

BOARD MEETING
REVISED AGENDA
Cheatham County Board of Education

November 3, 2022

Place: Educational Annex Building – Board Room

Time: 6:00 p.m.

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Roll Call: Amber Locke, John Patrick, Tim Ray, Jimmy Harden, Robert Epps, and David Risner
5. Approval of Agenda
6. Presentations, Awards, and Recognitions

Employees of the Month:

ACESA	Deborah Whatley, Assistant
ECES	Kristi Hasse, Academic Specialist
KSES	Megan Bennett, Assistant
PEFAMS	Rebecca Johnson, Assistant
PVES	Dana Wallace, Individualized Interventionalist
WCES	Jennifer Winters, Academic Specialist
CMS	Ben Howell, Dean of Students
HMS	Katie Pritchard, Teacher
SMS	Kristen Phillips, Assistant
CCCHS	Michelle Greer, Assistant
HHS	Alesia Beshears, Teacher
SHS	LeNaye Pearson, Teacher
RA	Debra Duncan, Assistant
Central Office	Sue Clark, Central Office Receptionist
Daycare	Wanda Givens, HMS Employee Daycare Site Director
Nutrition	Kelley Rigsby, ECES Assistant Manager
Transportation	Teresa Nuckols, Administrative Assistant

7. Public Forum – Opportunity for Community to Address Board (Maximum thirty [30] minutes)
8. School Improvement Plan (SIP) Goal Update: PEFAMS Principal Sarah Spain

9. Executive Committee
10. Five Year Plan: Assistant Director of Schools Stacy Brinkley/ Academic Team
ESSER Funding Update– Dr. Cathy Beck
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
 - A) Minutes: October 6, 2022
 - B) Approve for tenure:
 - C) Disposal of surplus equipment/materials:
 - 1) ACESA Principal Dr. Broyles requests permission to discard three broken tables.
 - 2) Daycare Director Muncy requests permission to discard of four non-working printers.
 - 3) CMS Principal Owen requests permission to discard one broken teacher desk, 2 desktop computers, 3 computer monitors, and 1 Thinkpad teacher laptop.
 - 4) ECES Principal Boles requests permission to discard a broken computer lab table, 2 obsolete computer carts, 4 broken/damaged student chairs, an old broken SpEd computer, and 6 boxes of old outdated textbooks.
 - D) School fees:
 - E) School/Principal request:
13. Budget and Finance:
 - A) Resilient School Communities Grant - \$100,055.09
 - B) Consideration to Increase Security Pay from \$90.00 to \$125.00 per game(s)
 - C) Math Implementation Support Grant - \$71,250.00
14. Old Business:
 - A) Revise on second reading Policy 4.603 Promotion and Retention
Beginning page 1, line 1 shall read: General

All promotion and retention decisions shall be made on a case-by-case basis and comply with state and federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if applicable.¹

Legal reference number at end of line 16 shall be changed to "2".

Line 23, shall read: 4. Home Literacy Reports;³

Line 25, item 4 shall be renumbered to 5.

Line 27 shall read: 6. Likelihood of success with more difficult material if promoted to the next grade;

Line 30, item 6 shall be renumbered to 7.

Line 32 shall read: 8. The student's maturity.

Beginning page 2, line 6 shall read: PROMOTION PLANS⁵

When a student is considered for retention, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days and an individualized promotion plan shall be developed to help the student avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school counselor, or other appropriate school personnel.

Promotion plans shall incorporate evidence-based strategies, including expectations and measurements that will verify whether a student has made sufficient progress to be promoted to the next grade level, and be tailored to the student's learning needs. Promotion plans for students in third and fourth grade will include additional requirements for promoting students in these grades. A copy of the plan will be provided to the student's parent(s)/guardians(s), and the school shall offer the opportunity for a parent-teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then the strategies shall be modified.

Parent(s)/guardians(s) shall be provided with any changes to the promotion plan. A student who demonstrates sufficient academic progress according to his/her promotion plan shall be promoted to the next grade level unless retention is required per additional requirements for students in third and fourth grade.⁶ If a student has not demonstrated sufficient academic progress according to his/her promotion plan by the end of the school year, the student shall be eligible to enroll in a summer reading or learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar days prior to the start of the next school year if the student was enrolled in a summer program. However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school year.⁷

Lines 31-37 shall be *deleted* that read: *The director shall develop procedures governing how decisions on retention will be made after the student begins work on his/her individualized promotion plan.*

K-3 Reading Notification

If it is determined through a student's overall performance or a state or local assessment that a student in grades kindergarten through three (K-3) is not meeting grade level standards in reading, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days of such determination.

