

BOARD MEETING
REVISED AGENDA
Cheatham County Board of Education

November 4, 2021

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, John Patrick, Tim Ray, James Gupton, John Louallen, and David Risner
5. Approval of Agenda

Director of Schools' Contract

6. Presentations, Awards, and Recognitions

Employees of the Month

ACESA	Joy Kassner, School Counselor
ECES	Mary Duke, General Education Assistant
KSES	Kim Nygren, Music Teacher
PES	Amanda Willoughby, Librarian
PVES	Amy Whitworth, Speech Language Pathologist
WCES	Hannah Binkley, General Education Assistant
CMS	Rebecca Wilson, Front office Assistant
HMS	Lisa Willoughby, Library Assistant
SMS	Lindsey Plewa, Teacher
CCCHS	Spencer Cooke, Teacher
HHS	Ben Howell, Teacher
SHS	Malik Sylvester, Band Teacher
RA	Katie Metcalf, School Counselor
Daycare/Pre-K	Judi Johns, WCES Pre-K Assistant
Finance	Malina Taylor, Front Desk Administrative Assistant
Nutrition	Tonia Adams, CCCHS Assistant Manager
Transportation	Randy Balthrop, Bus Driver

7. Public Forum – Opportunity for Community to Address Board (Maximum thirty [30] minutes)
Follow-up on Last Month Comments

8. School Improvement Plan (SIP) Goal Update: CCCHS Principal Steve Wenning
9. Executive Committee
10. Five Year Plan: Academic Coordinators –Bethany Jenkins (Elementary) and Kristian Dennison (Secondary)

ESSER Funding Update– Dr. Cathy Beck
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
 - A) Minutes: October 7, 2021
 - B) Approve for tenure:
 - C) Disposal of surplus equipment/materials:
 - 1) Transportation/Maintenance/Custodial Director Blacker requests permission to do the following with old equipment at the current bus shop:
 - Dispose of 6 burned/wrecked school buses
 - Dispose of 1 old dump truck that can't get parts for
 - Dispose of 1 old pickup truck with blown motor
 - Surplus on Govdeals.com of 2 trailers that can't be repaired or moved to new location
 - Surplus on Govdeals.com of old radio systems and camera systems
 - Donate 1 old wrecked school bus to the Ashland City Fire Department training
 - D) School fees:
 - E) School/Principal request:
13. Budget and Finance:
 - A) Quarterly Report FY22
 - B) SPED Quarterly Budget Revision -\$14,000.00
 - C) CCCHS Roof - \$1,566,468.00 from Ed Debt Fund 156
 - D) Four Concession Stands
14. Old Business:

A) Revise on second reading 4.204 Summer School

Descriptor Term shall be changed to Summer Instructional Programs

Policy shall read:

General

The following programs will be made available to students:^{1,2}

1. Traditional summer school;
2. Learning loss bridge camps;
3. After-school learning mini camps (2021-2023); and
4. Summer learning camps (2021-2023).

These programs shall be organized and operated in accordance with state law as well as guidelines provided by the Tennessee Department of Education. Funding for all programming shall be provided for in the annual budget and take into account any available grants. The Board may adopt tuition rates for those students attending a traditional summer school program.³

SUMMER PROGRAMMING²

The Director of Schools shall present a recommended summer programming plan to the Board each year, no later than April, outlining the following:

1. Courses offered;
2. Transportation;
3. Class size ratios;
4. Budget, including staff compensation;
5. School nutrition needs;
6. Staffing;
7. Enrollment criteria; and
8. Any additional necessary information.

ATTENDANCE REQUIREMENTS²

Priority students, as defined by state law, shall not be required to attend summer programs.

Attendance is strongly encouraged and will be taken each day.

The Director of Schools shall be responsible for developing administrative procedures regarding the attendance requirements of priority students in each program.

B) Revise on second reading Policy 5.106 Application and Employment

Page 1, line 28 shall read: 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board of Education;⁶

Page 2, line 29 shall be deleted that reads: Professional Employee

Page 2, line 32 shall read: Initial Employment for Professional Employees

Page 2, line 33 shall read: The Director of Schools shall notify such person, in writing, of the offer and conditions of employment.

Page 3, lines 1-4 shall be deleted that read: Support Employees

After checking references and receiving written recommendations from principals and/or supervisors, the Director of Schools shall hire and assign qualified applicants.

C) Revise on second reading Policy 5.802 Qualifications and Duties of the Director of Schools

Page 3, beginning line 20 shall read: 8. Informs the Office of Educator Licensing of licensed educators or educators who have a temporary teaching permit who have been suspended or dismissed, who have resigned, following allegations of conduct, including sexual misconduct, which, if substantiated, would warrant consideration for license suspension, revocation, or formal reprimand, or who have been convicted of a felony.

D) Revise on second reading Policy 5.302 Sick Leave

Line 4 shall read: Sick leave shall be defined as: illness of a full-time employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of an employee, including the employee's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, and sister-in-law.²

15. New Business:

A) Revise on first reading Policy 5.306 Interference/Disruption of School Activities

Policy shall read: General

A student shall not engage in conduct which causes the disruption or interference with the operation of the school while on school property, in school vehicles or buses, or at school-sponsored events, whether on or off campus. The student shall not urge other students to engage in such conduct.

