

The Washington County Department of Education met in regular session on October 29, 2024 at 5:30 PM in the Central Office. Attendance is as follows: **Present:** Eric Barnes, Annette Buchanan, Keith Ervin, Chad Fleenor, David Hammond, Gregg Huddlestone, Mike Masters, Whitney Riddle, Vince Walters. Chairman Annette Buchanan called the meeting to order. Student Board member Kendall Hodge led the pledge of allegiance. .

Annette Buchanan Chairman called the meeting to order
Student Board Member Kendall Hodge let us in the Pledge of Allegiance
Fall Branch Student council presented a presentation. See attached.
Mr. Boyd introduced Dr. David Little to highlight Mrs. Diane O'Neal. Mrs. O'Neal is a wonderful leader and servant. Receiving state wide recognition for Science teacher of the Year. Video showing many congratulations to Mrs. O'Neal. See attached video presentation.

Congratulations and Thank You from Doug Harris

Welcome to Mr. Barnes on joining the School Board.

Congratulations to Mrs. Buchanan and Mr. Hammond on their roles as Chair and Co-Chair.

The MOU for professional employees in the counties has been adopted—thank you for your support!

I want to extend huge shout-outs to everyone who assisted during the recent flood. Your efforts in opening schools during this time of need were invaluable. Special thanks to Mr. Merriman and Mr. McKinney for going above and beyond for our families and communities in crisis.

I am incredibly grateful to our community. Washington County is truly a special place, and I am super proud of all that we accomplish together. Thank you!

No Public comment

Mr. Fleenor proposed an amendment to the agenda by removing item 8A, stating that he prefers to discuss it during the workshop in November instead.

Gregg Huddlestone didn't want item 8A removed from the agenda.

Chad Fleenor moved for approval of the CONSIDERATION OF MEETING AGENDA with 8A removed. Mike Masters seconded the motion which carried on roll call vote:

Eric Barnes: no, Annette Buchanan: no, Keith Ervin: no, Gregg Huddlestone: no, Chad Fleenor: yes, David Hammond: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Chad Fleenor Approval of Meeting Minutes. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Reminder there will be items added to the HEW committee agenda

TSBA Conference November 7-10th, 2024

Kendall Hodge, our student board member, delivered an impressive presentation on DCHS, which can be viewed in the included video slide.

Mr. Walters commended Ms. Hodge for her excellent presentation, highlighting her leadership at DCHS.

Ms. Hodge shared that she works with fellow students every other Wednesday on a group project focused on bullying prevention. When Mr. Walters inquired whether her classmates have noticed any changes in bullying due to the program, Ms. Hodge responded that she believes it has been helpful. She noted that the meetings have been very insightful, and students seem to respond positively to the initiative.

Click the link in report to view jobs completed.

Vince Walters Consideration of consent agenda. Gregg Huddlestone seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

See attachments

Recommend Approval of Committee Membership as Submitted Chad Fleenor Recommend Approval of Committee Membership as Submitted. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes
Jeff Esser from Merit Construction updates on DBHS/DCHS projects; see attached slide.

Next step, we can get a design and bid it out. Requesting authorization to take the next step to obtain a mechanical engineering estimate. Chad Fleenor To find a Mechanical Engineer and move forward with Heating and Cooling system designs. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Using contingency funds regarding insulation issues at DBHS Vince Walters Using contingency funds regarding insulation DBHS Asbestos. Chad Fleenor seconded the motion which carried on

roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes
Mr. Fleenor wishes to move forward with Demo Chad Fleenor Approve moving forward with Demolition of house of DBHS property. Whitney Riddle seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes
Reimbursement of \$25,000 to Nutrition Department David Hammond Authorize for reimbursement of expenses for adult meals served during disaster relief effort out of general fund to dietary. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes
DCHS Overnight Trip to Doyle, TN Vince Walters FFA overnight Trip to approve. Chad Fleenor seconded the motion which carried on roll call vote:

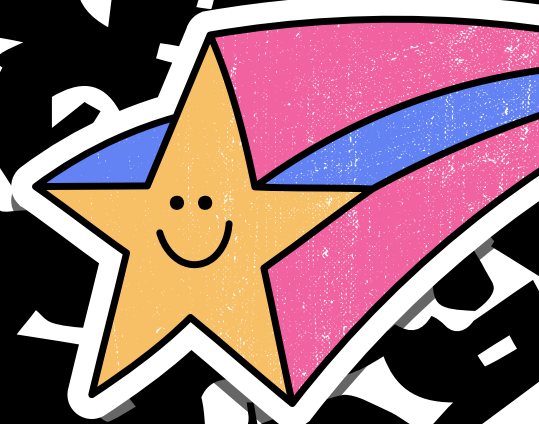
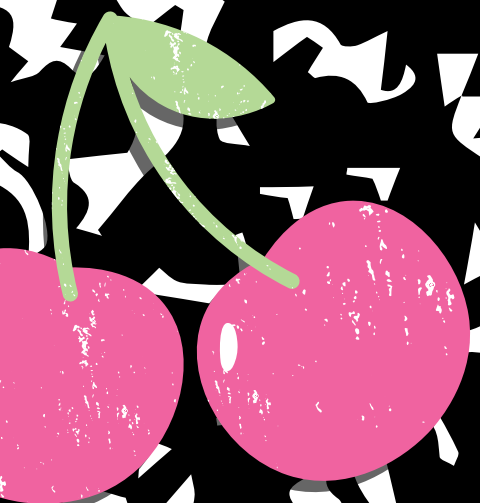
Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes
We miss Jennifer and hope she gets back soon.

COOL

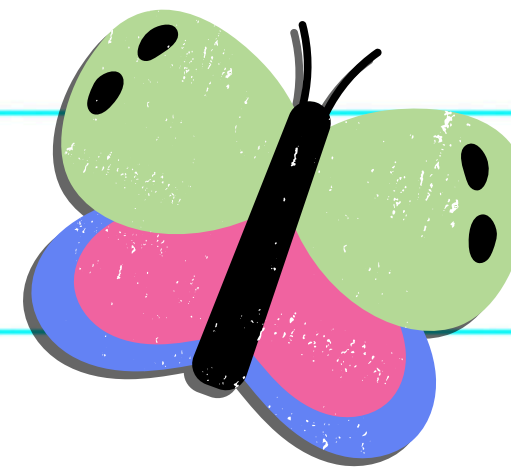
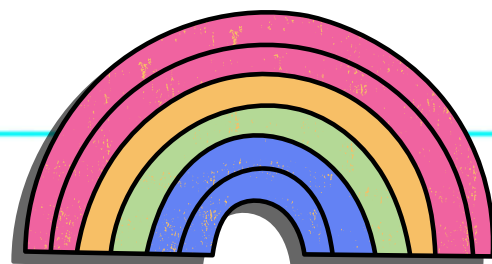
FALL BRANCH SCHOOL

Electives

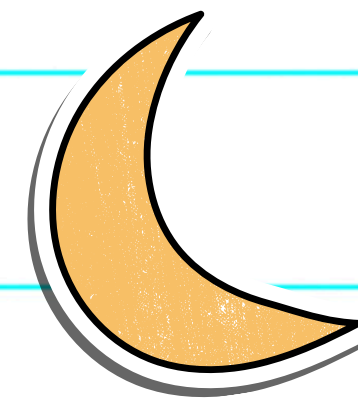
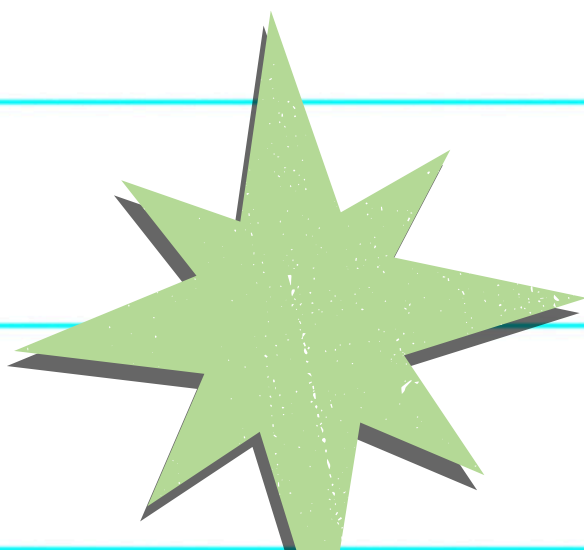
Presented By: Student Council



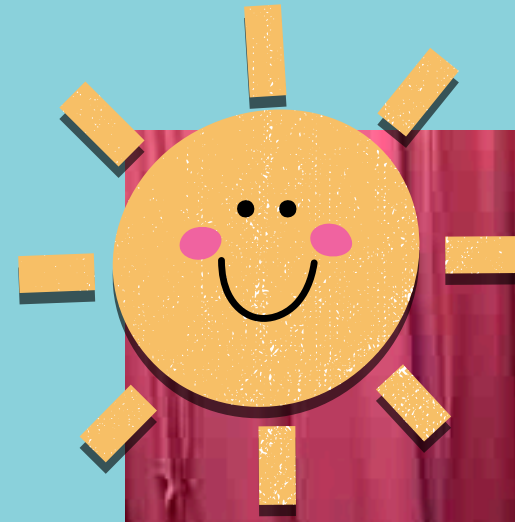
Dream



**During our elective
period, we have been
given a choice in our
learning path!**



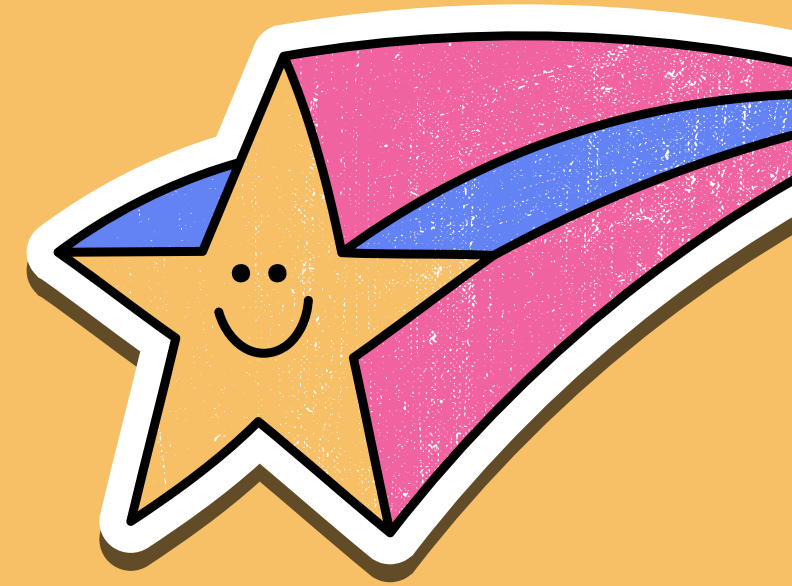
Encore Music

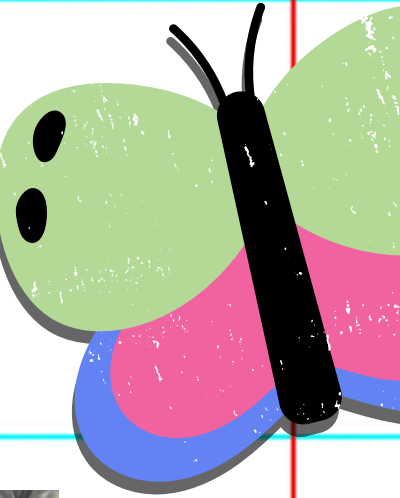
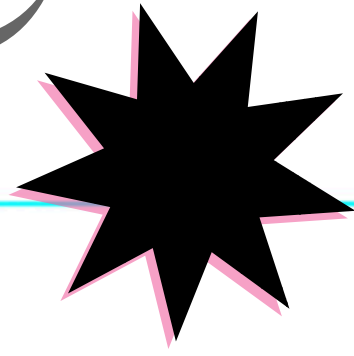
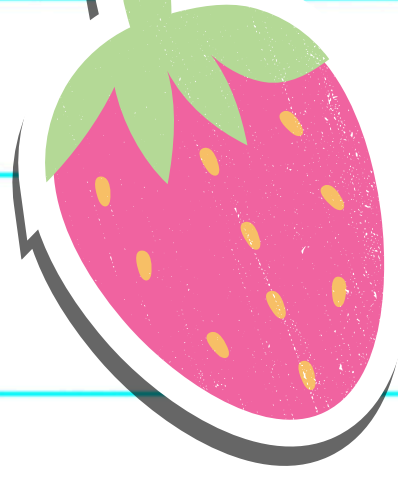


