

BOARD MEETING  
REVISED AGENDA  
Cheatham County Board of Education

December 5, 2019

Place: Educational Annex Building – Board Room

Time: 7:00 p.m.

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Roll Call: Christina Gilliam, Kimberly Messer, Jennifer Hamblin, James Gupton, John Louallen, and David Risner
5. Approval of Agenda
6. Public Forum – Opportunity for Community to Address Board (Maximum thirty [30] minutes)  
Follow-up on Last Month Comments- No speakers last month
7. Presentations, Awards, and Recognitions

Dr. Catrina Herd, Animal House Veterinary Clinic

STEM Contest 1st Place Winners:

ACES – Teacher Kristin McQueen

3<sup>rd</sup> Grade

Alex Bell  
Anya Byerly  
Abigail Cartwright  
Hunter Chapman  
Anuj Patel

4<sup>th</sup> Grade

Josalie Cervantes  
Walker Hobbs  
Madison Lemmonds  
Paul Long  
Axel Sagers

HMS – Teacher Amanda Howell

5<sup>th</sup> Grade

Ashley Brown  
Brady Chapman

6<sup>th</sup> Grade

Michael Nguyen

7<sup>th</sup> Grade

Hannah Dodson  
Todd Hastings  
Ella Qubeck

8<sup>th</sup> Grade

Callie Edwards  
Morgan Pack  
Louis Whitehead

SHS Teacher – Emily Warren

9<sup>th</sup> Grade

Iesha Jones  
Blake Wilson

10<sup>th</sup> Grade

Darryl Brooks  
Carley Deaton

11<sup>th</sup> Grade

Kyndal Blackwell  
Conner Bunch  
Zachary Wicks

12<sup>th</sup> Grade

Dillon Castleberry  
Destinee Lawrence  
Jackson Shambaugh

HHS Girls' Volleyball Team:

Coach Alesia Beshears  
Assistant Coach Carolyn Stuart  
Manager Reagan Meadows

Players:

Zoe Briggs  
Olivia Cox  
Ann Elise Jackson  
Taylor Potantus  
Katie Rogers  
Liza Watson  
Kendall Morgan  
Autumn Devilling  
Hayven Knall  
Cara Stuart  
Jordan Overstreet  
Isabella Randall  
Emily Long  
Harper Tolle  
Marissa Barnes  
Bella Cable  
Calli Copeland  
Taylor Knobel  
Annie Sparkman

Employees of the Month:

ACES	Amanda Dalton, Teacher
ECES	Kellie Piche, Teacher
KSES	Lisa Bailey, Special Education Assistant
PES	Chris Giffin, Attendance Secretary/ Special Education Bus Assistant
PVES	Amy Whitworth, Speech Language Pathologist
WCES	Rhonda Baker, Special Education Resource Assistant
CMS	Brandon Scruggs, School Resource Officer
HMS	Mary Meadows, Attendance Secretary
SMS	Debbie Harlinger, RTI Interventionist
CCCHS	Vicki Presson, Bookkeeper
HHS	Donna Edens, Attendance Secretary
SHS	Mat Simon, Teacher
RA	Laura Deer, Counselor
Daycare	Shelby Hale, Site Assistant at PES/KSES Afterschool Daycare
Finance	Sherrie Cannon, Benefits Specialist
Nutrition	Beatriz Tuttle, PVES Cafeteria Manager
Transportation	Marilyn Burke, Driver

8. Goal Update: Dr. Audra Fowler, HMS Principal
9. Executive Committee

- 10. Five Year Plan: Wendy Cox, HR Supervisor
- 11. Elected Officials – Opportunity for Elected Officials to Address Board
- 12. Consent Agenda:
  - A) Minutes: November 7, 2019
  - B) Approve for tenure: None
  - C) Disposal of surplus equipment/materials:
    - 1) SMS Principal Miller requests permission to discard 1 laminator, 3 towers, 3 monitors.
    - 2) CMS Principal Owen requests permission to discard outdated, unused band attire (hats, jackets) and 200 outdated, unused teacher resource materials.
    - 3) RA Assistant Principal requests permission to discard 50, old damaged, out-of-date text books.