Employees are authorized to take reasonable measures to establish appropriate school behavior and have the authority to control the conduct of any student while under the supervision of the school district.¹

A student may receive disciplinary action ranging from verbal reprimand to suspension and/or expulsion depending on the severity of the offense and the student's prior record.²

REMOVAL OF STUDENT³

If a student repeatedly or substantially interferes with the learning environment, the teacher may submit a written request along with the required documentation to the principal/designee to remove the student from the teacher's classroom. The student will be given notice of the rationale for the request as well as the opportunity to offer an explanation.

The principal/designee will investigate the request and make a decision regarding the student's placement. The principal will notify the teacher as to his/her decision.

If a teacher abuses or overuses the student removal process, the principal/designee shall address the abuse or overuse with the teacher and may require the teacher to complete additional professional development to improve the teacher's classroom management skills.

Appeal Process

If the teacher's request for removal is denied, he/she may file an appeal with the Director of Schools/designee. He/she will review the teacher's request for removal as well as the decision of the principal/designee and make a determination as to the student's placement.

B) Revise on first reading Policy 6.4081 Safe Relocation of Students

Beginning line 3 shall read: If relocation is necessary, the process will comply with all special education laws. Such employees may also intervene in a physical altercation between two or more students or between a student and a district employee. Reasonable force or justifiable

force may be used to physically relocate or intervene in a conflict if a student is unwilling to cooperate.

C) 2021 Local Education Agency Compliance Report

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

INFORMATION:

1. Personnel Changes:

A. Retirements approved:

Lacritia Sanson, ECES faculty, twenty-nine years' experience, 12/17/21

B. Administrative Positions approved:

C. Leave of Absence approved:

Anita DeFrancesca, HHS faculty, 10/4/21 – 10/20/21

Ashley Hawkins, PVES faculty, 10/18/21 – 2/14/22

Harley Durham, CMS assistant, 9/21/21 – 12/10/21

Patricia Gomez, CMS faculty, 1/23/22 – 4/15/22

Alyson Sledge, ECES faculty, 10/2/21 – 11/12/21

D. Resignations approved:

Anna Turnbull, KSES Nutrition cook, 10/8/21

Lynnette Vandergrift, ACESA ECI assistant, 10/8/21

Jena Toole, central cluster school nurse, 10/19/21

Logan McCoy, WCES faculty, 10/29/21

Caleb Marston, SHS faculty, 11/19/21

Christy Barton, HMS faculty, 11/24/21

E. Termination of Employment:

F. Transfers approved:

Matt Chandler, Transportation from full-time driver to part-time driver, 10/1/21

Linda Chandler, Transportation from full-time to driver to part-time driver, 10/1/21

Shelby Cumberledge, from ACESA writing teacher to ACESA 4th grade teacher, replaces Lindsay Greer, 10/18/21

Christie Ray, from SMS Life Skills faculty to SMS 6th grade SpEd faculty, replaces Sydney Carley, 10/18/21

Sydney Carley, from SMS SpEd faculty to ECES Life Skills faculty, replaces Nicole Pedace, 10/18/21

Shaunna Fort, from ACESA educational assistant to ACESA interim faculty, replaces Kimberly Locke, 10/26/21

Tonia Adams, from CCCHS Nutrition cook to CCCHS Nutrition assistant manager, replaces Laura Beth Bumpus, 11/1/21

Delight Jones, from SMS Nutrition cook to PVES assistant manager, replaces Diane Lyles, 11/1/21

Rebecca Caira, from ACESA Daycare full-time caregiver to ACESA Daycare site assistant, replaces Tiffany House position, 10/12/21

G. Elections/Placements approved:

Robyn Poole, ACESA Title I RTI assistant, new position, 10/5/21

Delight Jones, SMS cook, replaces Cathy Higgins, 10/1/21

Kayla Fuqua, CMS Employee Daycare, full-time caregiver, replaces Abigail Hunnell, 10/5/21

Alli Douglas, WCES Daycare, part-time caregiver, replaces Destiny Adler, 10/4/21

Eric Drake, CCCHS interim faculty, replaces Tya Frelux, 10/18/21

Brittany Burgess, HHS Band color guard instructor, 10/18/21

Louis Jenkins, HHS head boys' soccer coach, non-faculty, 10/18/21

Rob Greer, HHS assistant softball coach, non-faculty, 10/18/21

Angela Hausman, ECES SpEd assistant, replaces Kristin Burns, 10/18/21

Jamie Slot, HMS interim faculty, replaces Kelley Hurt, 10/25/21

Tina Barber, CMS interim faculty, replaces Kristyn King, 10/19/21

Janna Tolle, HHS assistant softball coach, non-faculty, 10/22/21

Caity Denney, SHS assistant girls' basketball coach, non-faculty, 10/25/21

Camryn Denney, SHS assistant girls' basketball coach, non-faculty, 10/25/21

Alan Barnett, SHS assistant baseball coach, non-faculty, 10/25/21

Sarah Vanessa Frazier, ACESA RTI assistant, new position, 10/27/21

Brad Hindman, SHS assistant baseball coach, non-faculty, 10/28/21

Kurt Plante, SHS head tennis coach, 10/28/21

Roseanne Klimasara, CMS interim faculty, replaces Bill Parsley, 10/17/21