SUPER

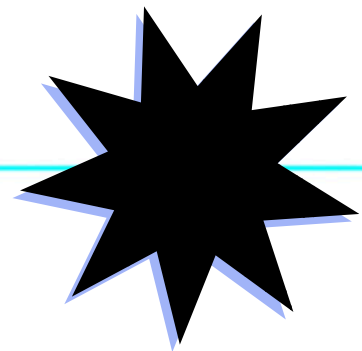
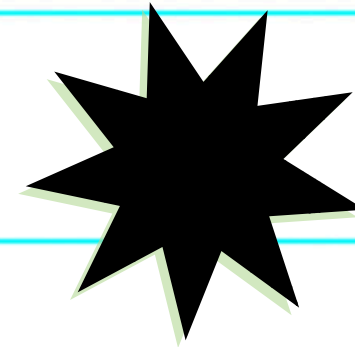


Ancient Rome

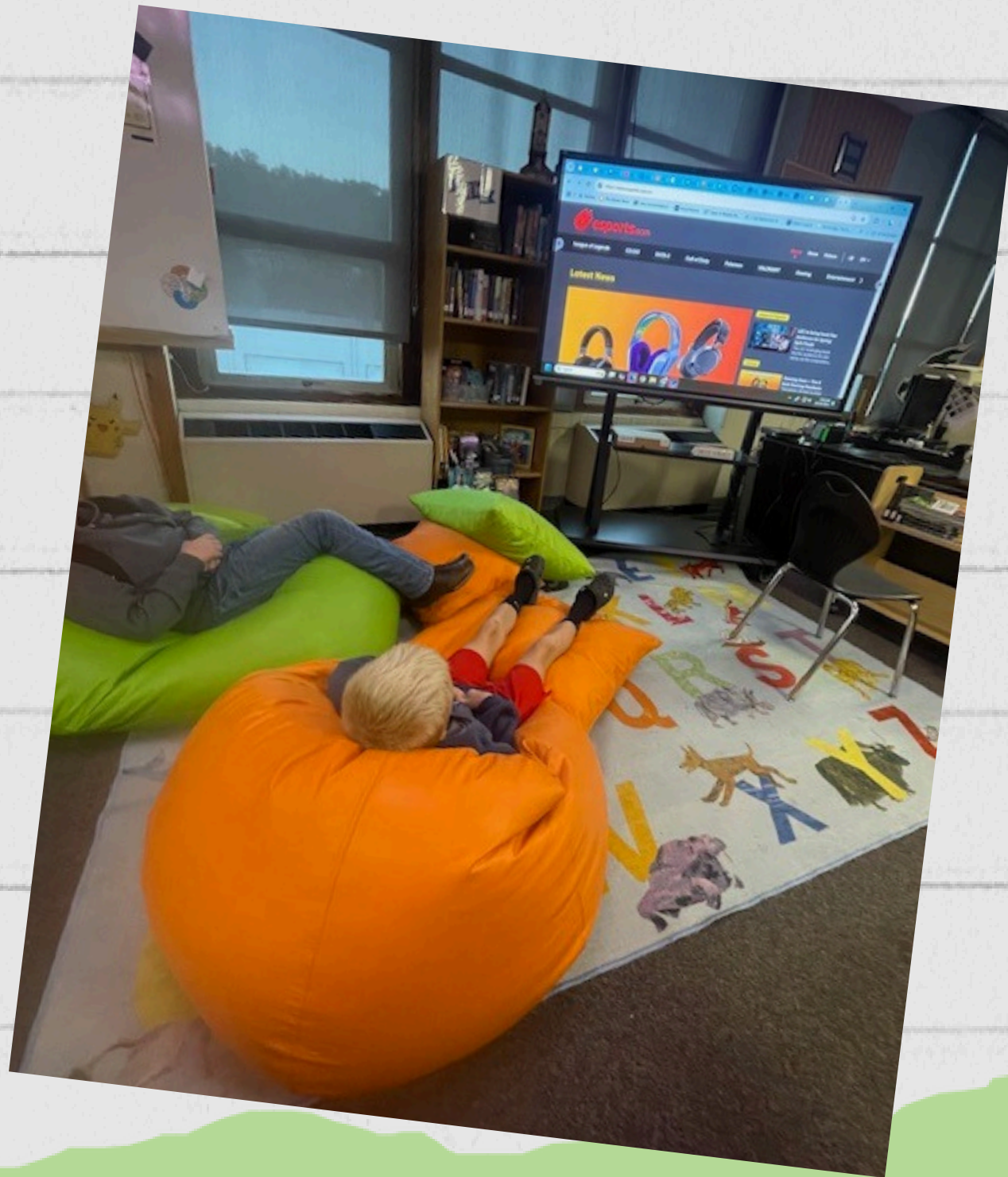




Pottery



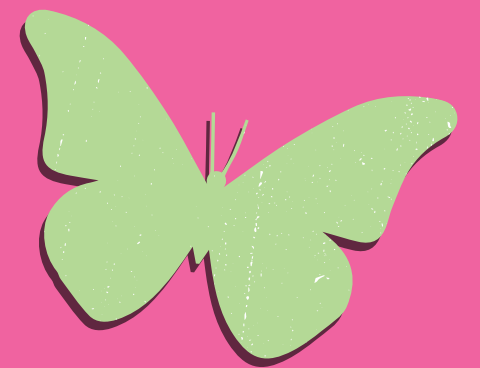
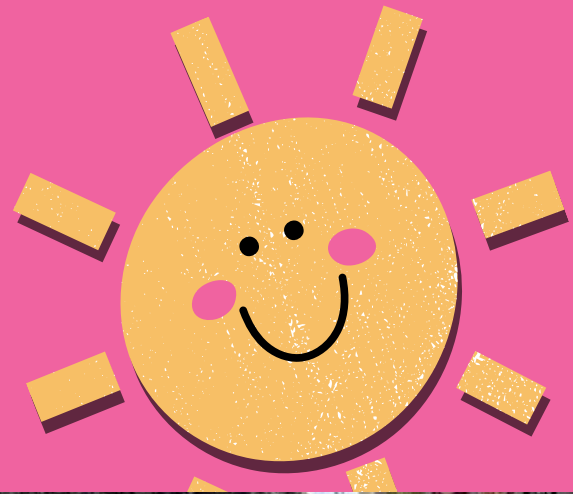
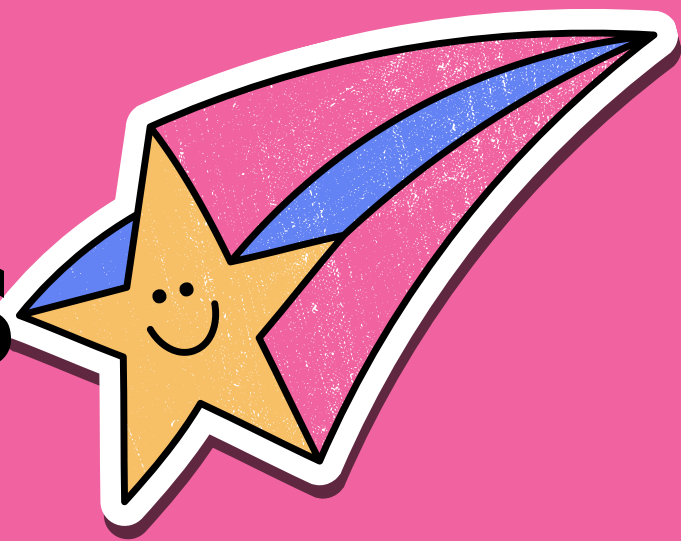
E-Sports

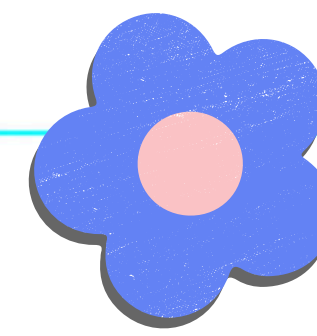


COOL

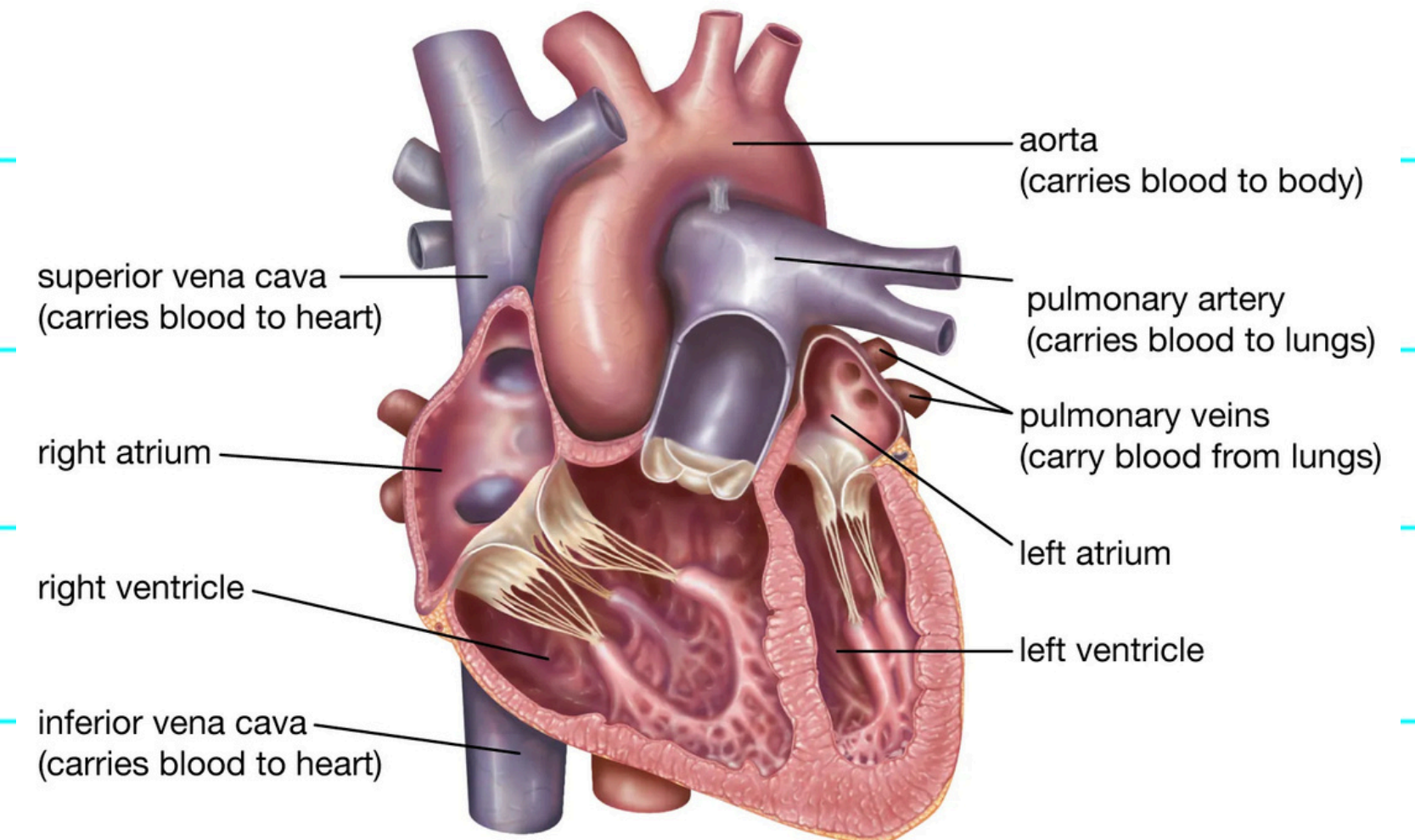
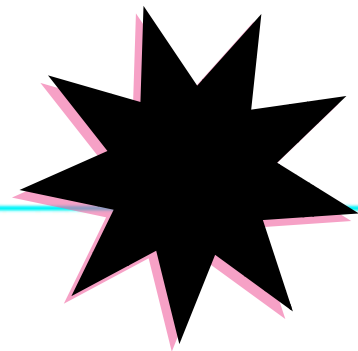


Robotics

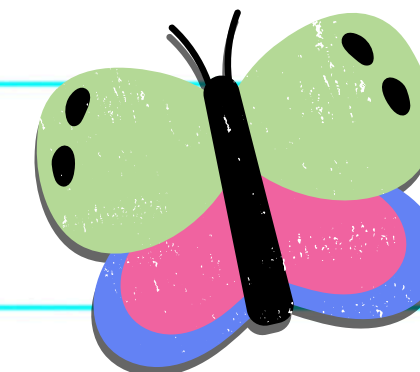




Health Careers



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How It's Working



"I was interested in the medical field before taking this class. While I was in the Health Careers class, we learned about CPR and the human heart. Now I KNOW I want to be a Nurse when I grow up!"