- D) School fees: None
- E) School/Principal request: None

- 13. Budget and Finance:
  - A) Bus Purchases –
    - Seven 84 passenger for \$760,900
    - Two Type A Special Education for \$157,80
    - Total \$918,700

- 14. Old Business:
  - A) Revise on second reading Policy 1.106 Code of Ethics
    - Page 3 shall read: *CHEATHAM COUNTY SCHOOL DISTRICT CODE OF ETHICS CONFLICT OF INTEREST DISCLOSURE STATEMENT*
    - Instructions: This form is for reporting personal interests required to be disclosed under Section 3 of the Code of Ethics of this school district. Officials and employees are required to disclose personal interests in matters that affect or would lead a reasonable person to infer that it would affect the exercise of discretion of an official or employee.*
    - 1. *Date of disclosure:* \_\_\_\_\_
    - 2. *Name of official or employee:* \_\_\_\_\_
    - 3. *Office and position:* \_\_\_\_\_
    - 4. *Description of personal interest (describe below in detail):*

\_\_\_\_\_

*Signature of official or employee*

\_\_\_\_\_  
*Witness Signature*

Page 4, Cross Reference should be included: *Duties of Board Members 1.202*

B) Revise on second reading Policy 1.1061 Boardsmanship Code of Ethics

Page 4 shall be **deleted** that reads:

*CHEATHAM COUNTY SCHOOL DISTRICT CODE OF ETHICS CONFLICT OF INTEREST DISCLOSURE STATEMENT*

*Instructions: This form is for reporting personal interests required to be disclosed under Section 3 of the Code of Ethics of this school district. Officials and employees are required to disclose personal interests in matters that affect or would lead a reasonable person to infer that it would affect the exercise of discretion of an official or employee.*

5. *Date of disclosure:* \_\_\_\_\_

6. *Name of official or employee:* \_\_\_\_\_

7. *Office and position:* \_\_\_\_\_

8. *Description of personal interest (describe below in detail):*

\_\_\_\_\_  
*Signature of official or employee*

\_\_\_\_\_  
*Witness Signature*

C) Revise on second reading Policy 6.200 Attendance

Page 2, line 2 shall read: *School endorsed activities;*

D) Revise on second reading (new) Policy 4.201.1 Class Size Ratios

Policy shall read:

*General<sup>1</sup>*

*Pupil-teacher ratios shall not exceed the averages outlined in state law. Further, class sizes shall not exceed the maximum allowed by state law.*

**WAIVERS**

*The Director of Schools/designee may seek a waiver from the Commissioner of Education to extend the career and technical education (CTE) classes in grades nine through twelve (9-12) as long as these class sizes do not exceed the maximum.*

*If a natural disaster results in the enrollment of displaced students, the Commissioner of Education may grant a waiver from the maximum class sizes.*

E) Revise on second reading Policy 6.411 Student Wellness

Page 3, line 35 shall read: *All schools within the district shall annually administer a baseline assessment on each of the recommended School Health Index modules.*

15. New Business:

A) Calendar: 2021-2022; 2022-2023

B) Revise on first reading Policy 4.700 Testing Programs

Page 2, line 10 shall read: *Interest inventories shall be made available to middle schoolers.*

Page 2, line 16 shall read: *Career aptitude assessments shall be administered to 7<sup>th</sup> graders in order to inform the student's high school plan of study.*

C) Revise on first reading Policy 5.5001 Prevention of Abusive Workplace Conduct (new)

Policy shall read: *General*

*All employees within the school district shall treat all other employees with respect and shall not engage in threatening, violent, intimidating or other abusive conduct or behaviors.<sup>1</sup>*

*All complaints of inappropriate workplace behaviors shall be taken seriously and followed through to resolution. There shall be no retaliation against employees who report others for inappropriate behavior.*

*If a finding of unacceptable behavior at work is made, all employees shall cooperate with any disciplinary actions taken as a result of this policy.*

