we reaching all of our stakeholders effectively. 24% of families have a non English background, we have to target them in their native language. We will use new software, talking points, to communicate with families starting next year. We anticipate hiring a full time interpreter, and increasing the budget for school interpreters. Along with this communication plan we will present the style guide and how to use the style guide. We will have

a new logo presented today. We have the Cleveland Power C and around it is the 4 parts of the shield that represent the 4 major components of the Cleveland City Schools brand (Student Success, Safe and Healthy Schools, Communications and Engaged Workforce) and under the shield is our tag line "Educate.Innovate.Elevate" The board questions about where the red color comes in play since Cleveland has predominantly been blue and white? Dawn explains blue and white are our dominate colors with a touch of red. Kelly Kiser presented engaged workforce. The goal is to provide a diverse, high quality educational staff throughout our school district. It's important to expose our students to world class educators and educators who represent their cultural background. Our teacher population is 90% white and our student population is 54% white. We want to expose our students to staff diversity. Mr. Kiser would like to change the way Cleveland City Schools recruits new employees, and possibly implement a plan to encourage our current paraprofessionals or students to become teachers. The board would like to make sure we focus on adding an intro to education course at CHS soon in the 5 year plan.

Dr. Elliott is presented our Portrait of a Graduate with the 5 Cs. Preparing students to be college, career, and life ready with the 5 Cs: Communication, Collaboration, Creativity, Critical Thinking, and Character. It's not only important for our students to embody these characteristics but also our teachers/administrators.

The board ask if this plan will be given out to the public? Dr. Dyer said it will be on our website, translated to Spanish, and we will get these packets out to the chamber, etc.

Motion to approve the Strategic Plan Passed with a motion by Ms. Peggy Pesterfield and a second by Ms. Carolyn Ingram.

Mr. Tom Cloud: Yes

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 7, No: 0

5.C. *Sodexo Contract

There is not a formal presentation, but Cindy Geren and Gena Reed are here in person and Chas from Sodexo is online for any questions on this contract. This contract has been worked on since 2018 with discussions between our attorneys and Sodexo. This is a 1 year contract, renewable in 1 year increments for the next 4 years. The board had a question about reimbursable foods, if a group wants to bring in pizza for a gathering would they be able to do that? Chas responded they are welcome to bring in their own food, but Sodexo would love the opportunity to collaborate on gatherings as well. Dr. Dyer is recommending that the board accepts the contract as is for the middle and high schools. The board noticed in the contract that there will be an investment of some money for equipment, and if that is not amortized then we will owe the balance. They want to know if the system is ok with this? Dr. Dyer, and Cindy both agree they have spoke with Chuck Cagle and they are in agreement that this is a great course of action to replace the old equipment. Hayes questions how the food service employees feel about it? Gena states there are various

concerns from her employees. She states it is written in the contract the current staff will remain Cleveland City School staff. Dr. Dyer further explains that current employees will remain Cleveland City Schools staff, but they do have the option to choose to become Sodexo employees. Anyone new who is hired will be a Sodexo employee. Where does Gena fall into this? Sodexo is scheduled to bring in a manager over both schools. Gena would still be the Cleveland City Schools representative for all the schools, but these managers would take over for the middle and high school day to day activities. The board questions what their COVID-19 response would be and what does their COVID-19 pre packaged meals look like? Chas states they are waiting on information to come down from the federal and state levels to determine how they move forward on packaging, but they would work hand in hand with the district to deliver food to the students during a pandemic. The board questions if all the schools are under the Community Eligibility Provision and how does that work with the contract? Gena states every school is under this provision and we will be able to keep it as long as we keep the same price point. The board questions how will the students at The Denning Center be served? This plan will need to be determined but there is an option on the app to be able to preorder and someone could pick it up. Dr. Dyer states the end goal is to increase our participation rates in the food program.

Motion to approve the Sodexo contract Passed with a motion by Mr. Tom Cloud and a second by Ms. Carolyn Ingram.

Mr. Tom Cloud: Yes
Mr. Charlie Cogdill: Yes
Ms. Carolyn Ingram: Yes
Ms. Krista McKay: Yes
Mr. Steve Morgan: Yes
Ms. Peggy Pesterfield: Yes
Ms. Dawn Robinson: Yes

Yes: 7, No: 0

5.D. Student Representative's Update

Before this section started Charlie Cogdill had to leave the meeting.

Hayes states obviously it's been an odd month, but the teachers have done a great job keeping us engaged, especially AP testing. Students are continuing to impress even when they aren't in school with scholarships, and teams have been volunteering to cleanup after the tornados. The senior cruise was a great success and the students were happy to see their peers and teachers. He thanks everyone for the opportunity to serve the board. The board members thank Hayes for his hard work and appreciates him bring present for all the meetings.

Dr. Dyer thanks Hayes for serving the board and would like to give Hayes a certificate, a medal, and a check. Dr. Dyer would like to introduce the new 2020-2021 student liaison Skyler Stone. She will start in August 2020. Dawn Robinson will speak with Skyler to discuss her role during the summer and welcomes her to the board.