-Macie M.



"We've never seen Macie so excited to learn about the medical profession! She's been thrilled to go to school to gain more information about her passion!"

-Teresa M.

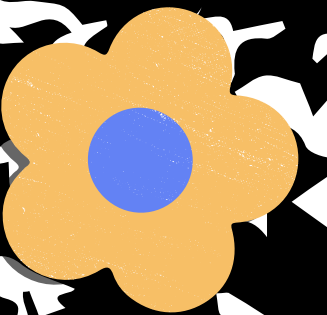
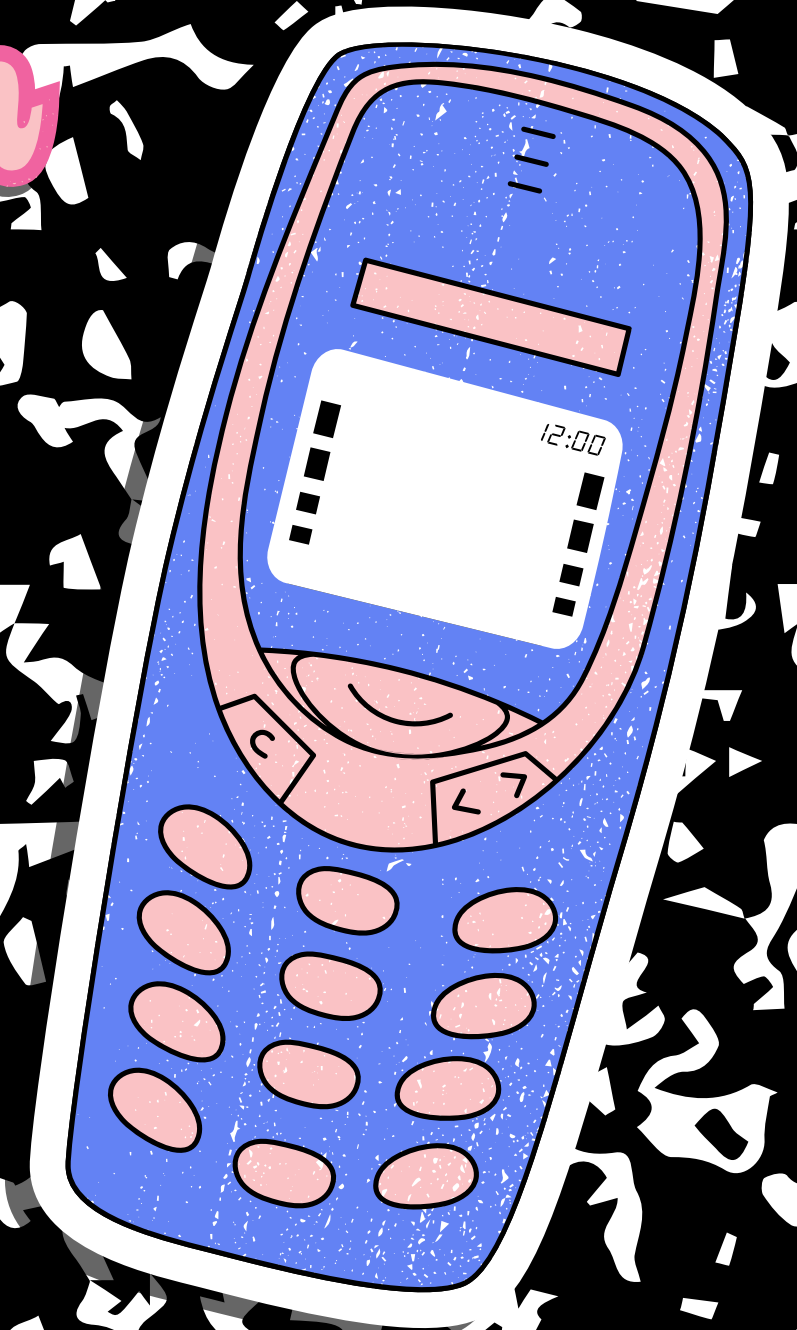




Thank you!

We are so appreciative to be able to
choose our learning path and pursue
the things that truly interest us!
We appreciate your time this evening!
-FBS Student Council

Dream



The Washington County Department of Education met in regular session on October 7, 2024 at 5:30 PM in the Central Office. Attendance is as follows: **Present:** Eric Barnes, Annette Buchanan, Keith Ervin, David Hammond, Whitney Riddle, Vince Walters, **Absent:** Chad Fleenor, Gregg Huddlestone, Mike Masters..

Chair Annette Buchanan called the meeting to order

Prayer Vince Walters

Pledge David Hammonds

No public comment

Mr Boyd requested to make an adjustment to the school calendar if the Board agreed. Dates in the agenda are incorrect and need to be corrected. The dates of Oct 14th, 15th, and 16th were stock piled days. Mr. Boyd feels students need to be back in school and that is pending Board approval. That is the request for consideration. Vince Walters CONSIDERATION OF MEETING AGENDA. David Hammond seconded the motion which carried on roll call vote: Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

David Hammond APPROVAL OF MEETING MINUTES. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Made adjustments for students to return on October 14th. Oct 14, 15, 16 were stock piled for professional development. HEW committee meeting is scheduled for Thursday, October 10th. Seeking capital funds for technology purchase.

Mr. Boyd informed the Board that student board members were scheduled to attend the meeting, but due to current circumstances, they will not be present.

He also noted that all field trips had been previously approved.

Mr. Hale provided the monthly financial report, which is available in the attachment.

Twana McKinney presented grant information, also included in the attachment.

Vince Walters CONSIDERATION OF CONSENT AGENDA. Keith Ervin seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney

Riddle: yes, Vince Walters: yes

Dr. Adams clarified during the workshop that he had previously mentioned Southern Tire as the company in question, but the correct company is Best One Tire. The organization receives \$40.00-\$60.00 back per tire through Best One's buy-back program.

The Lewis Group joined the meeting virtually to provide an update on ongoing projects.

- **Athletics Projects:** A final punch list is being scheduled for the week of October 21st.
- **Culinary Project:** All units have been installed. The only remaining task is replacing the dishwasher, which is expected to be completed this week.
- **Security Upgrades:** Demolition has taken place, and the next step is pouring the concrete slab at both schools. Mr. Boyd asked Ginger if there was any additional work needed at DBHS, but she was not aware of any further issues.

Dr. Adams introduced Jeff Esser from Merit Construction Co., who reported that demolition is halfway through and the first phase is complete. Footers are expected to be poured by Wednesday or Thursday. He also shared that asbestos was found in a wall at DBHS, but proper safety measures are in place, including a tent and negative pressure system to contain any potential exposure. This project will also improve future maintenance access to the walls. Mr. Esser reassured that all safety precautions are being taken for students and staff.

Mr. Boyd added that the asbestos issue is isolated to the specific area, and everyone in proximity is fully protected.

A PowerPoint presentation was shown to illustrate the progress of the project.

Previously discussed at the workshop. Keith Ervin Science Textbook/Instructional Materials Adoption Committee. Vince Walters seconded the motion which carried on roll call vote: Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Plan was submitted to the state for approval to carry over. Keith Ervin asked how long we can carry over Esser funding. David Hammond FY25 ESSER Carryover Approval. Keith Ervin seconded the motion which carried on roll call vote: Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Mr. Ervin asked what the price increase would be for the next fiscal year. Mr. Hale stated there was roughly a 5% increase in the premiums. Vince Walters Approved Health Insurance Rates CY 2025. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

The Board agreed to purchase (1) mini bus. Dr. Adams discussed the number of buses that will need to be purchased for the next fiscal year. Vince Walters Purchase (1) Mini Bus using available HEW funds. The Board would purchase 2 mini buses from our fund balance from Central States per Sourcewell Cooperative Purchasing Agreement. Whitney Riddle seconded the motion which carried on roll call vote:

Keith Ervin: no, Eric Barnes: yes, Annette Buchanan: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

David Hammond HEW amount not to exceed \$550,000 for instructional technology purchased. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Vince Walters Shared Use Agreement with Town of Jonesborough for JES Sports Complex. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

The board expressed the desire to continue the conversation regarding Crossroads Christian Church at the next workshop. Mr. Ervin proposed that Crossroads Christian Church should have control over their own property. In addition, Mrs. Buchanan suggested that the board seek pricing options to potentially save Crossroads Christian Church money on the paving of the parking lot. Whitney Riddle Move forward with bid process, with Crossroads Christian Church own specifications. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Annette Buchanan requested that the Crossroads Christian Church property discussion be moved to the next workshop, citing the absence of several board members and the need for full participation in such a significant decision. Several board members agreed with this suggestion.

Mr. Boyd also raised the possibility of scheduling a special called meeting to address matters related to the JES/JMS property.

Vince Walters Move discussion regarding sale of JES/JMS property at workshop. Eric Barnes seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

SCES Overnight Trip Vince Walters SCES Overnight Field Trip to Cleveland, TN. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Change the return date from Fall Break for students to October 14th. Vince Walters Change return date for students to October 14th, 2024, instead of Oct 17th, 2024. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, David Hammond: yes, Whitney Riddle: yes, Vince Walters: yes

Mr. Walters expressed amazement at the outpouring of donations from all over, calling it unbelievable. DCHS served as a hosting site for search and rescue teams, who returned home on Sunday. He shared how the tragedy brought everyone closer, with heartwarming community interaction and cooperation. A special acknowledgment was given to all who came together to help.

Mr. Boyd highlighted the incredible volunteerism among staff, including teachers, principals, and support personnel, who eagerly stepped in to assist in any way possible. He emphasized the collective effort and support during this challenging time.

Dr. Adams and Dr. Wolfe maintained constant communication with various individuals to ensure that everyone's needs were met, an experience Mr. Boyd described it as humbling. He also expressed hope for continued support as the community transitions to rebuilding and healing in the months ahead.

Mr. Barnes noted positive feedback from the community, with many praising the way people stepped up. He thanked Mr. Boyd for his leadership during this time of crisis.

Finally, Mr. Boyd announced that the "old" JES building has been opened as a TEMA/FEMA Natural Disaster location to assist the community. TEMA/FEMA staff began occupying the building on October 7th at 12:00 PM to help answer questions and assist with filing claims.

Chair Annette Buchanan Adjourned meeting

The Washington County Department of Education met in regular session on October 22, 2024 at 5:00 PM in the Central Office. Attendance is as follows: **Present:** Eric Barnes, Annette Buchanan, Keith Ervin, Chad Fleenor, Gregg Huddlestone, Mike Masters, Whitney Riddle, Vince Walters, **Absent:** David Hammond.**Absent:** Whitney Riddle.**Present:** Whitney Riddle.**Present:** David Hammond..

Chairman Annette Buchanan called the meeting to order

The board discussed the completion of the Annual TISA Accountability Report, noting that all questions have been addressed.

- There was a review of how TISA funds are utilized within the district.
- It was confirmed that this report will be placed on the **November board agenda** for consideration.

Two overnight trips, one from each high schools, see attachment for details.

Mr. Hale presented a summary of the financial report, highlighting key changes in funding.

- He discussed both increases and decreases in various funds, providing a comprehensive overview of the district's financial status.
- Additionally, Mr. Hale covered the status of grant funds, outlining how they have impacted the budget.

See attachments

See attachments

Dr. Adams presented items needed for the Career and Technical Education (CTE) program, specifically for the automotive program.

- The equipment listed in the attachments consists of standard items necessary for the program and will be funded through **ISM Grant Funds**.
- It was clarified that this is not a formal bid at this time; rather, it serves as an advertisement for future review.
- The board will consider this proposal when ready to proceed with the purchasing process.

The board received updates on various ongoing projects:

- The **DBHS Cafe** is currently in progress. A final walkthrough scheduled at the DBHS stadium on **Friday**. Most of the handrails have been installed.
- A meeting was held with **Brightridge** to discuss restoring the lights at the baseball field.
- Signing off on the **culinary arts program** is pending an upcoming inspection.
- Progress on the **vestibules** at DBHS is satisfactory, with additional work being conducted at **DCHS**.
- **Dr. Adams** reported that all projects are moving along smoothly

Dr. Adams reported that **Mr. Moore** reached out to **Norwell** regarding the geothermal project. A site visit was conducted, with rough cost estimates of approximately **\$1.2 million** (see attachment). These estimates are considered very preliminary.