Beginning page 3, line 1 shall read: RETENTION⁶

A student may be retained when such retention is in the best interests of the student or when retention is required per additional requirements for students in third and fourth grade.

Decision of Retention – General⁸

If a student is retained, the Director of Schools/designee shall develop an individualized academic remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its development.

Line 14 shall read: 3. Individual tutoring

Line 16 shall read: 4. Modification to the student's classroom assignment to ensure the student receives instruction from a teacher with a level of overall effectiveness of above expectations (level 4) or significantly above expectations (level 5); or

Beginning line 22 shall read: A student shall not be retained more than once in any grade. The progress of students who are retained shall closely be monitored and reported to parent(s)/guardian(s) at least three (3) times during the school year in which the student is retained. The Director of Schools shall develop procedures to ensure appropriate recordkeeping of students who are retained.

Decision of Retention – Third Grade⁹

Third grade students shall not be promoted to the next grade unless they are determined to be proficient (i.e., receive a performance level rating of "on track" or "mastered") in English language arts (ELA) based on the student's most recent TCAP test.

Students who are not proficient in ELA may still be promoted if the following conditions are met.

1. A student in third grade receiving a performance level rating of "approaching" on the ELA portion of the student's most recent TCAP test may be promoted if:

a. The student is an English language learner and has received less than two (2) full years of ELA instruction;

Page 4 shall read:

b. The student was previously retained in grades K-3;

c. The student is retested before the next school year and scores proficient in ELA; or

d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-test at the end of the camp; or

e. The student receives tutoring for the entirety of the next school year in accordance with state law.

2. A student in third grade receiving a performance level rating of "below" on the ELA portion of the student's most recent TCAP test may be promoted if:

a. The student is an English language learner and has received less than two (2) full years of ELA instruction;

b. The student was previously retained in grades K-3;

c. The student is retested before the next school year and scores proficient in ELA; or

d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with state law.

Decision of Retention – Fourth Grade⁹

Students in the following categories shall show adequate growth in the following ways before being promoted to the fifth grade:

1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the next school year in accordance with state law or because of attending a learning loss bridge camp must maintain a ninety (90%) attendance rate; and

2. A student receiving tutoring for the entirety of the next school year in accordance with state law shall be required to show adequate growth on the fourth grade ELA portion of TCAP before the student may be promoted to fifth grade.

A student may not be retained more than once in fourth grade.

Decision of Retention – Student with Disabilities¹⁰

Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the student’s IEP and/or 504 team to determine whether the student’s performance on the ELA portion of TCAP was due to the student’s disability. The school district shall not retain a student with a disability or a suspected disability that impacts their ability to read.

APPEALS^{7,11}

When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision to retain the student and provided with information on the right to appeal the decision. Appeals shall be made to a committee appointed by the principal within ten (10) days. The student and his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee shall conduct a hearing within twenty (20) days to determine if the student will be promoted and issue such decision within two (2) days. Upon notification of the committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of their right to appeal such action within ten (10) days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A decision shall be issued within two (2) days.

Within five (5) business days of the Director of Schools/designee rendering a decision, the student’s parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

For students where retention is required per the additional requirements for students in third and fourth grade, parent(s)/guardian(s) may appeal this decision directly to the Department of Education in accordance with state law.¹²

15. New Business:

A) 2022-2023 Curriculum Review Committee Members

- Allysa Harvey, ACESA
- Robyn Adams, ACESA
- Amy Minton, CCCHS
- Lindsey McClellan, CMS
- Melanie Dickerson, CMS
- Brittany Crouch, ECES
- Jennifer Roberts, HMS
- Brittney Burgess, HMS
- Rebecca Haney, HMS
- Beth Umphers, KSES
- Lexi Boyd, PEFAMS

Ashley Hawkins, PVES
Emily Wong, PVES
Tony Lazenby, RSA: HS
Jordan Reed, RSA: K-8
Rebecca Davis, SHS
Shea Phillips, SHS
Samantha Fry, SMS
LeNaye Pearson, SMS
Mallory Beecher, SMS
Emily Hoilman, WCES
Kyla Arrington, HHS
Nicole Galbreth, Administration
Brandi Edwards, Parent

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

INFORMATION:

1. Personnel Changes:

- A. Retirements approved:

Cynthia Marshall, Central Office Administrative Assistant to Director of Schools/ Board Secretary, twenty-seven years and four months, 12/31/22

- B. Administrative Positions approved:

- C. Leave of Absence approved:

Christina Blair Coleman, PVES faculty, 11/9/22 – 1/5/23

Emily Carney, PEFAMS Pre-K assistant, 1/6/23 – 3/6/23

Katherine Louise Pritchard, HMS SpEd faculty, 11/7/22 – 12/21/22

Jason Nauert, HHS faculty, 10/17/22 – 10/31/22

Allison Page, SHS faculty, 2/6/23 – 4/10/23

Anna VanDerVoort, KSES faculty, 10/18/22 – 1/30/23

Tiffany Heath, PVES faculty, 10/25/22 – 12/21/22

Priscilla Schussler, HMS receptionist, 11/1/22 – 1/9/23

- D. Resignations approved:

Katelyn Goodall, Family Collective Coach, 10/14/22

Gary Weeks, SMS assistant boys/girls basketball coach, 10/3/22

Janice Kizer, Nutrition PVES sub cook, 9/30/22

Violet Rosenbaum, Nutrition SHS cook, 9/30/22

Jennifer Ufnar, PEFAMS faculty, 11/4/22

Karen Mowery, PVES faculty, 10/7/22
Connie Biggs, ACESA Nutrition cook, 10/7/22
Elizabeth Ramirez, Transportation driver, 10/31/22
Lindsey Dietsch, WCES SpEd Life Skills assistant, 10/24/22
Amanda Judd, Nutrition ECES cook, 11/4/22
Bernadette Biggs, Daycare KSES caregiver, 10/19/22

E. Termination of Employment:

F. Transfers approved:

Anthony Weishaup, from BOE part-time mechanic helper to BOE full-time mechanic helper, replaces self, 10/3/22
Kandi Pajer, from HMS Nutrition part-time cook to HMS full-time cook 10/7/22
Scott Padgett, from CCCHS faculty to CMS faculty, replaces Rhonda Murphy, 10/17/22
Katelyn Qualls, from ACESA 2nd grade faculty to ACESA individualized instruction tutor, replaces Jessica Church, 11/2/22

G. Elections/Placements approved:

Christina Dowlen, SHS Life Skills assistant, replaces Jacquelyn Guerin, 10/17/22
Rosie Smith, ECES general assistant, replaces Mary Wooden, 9/20/22
Clark Sewell, HHS interim CTE-Ag teacher, replaces Ben Howell, 10/3/22
Kristen Phillips, Transportation sub bus aide, 9/27/22
Wayne Camper, CMS assistant wrestling coach, non-faculty, 9/29/22
Alex Moffatt, HMS assistant boys' soccer coach, non-faculty, 9/29/22
Mary Kate Brewer, CCCHS interim faculty, replaces Scott Padgett, 10/17/22
Charles Morehead, HMS assistant boys' basketball coach, 10/5/22
Devin Allen, HMS assistant boys' basketball coach, 10/5/22
Phillip Pate, ACESA Life Skills assistant, replaces Catherine Gray, 10/4/22
Erica Jenson, PVES SpEd Life Skills assistant, new position, 9/30/22
Paulette Alderson, CMS Daycare part-time caregiver sub floater, new position, 10/3/22
William Mattingly, HHS CTE audiovisual teacher, 10/17/22
Melanie Miles, PVES SpEd faculty, new position, 11/7/22
Christina Dowlen, SHS Life Skills Assistant, replaces Jacquelyn Guerin, 10/17/22
Alexis McAllister, ACESA Nutrition part-time cook, replaces Nikki Myatt, 10/24/22
Bobby Hazelton, SHS Band color guard dance equipment, non-faculty, 10/21/22
Trey Johnston, HMS assistant boys' basketball coach, non-faculty, volunteer, 10/24/22
Rob Greer, HMS assistant football coach, non-faculty, 10/24/22
Chris Johnston, CCCHS visual music instructor, non-faculty, 10/24/22
Ray Rivera, ACESA inclusive Pre-K assistant, 10/25/22
Katie Metcalf, RA Resource Coordinator, replaces Brianette Shannon, 11/10/22
Amanda Ralph, ACEAS faculty, replaces Chris Elliott, 10/18/22
Sandra Hodge, PEFAMS interim faculty, replaces Jennifer Ufnar, 10/28/22