**ABUSIVE CONDUCT**

*Abusive conduct in the workplace includes, but is not limited to, the following:*

- 1. Repeated verbal abuse;*
- 2. Verbal, nonverbal, or physical conduct of a threatening, intimidating or humiliating nature; or*
- 3. The sabotage or undermining of an employee's performance.*

*This type of conduct applies to written or electronic communications by employees. A single act shall not constitute abusive behavior unless such conduct is determined to be severe and egregious.*

**COMPLAINT PROCESS**

*Employees may report abusive workplace conduct to their immediate supervisor or complaint manager. Complaints may be provided orally or in writing. If provided orally, the complaint shall be documented in writing by the individual receiving the complaint.*

**CORRECTIVE ACTION**

*In the event of a finding of abusive conduct, the school district will take immediate and appropriate corrective action.*

*The Director of Schools/designee shall be responsible for developing a corrective action plan for any employee found to have engaged in abusive conduct.*

D) MOU Collaborative Conferencing

16. Brief comments from Board Members
17. Announcements
18. Adjourn

**INFORMATION:**

1. Personnel Changes:
  - A. Retirements approved:

B. Administrative Positions approved:

C. Leave of Absence approved:

April Woods, PVES faculty, 12/16/19 – 2/3/20

Kristyn Stone, CMS faculty, 4/22/20 – 5/22/20

Savannah Laine, PVES Special Ed assistant, 1/7/20 – 2/28/20

Mary Michelle Gupton, Transportation driver, 10/30/19 – 12/2/19

D. Resignations approved:

Kim Rogers, WCES faculty, 11/15/19

Elizabeth Case, ACES/RA SLP, 12/20/19

Elizabeth Lemons, CCCHS Nutrition cook, 11/26/19

Elizabeth Southards, SMS, SHS, PVES SLP, 12/6/19

Megan Frost, PVES counselor, 1/3/20

Maria Bobo, HMS counselor, 12/20/19

Carrie Homme, CMS RTI assistant, 11/26/19

Vickie Holland, SHS Nutrition cook, 11/20/19

E. Termination of Employment:

F. Transfers approved:

Paige Bartlett, from Transportation part-time driver to full-time driver, 11/6/19

Merida Zauner, from KSES front office secretary to KSES Special Education assistant, replaces Lisa Bailey, 1/7/20

Kathy Binkley, from Transportation driver to ACES assistant, replaces Darcy Elliott, 10/30/19

Pam Day, from BOE administrative assistant for Assistant Director to BOE Nutrition bookkeeper, replaces Cindy Williams, 1/1/20

Cindy Williams, from BOE Nutrition bookkeeper to BOE administrative assistant for Assistant Director, replaces Pam Day, 1/1/20

Chasity Herity, from Transportation part-time driver to full-time driver, 12/1/19

Shelby Cumberledge, from ACES 3<sup>rd</sup> faculty to ACES 4<sup>th</sup> faculty, replaces Seth Reid, 1/6/20

Janeen Harris, from SHS attendance secretary, to ECES attendance secretary, replaces Jamie Killebrew, 1/7/20

Jamie Killebrew, from ECES attendance to ECES receptionist, replaces Barbara Morris, 1/6/20

G. Elections/Placements approved:

Marcus Bodie, SHS assistant basketball coach, non-faculty, 11/6/19

Eric Turner, CCCHS volleyball line judge, 11/6/19

Amy Minton, CCCHS volleyball line judge, 11/6/19

Laura Webb, WCES interim faculty, replaces Vickey Ford, 11/4/19

Adrian Baker, CCCHS band music director, 11/5/19

Michael Brown, SHS assistant baseball coach, non-faculty, 11/14/19

Mike Burke, CCCHS head boys' soccer coach, non-faculty, 11/15/19

Bryan Wall, RA interim faculty, replaces Kelly Shane, 1/6/20

Ryan Roland, HHS assistant wrestling coach, non-faculty, 11/21/19

Dave Samler, CMS assistant wrestling coach, non-faculty, volunteer, 11/22/19