- The board discussed the longevity of the current equipment and the costs associated with ongoing repairs, noting that labor costs amount to **\$4,000** each time they need to dig to fix a problem.
- **Mr. Boyd** emphasized that the next step will be to secure an engineer who can manage the project as a turnkey job.
- **Mr. Fleenor** suggested hiring an engineering firm to obtain estimates and gather more bids for comparison.
- **Mr. Walters** inquired whether the expenses could be billed to the county commission once the project is complete.
- **Mr. Boyd** responded that regardless of the outcome, they will need to consult with the county commission.
- **Mr. Barnes** requested that this topic be placed on the agenda for further discussion.

The board reviewed the need for asbestos abatement on the exterior wall of DBHS.

- An attachment containing the quote for the abatement was provided for review.

- It was noted that DBHS cannot proceed with ongoing projects until the abatement is approved.
- **Mr. Boyd** expressed a desire to move forward with the abatement process as soon as possible.

The board discussed the proposal to demolish a house located at DBHS, which would create space for a **25x25** building to house a cooling tower.

- **Mr. Boyd** stated that the house needs to be torn down to facilitate this project.
- It was agreed that this item will be placed on the agenda for formal approval in an upcoming meeting.

Logan Clark reached out regarding track information for Boones Creek. Attached are the proposed colors and logo for the track, along with pricing details.

- **Mr. Walters** mentioned that several individuals have inquired about establishing a regulated track with designated lanes for track meets.
- Board members discussed that other schools do not have tracks on their campuses, highlighting a need for facilities.
- **Mr. Riddle** emphasized the importance of allocating funds to schools like **Sulphur Springs, Fall Branch, and South Central**, which currently lack adequate facilities.
- **Mr. Walters** suggested prioritizing spending on the lesser complexes that require updates.
- **Mr. Boyd** noted that the payment language for facilities management has changed, and a cost has been provided

The board reviewed fencing proposals for several schools, with attachments provided for reference.

- **Fall Branch** and **Gray** require immediate funding for fencing, as there is currently no existing fencing. The estimated cost for these projects is between **\$13,000** and **\$15,000**.
- **Mr. Boyd** emphasized that **South Central** also needs to have its campus secured, and fencing should be installed as soon as possible.
- **Mr. Fleenor** suggested that fencing projects on the "wish list" should be considered during budget discussions.
- **Mr. Barnes** brought up the situation at **Ridgeview** concerning perimeter fencing. He mentioned that the city might require the installation of fencing. A letter will need to be submitted to the zoning director at the City of Johnson City to determine if fencing will be necessary as a barrier between the new housing developments and Ridgeview School.
- **Dr. Adams** highlighted the costs associated with the playground fence at South Central, stating that Fall Branch and Gray are currently the highest priority.
- Dr. Adams noted that these projects will need to be put out to bid, and once approved, he will obtain the necessary quotes. It was mentioned that **McCalls** has been identified as a more affordable fencing company.
- The height of the fencing will be discussed in further detail.
- **Mr. Fleenor** requested to place this item on the agenda to initiate the bidding process.

The board discussed the installation of bleachers at the softball field at DCHS, noting that a poured pad has been prepared for the bleachers.

- The total cost for two sets of bleachers is **\$15,680**.
- **Ms. Buchanan** suggested considering whether this expenditure can be postponed until the board visits the site to assess the situation firsthand.
- **Mr. Ervin** remarked on the history of moving bleachers in the past, indicating that logistics may play a role in the decision.

Caitlin Shew, the Nutrition Director, has requested reimbursement for meals served at **DCHS** for first responders during the recent flooding.

- **Dr. Adams** clarified that these meals were provided to first responders and search and rescue teams, with **Grace Meadows** serving the dinner meals.
- Ms. Shew will need to be reimbursed either by the county or the board.
- **Mr. Hale** stated that Ms. Shew could be reimbursed from her available funds.
- **Mrs. Buchanan** inquired about the recipients of the meals, confirming that most were provided to search and rescue personnel and first responders.
- **Mr. Riddle** asked whether the board would reimburse Ms. Shew initially and then seek reimbursement from the county.
- **Mrs. Buchanan** mentioned her contacts for a meeting with Emergency Management to explore what assistance the state can provide, noting that Representatives **Alexander** and **Hicks** might also be able to help.
- **Mr. Hale** indicated that reimbursement would come from the fund balance.
- The board expressed gratitude for all **WCDE** employees who volunteered during the disaster, with **Mr. Riddle** suggesting a broad statement of thanks, recommending **Mr. Boyd** to take the lead on that.
- **Mr. Hale** noted that if the board chooses to reimburse Ms. Shew now, it can be done; however, they will wait for additional information before proceeding.
-

Dr. Wolfe didn't have anything at this time.

Request received from Dan Wheelley, WC EMS Director:

[Excerpt from email received on 10/14/2024 from D. Wheelley]

"I have been tasked by Mayor Grandy to expand our EMS station located at Lamar School to accommodate the Embreeville Fire Department. Embreeville has been keeping an engine there since the flood to be able to provide coverage to the community north of the river, but we need to establish a more permanent solution other than just having the engine in the parking lot. We are looking to either add on to the current station or construct an additional two bays behind the current station. To do so would require us to acquire some additional land which the school

owns. While this is an immediate need due to the flooding it is a long-term improvement for fire service in the Lamar Community. Do you think the school board would be willing to donate a portion of land adjacent to the current EMS Station to allow us to put a small garage behind the station to accommodate the fire engines? I don't know exact dimensions yet but wanted to start the conversation as this is something that we need to make happen ASAP."

The board discussed designs and requests related to property for a potential outpost for the volunteer fire department.

- **Ms. Buchanan** stated that the volunteer fire department needs land to build an outpost, emphasizing that it is a volunteer service and not a paid one. The request originated from **EMS (County)** as noted by **Mr. Boyd**.
- **Mr. Barnes** commented that if this is a short-term need, it may be acceptable; however, for a long-term requirement, further evaluation would be necessary.
- **Mr. Ervin** expressed his support for assisting the fire department but mentioned that they may already have sufficient space for another building if needed.
- **Mrs. Buchanan** indicated that they will research and gather more information on the request.
- Additionally, she noted that they would allow the fire department to use the property temporarily to park equipment.
- **Mr. Boyd** suggested involving an attorney to draft an agreement regarding the use of the property.

Request received from Dan Wheeley, WC EMS Director:

[Excerpt from email received on 10/14/2024 from D. Wheeley]

"I have been tasked by Mayor Grandy to expand our EMS station located at Lamar School to accommodate the Embreeville Fire Department. Embreeville has been keeping an engine there since the flood to be able to provide coverage to the community north of the river, but we need to establish a more permanent solution other than just having the engine in the parking lot. We are looking to either add on to the current station or construct an additional two bays behind the current station. To do so would require us to acquire some additional land which the school owns. While this is an immediate need due to the flooding it is a long-term improvement for fire service in the Lamar Community. Do you think the school board would be willing to donate a portion of land adjacent to the current EMS Station to allow us to put a small garage behind the

station to accommodate the fire engines? I don't know exact dimensions yet but wanted to start the conversation as this is something that we need to make happen ASAP."

The board discussed designs and requests related to property for a potential outpost for the volunteer fire department.

- **Ms. Buchanan** stated that the volunteer fire department needs land to build an outpost, emphasizing that it is a volunteer service and not a paid one. The request originated from **EMS (County)** as noted by **Mr. Boyd**.
- **Mr. Barnes** commented that if this is a short-term need, it may be acceptable; however, for a long-term requirement, further evaluation would be necessary.
- **Mr. Ervin** expressed his support for assisting the fire department but mentioned that they may already have sufficient space for another building if needed.
- **Mrs. Buchanan** indicated that they will research and gather more information on the request.
- Additionally, she noted that they would allow the fire department to use the property temporarily to park equipment.
- **Mr. Boyd** suggested involving an attorney to draft an agreement regarding the use of the property.

The board reviewed the attached board policy.

- **Mr. Hammond** raised concerns about hazard pay, noting that the current situation is completely different from previous instances.
- **Mr. Hale** clarified that any hours worked over **40 hours** in a week would be considered overtime.
- **Mr. Boyd** assured that anyone who worked over 40 hours would be compensated for those additional hours worked.

The board discussed the guidelines surrounding the distribution of Bibles in schools, particularly in relation to the Gideons.

- It was noted that while the Gideons understand they cannot hand out Bibles, they can lay them in designated areas around the schools, provided all guidelines are followed.
- **Scott Bennett** emphasized that allowing one organization to distribute materials could open the door for others.
- He reiterated that the district does not permit third-party materials to be distributed in schools, highlighting that such actions could lead to various complications.
- **Mr. Boyd** expressed the importance of the board being aware of these issues and urged caution in handling the situation.
- **Mrs. Buchanan** echoed the sentiment, stating that allowing any distribution of literature could lead to broader implications and is a significant concern.

During the meeting, the board discussed concerns regarding the disparity in coaching stipends, specifically for cross country coaches compared to other sports.

- **Mr. Ervin** highlighted that the issue is primarily a budget concern and should be addressed during the upcoming budget discussions.
- **Mr. Huddleston** noted that high school track coaches are currently receiving stipends that are 30% lower than their counterparts, raising concerns about equity in compensation.
- **Mrs. Buchanan** pointed out that with the introduction of a longer track season, the need for competitive compensation is more pressing.
- **Mr. Huddleston** also mentioned that JC City has implemented step raises for coaches, suggesting that a similar approach might benefit their program.
- **Mr. Boyd** expressed that the board has previously discussed the topic of coaching stipends and indicated a need for a review of the current flat rate compensation structure.
- The consensus was that coaching stipends must be addressed moving forward, and it was agreed that this topic will be included in discussions as the board prepares the budget for the next year.

DAVID
CROCKETT



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ABOUT US



Mission statement:

TO PREPARE STUDENTS TO POSSESS THE NECESSARY SKILLS TO BE ACTIVE CITIZENS WHO LEAD IN THEIR LOCAL COMMUNITY. DAVID CROCKETT HIGH SCHOOL EDUCATORS WILL CULTIVATE A SAFE, NURTURING, INCLUSIVE LEARNING ENVIRONMENT THAT HOLDS STUDENTS TO ACADEMIC STANDARDS OF EXCELLENCE AND SUPPORTS THEM WITH MEETING THEIR COLLEGE A CAREER GOALS.



Weekly Newsletters

DAVID CROCKETT HIGH SCHOOL HAS A WEEKLY NEWSLETTER THAT HAS MANY THINGS INSIDE. THE NEWSLETTER NOT ONLY PROVIDES A WEEKLY SCHEDULE FOR THE STUDENTS OF DAVID CROCKETT BUT ALSO GIVES MUCH NEEDED INFORMATION FOR PARENTS AND TEACHERS ABOUT THE UPCOMING EVENTS, PRIOR EVENTS, AND NEEDED TO KNOW INFORMATION. HERE ARE THREE EXAMPLES OF THE BIG PORTIONS OF THE NEWSLETTER:

PIONEER SPOTLIGHT

THIS SECTION INCLUDES A SPOTLIGHT OF ALL OF CROCKETT'S CLUB ACCOMPLISHMENTS. IF A SPORTS TEAM, CLUB, OR INDIVIDUAL DOES SOMETHING NOTEWORTHY AND MESSAGES DR. DAVIS ABOUT IT, SHE PUTS IT IN THE SPOTLIGHT SO EVERYONE CAN SEE AND THEY CAN BE RECOGNIZED.

WEEKLY SCHEDULE

THIS SECTION INCLUDES A DETAILED DAY BY DAY SCHEDULE OF THE WEEK, IF AN EVENT IS HAPPENING THAT CURRENT WEEK, IT WILL BE HERE WITH THE DAY AND TIME. THIS IS ALSO WHERE THE CLUB MEETINGS ARE SHOWN AS TO HELP STUDENTS NOT MISS THEM.

STUDENT SUPPORT

THIS SECTION INCLUDES MANY HELP SERVICES SUCH AS: THE SCHOOL BASED REPORTING; THE SUICIDE PREVENTION HOTLINE; THE STATEWIDE CRISIS LINE; A FORM FOR STUDENTS TO FILL OUT IF THEY NEED FOOD, SCHOOL SUPPLIES, OR COUNSELING; AND THE HOMEWORK HELP HOTLINE.