5.E. Site Committee

Steve Morgan introduced Hal Taylor. Hal announces the chiller and cooling tower are complete and operational. Also, we have trucks hauling the dirt

hill from Candy's Creek Cherokee Elementary. We have a contractor who says he wants all of the dirt, but if they decide they don't want it we have a backup contractor who will take the remaining dirt. The board questions if Hal thinks it will be gone before school starts back? Hal states they intend to have it complete. The board questions what the new landscape will look like once the dirt hill is removed? They are in discussion with Brian to fulfill the end of the contract, and the City to make it more appealing.

The board questions if there has been any more information on the timeline for the new TDOT road? No, we don't have any new information.

Steve would like to keep a couple of Hal's employees and some former employees whom have passed away in your thoughts. Gene Bishop and Roger Parks have passed. Daniel Rutledge had a heart attack and had heart surgery, and is already back home doing well. He is expected to make a good recovery. A newer employee had a motorcycle accident with his wife. He is anticipated to come back after his injuries have healed. Hal states we have an electrician coming in July, but we will be working half staffed through the summer.

5.E.1. Chiller and cooling tower complete

5.E.2. Dirt hill at CCCE

6. "B" Agenda

Dawn adds that Roger and Gene were both assets to this school system. Dawn adjourned the meeting by general consent.

6.A. Financial Report

6.B. Personnel Report

6.C. School Highlights

6.D. Dates to Remember

Chairperson

DATE

Superintendent



Russell Dyer, Ed.D. • Director of Schools

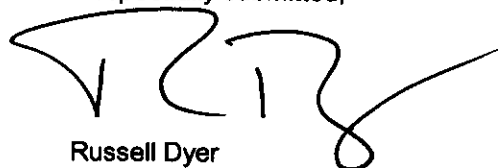
4300 Mouse Creek Road NW, Cleveland, TN 37312 • p: 423.472.9571 • f: 423.472.3390 • clevelandschools.org

The Cleveland Board of Ed would like to nominate Carolyn Ingram for the position of Southeast Director to the TSBA Board of Directors.

**Cleveland City Schools
Financial Report
May 2020**

Balance on hand May 1, 2020	7,226,310.96
RECEIPTS	
City Clerk's Monthly Report	1,479,615.78
Contributions & Gifts #44570	6,674.85
Retiree Ins #44160	(192.52)
Misc. Refund #44170	(55,225.38)
Reimb from City #49100	(65,900.00)
Interest Earned	<u>642.70</u>
	<u>8,591,926.39</u>
DISBURSEMENTS	
Instruction	2,149,691.12
Special Education	328,550.11
Vocational Education	158,086.52
Attendance	8,850.27
Health Services	44,089.53
Other Student Support	136,894.56
Regular Instruction Support	140,803.14
Special Education Support	11,316.27
Vocational Education Support	11,862.20
Technology Support	54,056.52
Board of Education	2,437.60
Office of the Superintendent	26,857.96
Office of the Principal	258,541.31
Fiscal Services	28,479.57
Operation of Plant	157,853.20
Maintenance of Plant	123,712.06
Transportation	73,372.07
Food Service	7,204.51
Community Services	0.00
Early Childhood Education	29,394.60
Regular Capital Outlay	1,609.37
Education Debt Service	<u>0.00</u>
	3,753,662.49
Retirement paid	356,766.94
Retirement withheld not paid	(364,690.46)
Balance June 1, 2020	<u>4,846,187.42</u>
	<u>8,591,926.39</u>

Respectfully submitted,



Russell Dyer
Director of Schools

Personnel Items – June 2020

Appointments

Laman, Lacy, MA (Teacher) Effective 7/24/2020
Bovee, Jonathan, CMS (Teacher) Effective 7/24/2020 (contingent TN Teaching License)
Wagers, David, MAINT (General Maintenance) Effective 6/10/2020
Markham, Lindsay, CMS (Teacher Assistant) Effective 7/24/2020
Dickey, Abigail, BB (Teacher) Effective 7/24/2020
Barger, Dawn, CMS (Teacher) Effective 7/24/2020

Resignations

Davison, Kim, BB (Teacher) Effective 6/1/2020
Dorset, Sarah, MA (P/T Interventionist) Effective 6/5/2020
Irwin, Stephanie, MA (Teacher Assistant) Effective 6/10/2020
Beaty, Keshana, BB (Teacher Assistant) Effective 6/15/2020
Rector, Julianna, ST (Teacher) Effective 6/15/2020
Porter, Julia, BB (Teacher Assistant) Effective 6/29/2020

Retirements

Griffey, Sonia, BB (Teacher) Effective 6/15/2020
Scott-Richmond, Gloria, BB (Teacher) Effective 5/22/2020
Collier, Mike, YA (Principal) Effective 10/2/2020
Cline, Shannon, CMS (Teacher) Effective 6/24/2020
Vaughn, Faye, CMS (Teacher) Effective 6/30/2020

Transfers

Eason, Cliff, CHS (AP) to Student and Facilities Support Specialist, Effective 7/1/2020
Owens, Tina, CCC (Teacher Assistant) to Teacher, Effective 7/24/2020
Hall, Karen, CHS (Instructional Facilitator) to AP, Effective 7/1/2020
Phillips, Andrea, BB (RTI Coordinator) to Elementary BLADE Facilitator, Effective 7/1/2020
O'Connor, Kerry, CHS (Teacher) to Behavior Support Specialist, Effective 7/1/2020