

BOARD MEETING  
REVISED (2) AGENDA  
Cheatham County Board of Education

June 6, 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  
  
Director’s Evaluation
7. Presentations, Awards, and Recognitions  
  
CCCHS Dance Team – Coach Andrea Hatfield  
Brooklyn Beasley  
Bekah Beckham  
Kirsten Bryant  
Adrianna Fletcher  
Brianna Fletcher  
Shaye Garrett  
Paige McAmis  
Alivia Norman  
Maddie Owen  
McKenzie Palmer  
Riley Rogers  
Carly Waffird  
Kloe Young
8. Goal Update:
9. Executive Committee

10. Five Year Plan: Stacy Brinkley
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
  - A) Minutes: May 2, 2019
  - B) Approve for tenure: None
  - C) Disposal of surplus equipment/materials:
    - 1) SMS Principal Miller requests permission to dispose of kidney shaped table that is beyond repair.
    - 2) KSES Wenning requests permission to dispose of outdated curriculum and broken PE equipment.
    - 3) CCCHS Principal Wenning requests permission to discard broken items: 2 folding tables, 2 chairs, 7 desks, small file cabinet, Canon Rebel T5 camera, student desks, desks, bistro, 2 bar stools, table, lab tables, T1 84, 3 white folding chairs, COW computer cart, white speakers set, and wood desk 4 drawers.
    - 4) ECES Principal Cox requests permission to dispose of 1,223 items (books) due to poor condition, damaged, outdated, or non-circulated for over 20 years.
  - D) School fees: See attached list
  - E) School/Principal request: None
13. Budget and Finance:
  - A) Open Purchase Orders – School Funds
  - B) Pre-K Budget Amendment - \$3,850.00
  - C) Budget Fund 141 FY 2020
    - 1) Rescind Budget Fund 141 FY 2020
    - 2) New Budget Fund 141 FY 2020
  - D) Flood Insurance
14. Old Business:

A) Revise Policy 6.310 Dress Code on second reading

Beginning line 1 shall read: *Hats and other headwear shall not be worn inside school buildings during the school day unless (a) wearing the hat has been approved in advance by the school administration for a school event, (b) the hat or headwear is a customary part of the student's religious observance or a religious event, or (c) the hat or headwear is recommended or prescribed by a medical doctor duly licensed in the State of Tennessee for a specific medical purpose.*

15. New Business:

A) Revise Policy 3.206 Community Use of School Facilities on first reading

Line 5 shall read: *2. Student club and activities, parent-teacher associations, other organizations affiliated with the schools shall be permitted use of school facilities without charge;*

Line 10 shall read: *All activities must be under adult supervision and approved by the Director of Schools/ designee.*

Line 14 shall read: *Groups receiving permission for building use are restricted to the dates and hours approved and to the building area and facilities indicated, unless requested changes are approved by the Director of Schools/ designee;*

Line 26 shall read: *10. The Board will approve and periodically review a fee schedule for the use of school facilities by community or civic organizations including non-profit groups.*

B) Revise on first reading Policy 6.205 Student Assignment

Beginning line 20 shall read: *Any student whose custodial parent or legal guardian changes residence outside of the limits of the school district during the school year may remain at the school at which he or she is registered only through the end of the school year in which the move is made, providing the parent/guardian provides transportation.*

C) Revise on first reading Policy 5.403 Drug and Alcohol Testing for Employees

Beginning line 2 shall read: *Trained supervisors have the responsibility to observe and document the cause for reasonable suspicion and when appropriate, refer the matter to the director of schools/designee. It is not the supervisor's responsibility to attempt diagnosis. All information, facts and circumstances leading to and supporting this suspicion, should be included in a written report detailing the basis for the suspicion. After the report is filed, the employee should be notified.*

*Any employee may be required to submit to substance screening if the following conditions exist: (list is not inclusive)*

- 1. Observed use, possession or sale of illegal drugs and/or use, possession, sale, or abuse of alcohol and/or prescription drugs.*
- 2. Apparent physical state of impairment of motor functions.*
- 3. Marked changes in personal behavior not attributed to other factors.*
- 4. Employee involvement in/or contribution to an accident where the use of alcohol or drugs is reasonably suspected or employee involvement in a pattern of repetitive accidents whether or not they involve actual or potential injury.*

5. *Violation of criminal statutes involving the use of illegal drugs, alcohol or prescription drugs and/or violations of drug statutes.*

*Substance screening shall be conducted by a third party selected by the director of schools/designee. If the screening results in a negative result, then no additional action shall be taken. If the screening results in a positive result for illegal, illicit, or controlled substances, or if the employee refuses to submit to the substance screening, then the director of schools shall notify the employee in writing within five (5) days following the director's receipt of the screening results, or within five (5) days following the employee's refusal to submit to the screening, setting forth the results of the screening and/or the discipline the director of schools is taking against the employee. The discipline shall be a formal warning, suspension, or dismissal.*

If the employee disputes the result of the screening or the discipline enacted by the director of schools, the employee shall notify the director in writing within five (5) days after receiving the written notice from the director regarding the results of the screening and/or the discipline to be implemented. After receiving written notice from the employee that he disputes the results of the screening and/or the discipline enacted by the director, an appeal hearing will be set before the Board at the next regularly scheduled meeting of the Board. At least five (5) days prior to such hearing, both the director and the employee shall submit all evidence and written materials they want the Board to consider at the appeal hearing. Copies of all such documents will be provided to each Board member at the hearing.