CLUBS

CROCKETT HAS MANY CLUBS AVAILABLE FOR ALL INTERESTS, HERE ARE A FEW SPOTLIGHTS OF THEM AT THE MOMENT:

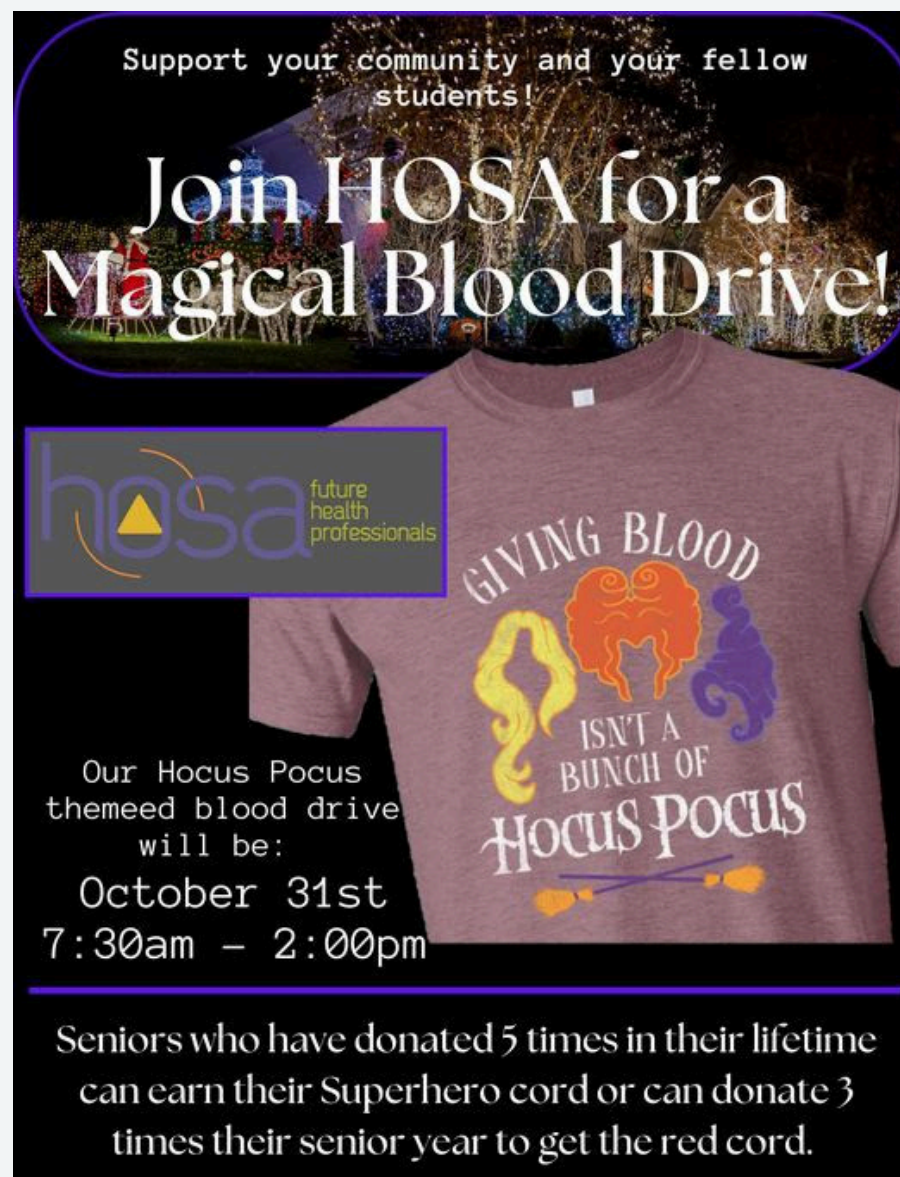
STUDENT COUNCIL:

STUDENT COUNCIL IS STARTING THE YEAR OFF WITH THEIR FIRST EVENT:



HOSA

HOSA IS HAVING THEIR YEARLY BLOOD DRIVE COMING UP SOON:



KEY CLUB:

KEY CLUB JUST HAD A RECENT TEACHER APPRECIATION BREAKFAST BAR TO CELEBRATE CROCKETT'S OWN TEACHERS:



CLUBS CONTINUED

BETA CLUB:

CROCKETT'S OWN BETA CLUB RECENTLY HAD THEIR INDUCTION CEREMONY AND WITHIN THE INDUCTION CEREMONY THEY HAD THEIR FIRST PROJECT AS A CLUB. THEY COLLECTED ITEMS FOR CROCKETT'S PIONEER PANTRY AND WERE ABLE TO GAIN MANY ITEMS TO STOCK THIS FOR PIONEER FAMILIES IN NEED.

PS.. CROCKETT'S BETA CLUB WAS ALSO NAMED A SCHOOL OF DISTINCTION FOR THE YEAR 2023-2024!



CIVINETTES:

THE CIVINETTES GROUP AT CROCKETT RECENTLY HAS DONE A CAN DRIVE FOR FAMILIES IN NEED AND COLLECTED MANY ITEMS TO GIVE. CIVINETTES ALSO PREVIOUSLY MADE GIFT BASKETS FOR ALL THE NEW TEACHERS AT CROCKETT AND WENT AS A GROUP TO GIVE THEM OUT.



CLUBS CONTINUED

SENIOR MENTOR PROGRAM

LAST YEAR CROCKETT'S SENIORS STARTED A NEW PROGRAM FOR THE UPCOMING FRESHMEN TO HELP THEM GET MORE ACQUAINTED WITH HIGH SCHOOL. CROCKETT IS CONTINUING THE PROJECT THIS YEAR. THIS PROGRAM HAS SENIORS COME OUT OF THEIR THIRD PERIOD CLASS AND GO IN PAIRS TO THE FRESHMAN SUCCESS CLASSES TO TEACH THEM IMPORTANT THINGS ABOUT CROCKETT, TELL THEM ABOUT HOW TO GET MORE INVOLVED, ANSWER ANY QUESTIONS THEY MIGHT HAVE, AND PROVIDE THEM NEW FRIENDS.

Homecoming

DCHS RECENTLY HAD THEIR HOMECOMING GAME AND HOMECOMING COURT WITHIN THIS THEY ALSO HAD HOMECOMING WEEK, FILLED WITH DRESS UP DAYS, POWDER PUFF FOOTBALL, POWDER PUFF CHEER LEADING, AND A PEP RALLY:



SPORTS

SENIOR NIGHT

CROCKETT
RECENTLY HAD
THEIR FALL SPORTS
SENIOR NIGHT
INCLUDING THE
SENIORS OF
SPORTS:
FOOTBALL, CHEER
LEADING, DANCE,
GOLF, CROSS
COUNTRY, ROTC,
AND BAND.
CROCKETT LADY
PIONEERS
VOLLEYBALL AND
SOCCER HAD THEIR
SENIOR NIGHTS
PREVIOUSLY.

CROCKETT SOCCER:

THE LADY PIONEERS SOCCER TEAM HAD
A RECORD YEAR. THEY ADVANCED TO
THE CONFERENCE CHAMPIONSHIP
GAME, AND ADVANCED TO REGIONALS
FOR THE SECOND TIME EVER IN
CROCKETT HISTORY. CROCKETT'S OWN
KORTNEY SHAFFER BEAT THE SCHOOL
RECORD FOR GOALS SCORED IN HIGH
SCHOOL CAREER WITH AN AMAZING 73
GOALS. THEY ALSO HAD MANY ATHLETES
RECEIVE ALL CONFERENCE AND SIMILAR
AWARDS.

FOOTBALL:

CROCKETT'S OWN FOOTBALL
TEAM IS ALSO HAVING A GOOD
YEAR. THEY HAVE ONE OF THE
BEST STUDENT SECTIONS, CHEER
LEADERS, AND BAND CHEERING
THEM ON.

HELPING THOSE IN NEED

CROCKETT DOES MUCH TO HELP THEIR FELLOW STUDENTS, FACULTY, AND FAMILIES IN NEED HERE ARE A COUPLE OF HELPING SERVICES GOING ON AT THE MOMENT:

THANKSGIVING FOOD BASKETS:

(FROM THE WEEKLY UPDATE) “THIS YEAR WE WILL BE ABLE TO PROVIDE A THANKSGIVING FOOD BOX (INCLUDING A TURKEY, HAM, OR CHICKEN AND ALL THE FIXINGS) FOR ANY OF OUR WCDE FAMILIES! GRACE MANOR IS PROVIDING THIS WONDERFUL GIVEAWAY FOR US ON NOVEMBER 26TH AT CROSSROADS CHURCH FROM 3-5PM. CONTACT AMANDA WHITE IF YOU HAVE QUESTIONS.”



FOOD BAGS:

CROCKETT ALSO HAS FOOD BAGS AVAILABLE TO THOSE IN NEED:

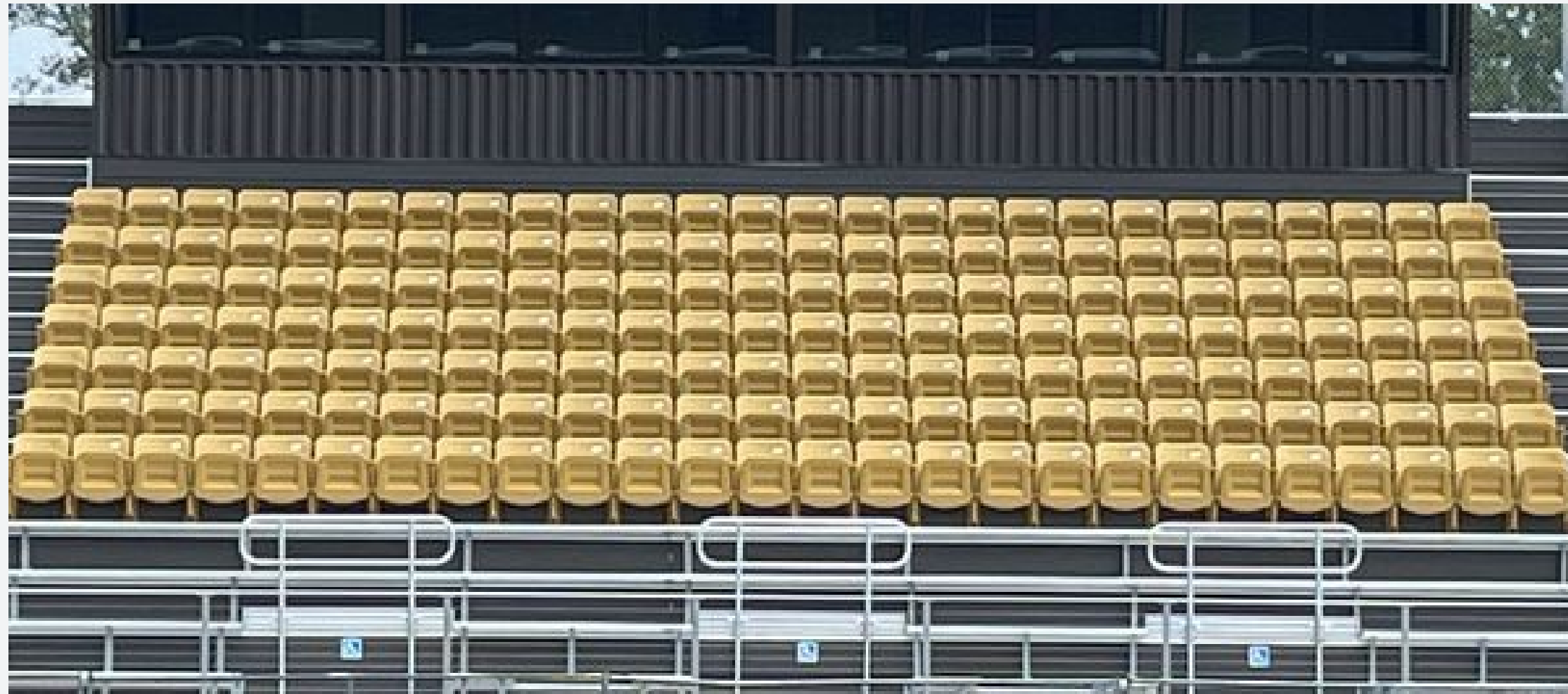


NEW BULLYING PREVENTION PROGRAM

CROCKETT HAS RECENTLY STARTED A NEW BULLYING PREVENTION PROGRAM CALLED OLWEUS. THE STUDENTS GO TO THEIR HOMEROOM CLASSES EVERY OTHER WEDNESDAY AND HAVE A PRESENTATION, GROUP PROJECT, AND CLASS DISCUSSION. THIS IS A VERY EXCITING PROJECT AND HAS VERY MANY POSSIBLE OUTCOMES!

NEW STADIUM AND UPCOMING CONSTRUCTION

CROCKETT JUST THIS YEAR GOT A NEW SET OF BLEACHERS FOR THEIR FOOTBALL STADIUM, THEY ALSO REDID THE WALKWAY AND ADDED A COUPLE OF NEW EMBELLISHMENTS. THEY HAVE MORE SCHOOL CONSTRUCTION UPDATES IN PROGRESS AND ON THE WAY.



WCS Enrollment Update

		WCS Enrollment (w/ % Capacities) 2024-2025 OCTOBER 17, 2024																							
Updated: 10/17/2024 Total Enrollment to date:		Updated: 10/17/2024 Total Enrollment to date: 8,035															Enrollment TOTAL	Total w/o PK	Functional Capacity	Avail Seats	Percent Capacity				
School	School	P3	P4	K	1	2	3	4	5	6	7	8	9	10	11	12									
		WCS Enrollment (w/ % Capacities) 2024-2025 OCTOBER 17, 2024																							
Updated: 10/17/2024 Total Enrollment to date:		Updated: 10/17/2024 Total Enrollment to date: 8,035															Enrollment TOTAL	Total w/o PK	Functional Capacity	Avail Seats	Percent Capacity				
School	School	P3	P4	K	1	2	3	4	5	6	7	8	9	10	11	12									
ELEMENTARY SCHOOLS		ELEMENTARY SCHOOLS																							
Boones Creek Elementary School	Boones Creek Elementary School	38	22	86	105	85	96	79	102	76	89	72					850	790	1008	158	84.3%				
Fall Branch Elementary School	Fall Branch Elementary School		1	23	32	24	26	37	26	26	23	40					258	257	335	77	77.0%				
Grandview Elementary School	Grandview Elementary School	3	23	72	60	69	61	67	56	48	61	63					583	557	739	156	78.9%				
Gray Elementary School	Gray Elementary School		18	62	58	52	55	52	56	56	50	56					515	497	582	67	88.5%				
Jonesborough Elementary School	Jonesborough Elementary School		18	87	113	103	113	112	91	102	103	124					966	948	1100	134	87.8%				
Lamar Elementary School	Lamar Elementary School		22	42	40	52	47	35	35	44	42	40					399	377	515	116	77.5%				
Ridgeview Elementary School	Ridgeview Elementary School	5	10	51	64	87	77	79	69	90	98	79					709	694	762	53	93.0%				
South Central Elementary School	South Central Elementary School		13	22	17	25	27	19	11	20	18						172	172	382	210	45.0%				
Sulphur Springs Elementary School	Sulphur Springs Elementary School		37	36	36	47	35	53	39	45	39						367	367	454	87	80.8%				
West View Elementary School	West View Elementary School			27	24	27	30	29	35	31	32	32					267	267	478	211	55.9%				
HIGH SCHOOLS		HIGH SCHOOLS																							
Daniel Boone High School*	Daniel Boone High School*												294	287	281	287	1149	1149	1316	167	87.3%				
David Crockett High School*	David Crockett High School*												290	292	282	262	1126	1126	1512	386	74.5%				
TN Virtual Learning Academy (TNVLA)	TN Virtual Learning Academy (TNVLA)												5	9	12	11	37	37							
		*Asbury Alternative and Optional School enrollments included included in DBHS and DCHS enrollment numbers																							
University School	University School			20	21	19	20	24	48	52	51	53	86	83	84	76	637	637	600	-37	106.2%				
TOTAL ENROLLMENT W/O University	TOTAL ENROLLMENT W/O University	46	114	500	554	552	577	552	542	523	563	563	589	588	575	560	7361	7201	9183	1822	80.2%				
Total Enrollment Numbers	Total Enrollment Numbers	46	114	520	575	571	597	576	590	575	614	616	675	671	659	636	8035	7875							

School	Trip Date	Location	Teacher/Class
JES	9/30/2024	Grandfather Mountain, NC	Rebekah Bradley 6th
DCHS	9/16/2024	Buc Sports ETSU	Mark Jennings
WVES	9/25/2024	East Tennessee State University Archives of Appalachia	Kristen Williams/ Library/ 3
SSES	10/18/2024	Squibb Farm-196 Vest Road Limestone, Tennessee 37681	Sandra Hughes/ELA/5
DCHS	9/16/2024	Crumley house	Sabra Leonard/cos 3/11th-12th
DCHS	11/13/2024	Fair grounds	Sabra Leonard/cos3/12th
DCHS	10/21/2024	Grandfather Mountain	David Yates
WVES	11/19/2024	NPAC in Greeneville	Darnell 5th grade
DCHS	9/15/2024	Oak Hill School (Constitutional Bell Ringing Ceremony with Heritage Alliance)	Davenport, Kelly
RVES	12/3/2024	Barter Theatre and Mellow Mushroom	Stephanie Breedlove
RVES	10/25/2024	Stickley Farm	Courtney Bolton
DBHS	9/19/2024	Roan Mountain State Park - TN First Lady Maria Lee's Community Service Event	Josh Armentrout
DBHS	11/11/2024	RVS	Scott Blanton
GVES	11/7/2024	Niswonger Performing Arts Center	Holly Holmquist; K-8 Music
DCHS	10/3/2024	Milligan University	Jan Zuehlke - ESL 1st Block
DBHS	10/3/2024	Milligan University	Zuehlke ESL Class 4th Block
GVES	11/12/2024	National Storytelling Center, and Stage Road Park Jonesborough, TN	Kandi Fox/ Social Students/ 5th grade
DCHS	9/20/2024	Ridgefields Country Club	Tim Anderson - Coach
FBES	10/3/2024	ETSU	Kirsten Murray CTE/STEM \ 5-8
DBHS	9/29/2024	VA Campus - singing for Military Funeral	Melissa Powers - Reflections
RVES	12/13/2024	Barter Theater and the Pinnacle in Bristol (Chic-fil-A and Zaxbys)	Cheryl Honeycutt 7th Grade
FBES	10/22/0004	Eastman Plant	Heather Franqui - 4th
JES	10/1/2024	Stickley Farms, 531 Timber Mill Private Dr, Bluff City, TN 37618	Ashely Church, 3-5 CDC
DCHS	9/19/2024	Kingsport Chamber of Commerce Kingsport, TN	J. Gourley 9-12
DBHS	9/24/2024	Sulphur Springs CTE Lab	Michelle Phillips, Medical Therapeutics, 10-12
DBHS	9/26/2024	Sulphur Springs School CTE Lab	Michelle Phillips, Medical Therapeutics, 10-12
RVES	10/25/2024	Stickley Farms 531 Timber Mill Private Drive Bluff City, TN 37618	Rachel Higginbotham/ Kindergarten
SCES	10/3/2024	AMC Movie Theater Johnson City TN The Mall @ Johnson City TN	Diane McMillan
LES	10/17/2024	Country View Farm and Pumpkin Patch and Corn Maze	Mrs. Adkins/Third Grade
SSES	9/30/2024	King University	Mrs. Jones - Peer Mentorship
SSES	9/24/2024	ETST Campus	Diana O'Neal
SSES	10/1/2024	Daniel Boone High School Health Sciences Department	Diana O'Neal

SSES	5/21/2025	Biltmore House, Asheville, NC	Holly Moffitt Fifth Grade
DBHS	9/21/2024	fishing tournaments through out the school year	Mr.Brewer fishing club
DCHS	9/23/2024	Jonesborough McKinney Centre	K. Davenport
DBHS	10/25/2024	SkillsUSA Fall Leadership Conference @ Northeast State	Lisa CoxTAP 11-12
GVES	11/12/2024	National Storytelling Center and Stage Road Park Jonesborough, TN	Kandi Fox/ Social Studies/ 5th
RVES	10/30/2024	Rocky Mount Historic site	Rochelle Burnette 2nd
DCHS	10/16/2024	Clyde Austin 4-H Center, 214 4-H Ln, Greeneville TN 37743	Warrant Selhorst
DCHS	10/21/2024	Crumly house	Sabra Leonard
DCHS	11/11/2024	Crumly house	Sabra Leonard/cos/12th
DCHS	12/16/2024	Crumly house	Sabra Leonard/cos/12th
DCHS	1/13/2025	Crumly house	Sabra Leonard/cos/12th
DCHS	9/27/2024	South Central Elementary School	Mark Good Construction grades 9-12
JES	10/25/2024	Paradise Acres - 4946 North Roan Street Johnson City, TN 37615	Amber Haney - 4th Grade
RVES	10/18/2024	Tiebreakers in Johnson City	Amber Bacon
DCHS	9/30/2024	Ridgefields Country Club	Tim Anderson
RVES	10/23/2024	Holiday Lanes Broyles Drive, Johnson City, Tn.	Laura Tidwell
JES	10/23/2024	Holiday Lanes Bowling Alley	Madison Koontz K-2 CDC
DBHS	11/1/2024	Knoxville Convention Center	Jessica Walker
LES	10/31/2024	Country View Farm Pumpkin Patch and Corn Maze	Holly Walters 1st Grade
DCHS	10/19/2024	Science Hill High School, Johnson City, TN 37604	Warrant Selhorst
WVES	11/26/2024	ETSU Planetarium	Darnell 5th
JES	10/18/2024	Stickley's Farm	Mrs McAlister

Monthly Facility Tracker reports

All Locations -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=af78549c-6e53-41e9-afec-dd4d8bfa815d>

WVES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=7061e70d-ee81-4bbe-a0a9-333ee6630ce4>

SSES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=82641ccd-b40b-406e-9593-f1f5d6d454ea>

SCES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=f4112e8b-ace7-42c8-83ce-ce7cca700d0a>

RVES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=abece4e4-3aaf-4e20-afb9-e7a4b253e7ea>

LES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=03c462a1-53fd-429c-8d8a-862353a095d4>

JMS -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=047f5116-d265-4220-bca1-d51fd1f24df6>

JES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=3c2e5fd0-4dc5-4a44-b1a8-7ff0bc15c27e>

GES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=ef3d7048-0b99-4548-9f31-04632f0fae84>

GVES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=e2b27430-f9cb-4618-8958-f37a78a60a75>

FBES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=b9027fb8-5461-4cad-a2ca-4cd8a33ecfbe>

DCHS -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=88424530-f628-46ae-8852-1a2d40bc9785>

DBHS -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=1f5402fa-95ef-4b85-bc13-1b2a390eadd8>

BCES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=475154ae-7197-4f43-8ec4-6b9764458b84>

Midway -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=ec7f00ea-3b78-41db-9542-060401a411e6>

Bus Garage -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=13f0ab1b-e7e9-4a01-bbeb-9b2d5181fb5f>

Warehouse -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=7da489ac-1553-4a46-a0ac-27646726a003>

Central Office -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=fbf02e24-8b01-46d9-98d1-a5e123581838>

Monthly Personnel Activity Report

Employee	Disposition/New hire	School, Position	Effective Date	Replacing
Tehani Alo	New hire	School Nutrition, Substitute Cook	10/8/2024	Ongoing Need
Bailey Pleasant	New hire	WV, Kindergarten Teacher	10/14/2024	Kyleah Mauk
Casey Crumley	New hire	Lamar, PreK	10/14/2024	Charlie Dugger
Brenda Harrera	New hire	SACC Caregiver	10/14/2024	Ongoing Need
Megan Letcher	New hire	FB, 3rd Grade Teacher	10/28/2024	New position, due to student numbers
Kayla Julian	New Hire	FB, School Nurse	10/15/2024	Candice Avery Jones
Jessica "Danielle" Hensley-Ahrens	New Hire "Interim"	JES, Kindergarten	10/18/2024	Jessica Ford
Shawn Clark	New Hire	DBHS, School Nurse	11/4/2024	Rachel Hobbs
Tracy Marshall	New Hire	Gray, 6th Grade Teacher	10/23/2025	New Position
Carrie Intorcia	Approved Substitute	Substitute, BCE, GV, JES, Lamar	10/10/2024	
Jennifer Dolan	Approved Substitute	Certified Sub, BCE, Gray, RV, SS	10/10/2024	
Monte Hale	Approved Substitute	Certified Sub, any school	10/10/2024	
Edward Shakespeare	Approved Substitute	Certified CA, DBHS & DCHS	10/4/2024	
Brenda Harrera	Approved Substitute	Substitute	10/14/2024	
Christopher Henry	Approved Substitute	Certified Substitute	10/14/2024	
Lynn Marsh	Approved Substitute	Certified out of state substitute	10/28/2024	
Madilyn Wright	Approved Substitute	Substitute	10/16/24	
Amber Waycaster	Approved Substitute	Substitute	10/16/2024	
Ashton Browning	Approved Substitute	Substitute	10/21/2024	
William Hensley	Approved Substitute	Substitute	10/21/2024	
Heidi Snide	Approved Substitute	Certified Substitute	10/21/2024	
Ryan Newman	Approved Substitute	Substitute	10/22/2024	
Kara Brinkley	Approved Substitute	Substitute	10/23/2024	
Abigain Simpson	Approved Substitute	Substitute	10/23/2024	
Theresa Aubrey	Transfer	from substitute to SS, Interim SPED Teacher	10/21/2024	Jessica Miller
Breauna Salyer	Transfer	from substitute to DBHS, English Teacher	10/14/2024	Jeremy Walker
Reid Sanders	Transfer	from Gray, Interim Teacher to Substitute	10/14/2024	Interim Position ended
Rebecca Dugan	Transfer	from substitute to Asbury Interim Sped. Teacher	10/28/2024 with an estimated ending date of 12/13/2024	Interim for Aylssa Brown
Kim Rivers	Transfer	from District Office Admin Asst to Interim District Office, Exec Secretary	9/9/2024	Interim for Jennifer Moore
William Meneses	Termination	Transportation, Bus Driver, Mechanic	10/18/2024	
Kristine Barrett	Resignation	JES, 5th Grade Teacher	11/22/2024	
Dawn Taylor	Resignation	Gray, 8th grade ELA/Science teacher	10/11/2024	
Cory Judd	Resignation	Southside, Middle School Soccer coach	10/14/2024	will remain as a teacher
Crystal DeJosia	Resignation	JES, PreK IA	10/11/2024	
Savannah Wills	Resignation	SACC, Caregiver	9/30/2024	
Andrea Stapleton	Resignation	JES, SPED Teacher	11/17/2024	
Mary Kaitlyn Lovoy	Requested Leave	BCE, 1st grade teacher		effective 12/2/2024 and ending 01/28/2025

Intent to Apply/Research	Grants Writer/Manager's Report			November 2024					
Bureau of Justice STOP School Violence Grant	Grant submitted June, 2024			Announcement of the winners will be around October, 2024.					
Mountain Ways Foundation	provide Relief grant information to principals to pass on to families and community members who have had 100% loss due to Helene								
TN Disability coalition grant	Working with the Student Support Services Department. The goal is to assist students with disabilities by providing labeled images on a communication board during physical breaks at the playground area.				submitted application on 9/26/24		Award will be announced in December 2024		
TVA STEM Classroom Grant	Grantor prefers teachers to write their grants, I provide suggestions on their applications if requested.			I am the fiscal contact if awarded and do all purchasing of items within their budgets.					
Research Relief funding	shared Neighbor to Neighbor grant which provides funding nonprofits who help individuals, opportunity to C4K								
Grants Awarded									
TAEP Community Tree Planting Grant	Funds expended prior to the start date are not reimbursable. The expected start date is 12/1/2024.			awarded \$4235.79 of \$8471.58 cost of project	50:50 match grant awarded on October 21, 2024, provided by TN Department of Agriculture: Division of Forestry				
Title XI McKinney-Vento Subgrant Hurricane Emergency Relief	Awarded \$14,000	Items of need to be purchased for students who have become displaced due to Helene.		Students must be identified as McKinney-Vento Homeless due to Helene to receive items of need provided by the funding...such as school items and essential personal items such as clothing, food, hygiene products, portable sleeping items.				Working with the Homeless Liaison	Will do all purchases and assist in reporting.
Grants Managed									
ETSU SLICE - SL Partnership STEM LITERACY COMPUTATION IN EDUCATION WITH SCHOOL LEADERS	ETSU federal government grant we have partnered	Currently processes quotes and POs for procurements of the minigrants for participating schools' teams. Total award is appx. \$81,000 in materials, equipment, and supplies.		I am the Co-PI-LEA CONTACT for Washington County	Financial reimbursements invoices and execution of purchases with schools' classroom minigrants that will be provided at the end of year 2 grant term and any other needs that may occur.			Mini-Grant portion of the SLICE grant is wrapping up and reimbursements will occur in November, 2024	
ISM Grant	Currently helping CTE Director write FY 25 ISM application. We have submitted the continual application, grant is approved for the new school year.		Assist CTE Director when needed	Note: schools involved in this grant were awarded (allocated FY2023) BCE \$500,000, DB \$1,000,000, DC \$1,000,000, FB \$200,000, GV \$500,000, Gray \$500,000, JES \$500,000, RV \$500,000, SC \$200,000, SS \$500,000, University \$1,000,000, WV \$500,000					
FY 2025 - CTE Perkins Reserve	Awarded \$50,000 for Daniel Boone CTE program in connection with Culinary ARTS and certain populations		Will assist CTE Director with any needs in managing the grant.						
LEAPS PROGRAM	Start new school year, this is year 5 of the program	UPDATED EPLAN BUDGET \$75,000	Provide all necessary documentation into Department of Human Services Child Care Provider Portal to renew the SCES LEAPS site for continuing service		Help with any grant related to personnel, data reporting, purchases and attend meetings with the state department.				
ESSER 3.0	Assist Federal Programs with ESSER 3.0 application FY25		Will be writing the ESSERF						
ARP 2.0 Homeless Grant	FY 25 purchasing food, clothing, hygiene products		In collaboration with Director of Attendance and Chief Students Supports Officer.		Providing purchasing and documentation support.	HELP WITH REPORTING	help with any grant related reimbursement request documentation		Grant will end Dec. 2024

Washington County Department of Education
School Educational **OVERNIGHT** Trip Authorization*

RECEIVED

OCT 18 2024

BY: KR

Date of Request 10/14/2024 School Daniel Boone H.S. Trip Date 11/15/2024 - 11/17/2024
Estimated time of departure 7AM on 11/15 and return 7PM on 11/17 total time away 3 Days(1 Instructional Day)
Destination (include location) North American International Livestock Expo, Louisville, KY
Teacher Leann Turner Class Beef Show Team Grade 9-12

Chaperones Leann Turner Number of Students Involved 6
Eric Sharpe Estimated Total Miles (both ways) of Trip 436
Andrea Carr

Bus Driver/Number School Van Bus Driver/ Number n/a

Will Chaperones have a list (roll) that they are responsible for? yes

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? yes

Will you have on file parental release forms signed by parents or legal guardians? yes

Explain the educational value of the trip: The North American International Livestock Expo is the largest livestock show in the Eastern United States. Students will not be exhibiting cattle there this year, but instead will be attending to learn more about multiple livestock breeds & breed organizations.

Total Cost Estimate \$2000

Plans for meeting the costs Cattle Owner Donations, Student Contributions, FFA Alumni Assistance

Transportation cost for educational trips shall be calculated in the following manner:
\$16.00 per hour for driver (2 hour minimum)
\$ 3.15 per hour to cover fixed charges (SS, retirement. etc.)
\$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$.75 per mile.

*Refer to Board Policy 4.302

Stephane
Principal's Signature
BY WC SUPERINTENDENT
Superintendent's Signature

10/16/24
Date
10/18/24
Date

Date Approved by the Board of Education _____

Washington County Department of Education
School Educational **OVERNIGHT** Trip Authorization*

RECEIVED

OCT 22 2024

BY: KR

Date of Request 10.21.24 School David Crockett Trip Date 11/22 - 11/23

Estimated time of departure Friday 11/22 10:30 am and return Saturday 11/23 6:00 pm total time away 3 1/2 hours

Destination (include location) WakeMed Soccer Park Cary, NC

Teacher Mark Jennings Class Cross Country Grade 9-12

Chaperones Courtney Shaw

Number of Students Involved 20

Kevin Moore

Estimated Total Miles (both ways) of Trip 589

Erica Moore

Bus Driver/Number Jason Bellamy Bus Driver/ Number 49

Will Chaperones have a list (roll) that they are responsible for? yes

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? yes

Will you have on file parental release forms signed by parents or legal guardians? yes

Explain the educational value of the trip: Southeast Regionals. To see better competition

Total Cost Estimate \$2400⁰⁰

Plans for meeting the costs Funds raised by Pioneer Pride 5k

Transportation cost for educational trips shall be calculated in the following manner:

\$16.00 per hour for driver (2 hour minimum)

\$ 3.15 per hour to cover fixed charges (SS, retirement, etc.)

\$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$.75 per mile.

*Refer to Board Policy 4.302

Allen Lee Davis

Principal's Signature

APPROVED

BY WC SUPERINTENDENT

Superintendent's Signature

Date Approved by the Board of Education _____

10.21.24
Date

10-22-24
Date



Compose

TOSS-ALI

Engineering Services Group Inc.
900 East Hill Ave. Suite 350



PCI Approval Sheet

Project Code: 24020
Project Name: Security Upgrades D Boone & D Crockett HS
PCI Type: Change Order Request
Description: Asbestos Abatement

Date: Oct 22, 2024
PCI #: COR001
OCO #:
Current Status: Submitted waiting for Approval

APPROVAL

Scope Description: Includes:
- Abatement of the asbestos found withing the exterior CMU walls.
- Widening of the opening to be removed to prevent future exposure
- Steel Lintel manufacturing and installation per the lintel schedule on S1.1
- CMU Block infill back to the original designed door rough opening size.

Senior PM: _____

Owner: _____

Cost	Category	Description	Amount	Vendor	Vendor Name	SCO Number
024100	SU	Asbestos Abatement	\$5,950.00	DHGR01	D H Griffin Wrecking Company, Inc.	TBD
042000	SU	CMU Block Infill	\$2,000.00	BUSH01	Bush Masonry, LLC	TBD
051200	SU	Steel Lintel	\$1,770.00	QUAL01	Quality Machine and Welding Co., Inc.	TBD
006113	OT	Bond Premium	\$112.27			
007316	OT	Builder's Risk	\$22.45			
990001	RE	Overhead	\$972.00			
990001	RE	Profit	\$535.00			

PCI Total: \$11,361.72



D. H. GRIFFIN WRECKING CO., INC.

211 Spurgeon Lane, Bristol, VA 24201

Sent via email shand@meritconstruction.com

Mr. Schuyler Hand
Merit Construction
10435 Dutchtown Road
Knoxville, TN 37932

RE: Change Order Request – Danil Boone High School
1140 Suncrest Drive, Gray, TN 37615
Subcontractor Job #: 240250-01

Dear Mr. Hand:

Based on site inspection and verbal descriptions, D. H. Griffin Wrecking Company, Inc. (DHG) proposes the following scope of services:

1. Provide necessary labor, equipment, materials, insurance and permits associated with scope to work.
2. DHG will make initial cut in block.
3. Remove the following asbestos containing materials – approximately 32 square feet of block with vermiculite block-fill insulation from within exterior wall, near main entrance.
4. Provide 3rd party ambient air monitoring during removal and PCM clearance upon completion.
5. Price includes lab testing from Fibercom Laboratory, Inc. on 9/19/2024 and from SAI from 9/20/2024 and 9/26/2024. Those results are attached.
6. Materials will be disposed of offsite in accordance with local, state and federal regulations.
7. Estimated time of completion – (1) day. Work will be performed under (1) mobilization.
8. Proposal excludes utility disconnection, capping or rerouting; layouts, hazardous materials removal including asbestos or lead abatement unless itemized above.

DHG will perform the work listed above for the amount of \$5,950.00.

If any further clarifications are needed, please contact the writer.

Sincerely,
Brandie Blankenship

TEL (276) 669-7333 FAX (276) 669-7332

“Shaping America’s Skyline Since 1959.”



FiberCom Lab #241117

FINAL REPORT
9/19/24

Name: Crossroads Environmental
Address: P.O. Box 977
Mt. Carmel, Tn. 37642

Project Number: N/P
P.O. Number: N/P
Project Name: Daniel Boone High School
Received Date: 9/19/2024 09:0=30 AM

Dear Mark Fish,

FiberCom would like to thank you for choosing us for the work you recently submitted.

The 1 sample(s) were received on Thursday, September 19, 2024 for PLM Analysis. The final report(s) is enclosed for the analysis of the samples received that was tested for the presence of asbestos.

The results pertain only to the samples submitted and are job specific. The sample may not be fully representative of the larger material in question. The condition of the sample analyzed was acceptable upon receipt unless otherwise noted on this report. Results represent the analysis of samples submitted by the client. Sample location, description, area, etc. was provided by the client. This report shall not be reproduced, except in full, without consent of FiberCom Laboratory, Inc.

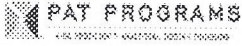
Please refer to the listing below of the pages included in a complete final report.

Sincerely,

Robert Houseright

Robert Houseright
Laboratory Manager FiberCom Laboratory

Final Report Includes: - Cover Letter - Analysis Pages - Chain of Custody
Sample conditions: samples in Good condition



"Organization is listed by the American Industrial Hygiene Association (AIHA) in the Asbestos Analysts Registry Program"

Submitter: Mark Fish
Client: Crossroads

ND=None Detected (Asbestos Not Found in Representative Sample). The results pertain only to the sample identification above. The sample may not be fully representative of the larger material in question. The condition of the sample analyzed was acceptable upon receipt unless otherwise noted on this report. Results represent the analysis of samples submitted by the client. Sample location, description, area, ect. was provided by the client. This report shall not be reproduced, except in full, without consent of FiberCom Laboratory, Inc



FiberCom Laboratory, Inc. Chain of Custody - Asbestos

4540 B West Stone Drive Kingsport, Tennessee 37660

Phone: (423) 230-0752 Fax: (423) 245-1858

Email: robtcb4fibercom@embarqmail.com / fibercom@chartertn.net

www.fibercom-laboratory.com

Chain of custody must be filled out completely and signed before analysis can be performed

Approved Organization of American Industrial Hygiene Association (AIHA) and Asbestos Analysts Registry (AAR)

Requestor:	Mark Fish	FiberCom
Your Company	Crossroads Environmental	Bill to:
Name:	Services L.L.C.	Same
Street:	P.O. Box 977	Street
Box #:		Box #:
City/State:	Church Hill, Tennessee	City/State:
Zip:	37642	Zip:
Contact Name:	Mark Fish	Email Results
Telephone #:	423-429-5542	to : Name
Project	Daniel Boone High School	markfish@embarqmail.com
Name/Number:	1440 Suncrest Dr	Purchase Order#:
	Gray, TN 37615	
Condition of Sample:	Good	

PCM	PLM
☐ NIOSH 7400 (f/mm2 - f/cc)	☒ EPA 600/R-93/116
☐ OSHA w/TWA	☐ NVLAP Required
☐ NIOSH 7402 TEM	
PCM TURNAROUND	PLM TURNAROUND
☐ 72 Hrs-3 Day	☒ < 3 Hrs
☐ 48 Hrs-2 Day	☐ 24 Hrs-Next Day
☐ 24 Hrs-Next Day	☐ 48 Hrs-2 Day
☐ < 3 Hrs-Same Day	☐ Positive Stop

FIBL # 341117

* Samples Submitted after 12pm, turnaround will start the following business day

Special Instructions/Comments: _____

Total Samples: 1

Client Sample # (s) _____

Relinquished: Mark D. Fish Date: 9/19/2024 Time: .8:00

Received: [Signature] Date: 9/19/24 Time: 5:30



Results of Testing by the Research Method for the Analysis of Vermiculite Attic Insulation EPA/600/R-04/004 Asbestos Analysis

Client: Crossroads Environmental Services
LLC
P.O. Box 977 Church Hill, TN 37642

Attn: Mark Fish

Lab Order ID: 10063100

Date Received: 09/20/2024

Date Reported: 09/23/2024

Page: 1 of 1

Project: 24-156 DHG @ Daniel Boone H.S.
1440 Suncrest Dr. Gray TN 37615

Sample ID	Description	Assessment for Asbestos Presence
Lab Sample ID	Lab Notes	
1	<i>PLM Analysis of "Floats & Sinks"</i>	Libby Amphibole 0.50%
10063100VAI_01	<i>See Procedure Step A below.</i>	
	<i>TEM Analysis of Suspension</i>	N/A
	<i>See Procedure Step B below.</i>	

Summary of Procedure

Step A- "Sinks and Floats": The Vermiculite Attic Insulation (VAI) was initially examined in dry bulk by stereomicroscope and Polarized Light Microscopy (PLM). A known weight of the material was then suspended in water, stirred, agitated, and then left to settle. The floating vermiculite was removed, and the suspension decanted for later analysis by Transmission Electron Microscopy (TEM), if necessary (absence of asbestos found in the light microscopy analyses of sinks and floats) while the sunken "sinks" material was dried and examined by stereomicroscope and PLM. Any Readily recognized fiber bundles were separated and weighed. It is estimated that this screening detection limit is <0.01% by weight.

Step B- Suspension: the suspension decanted in the previous step was analyzed by TEM if no asbestos was found in the light microscopy analyses of sinks and floats. After a 2-minute treatment in an ultrasonic bath, aliquots of the suspension were filtered through a 0.2 µm filter, which were then dried, collapsed, carbon-coated, and dissolved to create a replicate film with contained particulate on a copper mesh grid for TEM analysis. TEM analysis was conducted on a JEOL 2000, equipped with Energy-Dispersive X-Ray Analyzer (EDXA) and Selected Area Electron Diffraction (SAED). Volumes filtered and areas analyzed are adjusted to obtain an analytical sensitivity of 1.0×10^6 fibers/gram, unless a lower detection limit is requested.

Russell Shelton

Analyst

Lab Director

Lab Use Only: 10063100
Lab Order ID: _____
Client Code: _____

PLM EPA 600/R-93/116 (PLM)	☐
Positive stop	☐
PLM Point Count 400 (PT4)	☐
PLM Point Count 1000 (PTM)	☐
PCM NIOSH 7400-A Rules (PCM)	☐
B Rules (PBH) ☐	IWA (PTA) ☐
TEM AHRA (AHF)	☐
TEM Level II (LII)	☐
TEM NIOSH 7402 (TNI)	☐
TEM Bulk Qualitative (TBL)	☐
TEM Bulk Chatfield (TBS)	☐
TEM Bulk Quantitative (TBQ)	☐
TEM Wipe ASTM D6480-05	☐
TEM Microvac ASTM D5755-02	☐
TEM Water EPA 100.2 (TW1)	☐
Other: <i>CWC/NAFL</i>	☒



Results of Testing by the Research Method for the Analysis of Vermiculite Attic Insulation EPA/600/R-04/004 Asbestos Analysis

Client: Crossroads Environmental Services LLC
P.O. Box 977
Church Hill, TN 37642
Project: Daniel Boone H.S. 1440 Suncrest Dr.
Gray TN 37615

Attn: Mark Fish

Lab Order ID: 10063622
Date Received: 09/26/2024
Date Reported: 09/27/2024
Page: 1 of 1

Sample ID	Description	Assessment for Asbestos Presence
Lab Sample ID	Lab Notes	
2	<i>PLM Analysis of "Floats & Sinks"</i>	Libby Amphibole 0.89%
10063622VAI_01	<i>See Procedure Step A below.</i>	
	<i>TEM Analysis of Suspension</i>	Not Analyzed
	<i>See Procedure Step B below.</i>	

Summary of Procedure

Step A- "Sinks and Floats": The Vermiculite Attic Insulation (VAI) was initially examined in dry bulk by stereomicroscope and Polarized Light Microscopy (PLM). A known weight of the material was then suspended in water, stirred, agitated, and then left to settle. The floating vermiculite was removed, and the suspension decanted for later analysis by Transmission Electron Microscopy (TEM), if necessary (absence of asbestos found in the light microscopy analyses of sinks and floats) while the sunken "sinks" material was dried and examined by stereomicroscope and PLM. Any Readily recognized fiber bundles were separated and weighed. It is estimated that this screening detection limit is <0.01% by weight.

Step B- Suspension: the suspension decanted in the previous step was analyzed by TEM if no asbestos was found in the light microscopy analyses of sinks and floats. After a 2-minute treatment in an ultrasonic bath, aliquots of the suspension were filtered through a 0.2 µm filter, which were then dried, collapsed, carbon-coated, and dissolved to create a replicate film with contained particulate on a copper mesh grid for TEM analysis. TEM analysis was conducted on a JEOL 2000, equipped with Energy-Dispersive X-Ray Analyzer (EDXA) and Selected Area Electron Diffraction (SAED). Volumes filtered and areas analyzed are adjusted to obtain an analytical sensitivity of 1.0×10^6 fibers/gram, unless a lower detection limit is requested.

Russell Shelton

Analyst

Lab Director

QUALITY MACHINE AND WELDING CO., INC.



P.O. Box 27345
Knoxville, Tennessee 37927
Phone (865) 524-2162

2008 Hoitt Ave.
Knoxville, TN 37917
Fax (865) 524-1830

Change Order Request

Date: 10/16/24	Q.M. & W. Job #: 24-044
Contractor: Merit Construction, Inc.	C.O.R #: 1
Project: DBHS / DCHS Security Upgrades	Contractors RFP #: 1

Quality Machine & Welding proposes to perform extra work for the above referenced project as follows:

Change Order Description:

Rework T101 Beams Due to Field Dimension Error
Added W8x10 Lintel Beam

	Materials and Use Tax	Shop Labor	Erection	Total
Rework T101 Beams	Not Included in this COR	\$1,550.00	N/A	\$1,550.00
Added W8x10 Lintel Beam	\$430.00	\$515.00	\$825.00	\$1,770.00
Total for COR# 1			See Price Listed Above	

Remarks: Please review and let us know if we need to proceed with these changes.

* Work associated with this "Change Order Request" will not be performed prior to the receipt of hand and/or type written authorization.

Authorized/Accepted

Quality Machine & Welding

Firm: _____

By: Matt James

By: _____

Title: Project Estimator

INVOICE

NO. 002587

WASHINGTON COUNTY
SCHOOL FOOD SERVICES405 West College Street
Jonesborough, TN 37659TO: WCDE Board of Education
Hurricane Feeding

PURCHASED FROM:

WCDE Nutrition
COMPANYDATE: 10-17-2024

DATE: _____ INVOICE NO.: _____

QUANTITY	DESCRIPTION	PRICE	AMOUNT
401	Adult Breakfast Sept	3.75	1,503.75
739	Adult Lunch Sept	5.00	3,695.00
2497	Adult Breakfast Oct	3.75	9,363.75
2204	Adult Lunch Oct	5.00	11,020.00

SUB-TOTAL

LESS DISCOUNT

TOTAL

MANAGER: Caithlin Shew25,582.50

Washington County Department of Education
School Educational **OVERNIGHT** Trip Authorization*

OCT 24 2024

BY: KR

Date of Request 10/16/24 School David Crockett Trip Date Nov 22-23, 2024 (Fri-Sat)

Estimated time of departure 11/22 11am and return 11/23 7pm total time away 2 days

Destination (include location) Camp Clements - FFA Camp, Doyle, TN

Teacher Collette Class FFA Grade 9-12

Chaperones Collette

Number of Students Involved 7

Estimated Total Miles (both ways) of Trip 400

Bus Driver/Number School Van

Bus Driver/ Number _____

Will Chaperones have a list (roll) that they are responsible for? yes

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? yes

Will you have on file parental release forms signed by parents or legal guardians? yes

Explain the educational value of the trip: Blend of leadership activities, workshops, + activities aiming to help FFA members cultivate + empower them to connect, share, + ignite passion for growth + development in the agriculture industry.

Total Cost Estimate \$800

Plans for meeting the costs Previous fundraising from school account + Alumni + Supporters will contribute.

Transportation cost for educational trips shall be calculated in the following manner:

\$16.00 per hour for driver (2 hour minimum)

\$ 3.15 per hour to cover fixed charges (SS, retirement. etc.)

\$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$.75 per mile.

*Refer to Board Policy 4.302

Ashley Davis
Principal's Signature

10.22.24
Date

BY WC SUPERINTENDENT
Superintendent's Signature [Signature]

10-24-2024
Date

Date Approved by the Board of Education _____



Cultivate

9-10
graders

Friday, November 22

Arrival

3pm- Welcome

3:30-4:30 pm- Navigating FFA's Past & Present

4:40-5:40 pm- Finding Your Way

6:30pm- Dinner

8:00 pm- Glow Dance

10:30 pm- Lights Out

Saturday, November 23

7:30am- Breakfast

8:45-9:45 am- Charting Your Course

9:55-10:55 am- Navigating Change

11:15 am- Lunch

12:30-1:30pm- Navigating Our Obstacles

1:40-2:40pm- Life-Long Learner

2:50-3:15 pm- Reflections

3:30pm- Goodbyes





Emerge

11-12
Graders

Friday, November 22

Arrival

3pm- Welcome

3:30-4:30 pm- Navigating Your Moment

4:40-5:40 pm- Navigating Your Skills

6:30pm- Dinner

8:00 pm- Glow Dance

10:30 pm- Lights Out

Saturday, November 23

7:30am- Breakfast

8:45-9:45 am- Navigating with Intention

9:55-10:55 am- Navigating Your Network

11:15 am- Lunch

12:30-1:30pm- Navigating a Balanced Life

1:40-2:40pm- Life-long Learner

2:50-3:15 pm- Reflections

3:30pm- Goodbyes