At the hearing, the employee or the employee's duly licensed legal counsel will be given up to ten (10) minutes to present and summarize its argument why the screening results were inaccurate and/or why the discipline was inappropriate under the circumstances. The director will be represented by the school system's legal counsel who will then have up to ten (10) minutes to respond to the employee's arguments and present why the screening results were accurate and/or why the discipline was appropriate. The Board shall then take one of the following actions by majority vote:

1. Sustain the decision of the director; or
2. Revise the penalty or reverse the decision.

#### D) Enter into Contracts

- 1) RG Anderson Company
- 2) ESS Staffing
- 3) Southern Management Services
- 4) Industrial Electric Services
- 5) Binkley Garcia Architecture

#### E) Handbooks for FY20

- District Employee
- Daycare
- Nutrition
- Transportation

#### F) 2019-2020 Disciplinary Hearing Authority Panel: Judy Bell

Cal Blacker  
Shelley Duke  
Mike Parsley

16. Brief comments from Board Members

17. Announcements

18. Adjourn

INFORMATION:

1. Personnel Changes:

A. Retirements approved:

Marietta Litton, KSES faculty, thirteen years of service, 5/24/19

Patricia Chapman, KSES faculty, twenty six years of service, 5/24/19

Jan Fay Atkinson, CCCHS Nutrition, twenty seven years of service, 5/23/19

B. Administrative Positions approved:

Lucas Winstead, KSES Principal, replaces Dawn Wenning, 7/1/19

C. Leave of Absence approved:

Maria Bobo, HMS counselor, 8/21/19 – 11/1/19

T. Nicole Grantham, HMS assistant, 5/6/19 – 5/15/19

D. Resignations approved:

Shelley Putty, CMS faculty, 5/24/19

Terry Waggoner, HMS faculty, 5/24/19

Stokely Jenkins, WCES counselor, 6/30/19

Amber Boyd, CMS faculty, 5/24/19

Sarah Brown, SHS faculty, 5/6/19

Kari Byrum, PVES faculty, 5/24/19

Callie Meadows, WCES faculty, 5/24/19

Krista Smith, PVES Daycare, 5/15/19

Bobbi Jo Young, SHS faculty, 5/24/19

Toby Miles, SHS ACT Prep/ AD, 5/24/19

Daniel Lugo Frias, SHS faculty, 5/24/19

Lori Gray, CMS Daycare, 5/24/19

Morgan Blake Fields, CMS Daycare, 5/24/19

Hillary Langley, CCCHS cheerleading coach, 7/15/19

Suzanne Sasse, HHS Life Skills assistant, 5/24/19

Aimee Shute, SMS faculty, 5/24/19

Tammy Handy, CMS faculty, 5/24/19

Pam Stone, CMS assistant/ cheer coach, 5/23/19

Zachary Holden, SHS faculty, 5/24/19

Julie Cathey, HHS Nutrition cook, 5/23/19  
Chelsea Emery, ACES faculty, 5/24/19  
Matthew Wilson, HMS faculty, 5/24/19  
Christopher Tabb, ECES faculty, 5/24/19  
Laura Lipinski, PES faculty, 5/24/19  
Gordon Pennington, PVES faculty, 5/24/19  
Cordero Green, Transportation mechanic, 5/31/19  
Brian Black, ECES Dean of Students, 5/24/19  
Jeanette Flippen, Transportation bus aide, 5/24/19  
Ariel Graham, SHS faculty, 5/24/19  
Laticia Jenkins, CCCHS faculty, 5/24/19  
Meagan Spencer, SLP, 5/23/19

E. Termination of Employment:

F. Non-Renewals:

Katiea Mallett, CMS faculty, staff reduction, 5/24/19  
Mark Stone, SHS faculty, staff reduction, 5/24/19  
Rick Amburgey, SHS faculty, staff reduction, 5/24/19  
Pat Lanier, Nutrition, 5/23/19  
Julieta McPherson, CMS faculty, 5/24/19  
Jessi Edgin, CMS assistant, 5/24/19  
Heather Curtis, RA faculty, 5/24/19  
James Jenkins, RA faculty, 5/24/19

G. Transfers approved:

Adrian Baker, from HMS Assistant Principal to SHS Assistant Principal, replaces Aime Carter, 7/1/19  
Ryan Philipp, from HMS Principal to HHS Academic Specialist, replaces Katie Balthrop, 7/1/19  
Dawn Wenning, from KSES Principal to SHS Principal, replaces Dr. Amy McWhirter, 7/1/19  
Callie Bobo, from PES counselor (reduction of staff) to KSES/PES counselor, replaces Laura Deer and self, 7/1/19  
Laura Deer, from KSES counselor to RA resource provider, replaces Tara Smith, 7/1/19  
Dr. Amy McWhirter, from SHS Principal to Central Office contracted RTI coordinator, replaces Keith McCarroll, 7/1/19  
Debra Perry, from SIS/EIS Data 12 month to SIS/EIS Data 10 ½ month, replaces self, 7/1/19  
Bill Parsley, from CMS faculty to RA faculty, replaces James Jenkins, 7/29/19  
Linda Allen, from KSES 4<sup>th</sup> Science to KSES 3<sup>rd</sup> ELA/ Social Studies, replaces Marietta Litton, 7/29/19  
Anna Vandervoort, from KSES 3<sup>rd</sup> Math to KSES Kindergarten, replaces Patti Chapman, 7/29/19  
Brittany Borstad, from KSES faculty to south cluster ELL, replaces Terry Waggoner, 7/29/19  
Amanda Mitchell, from PES faculty to ACES faculty, 7/29/19  
Mason Buck, from RA faculty to CMS faculty, 7/29/19  
Angel Cranfield, from KSES faculty to ACES faculty, 7/29/19  
Susan Stewart, from WCES faculty to KSES faculty, 7/29/19

Seth Reid, from SMS faculty to ACES faculty, 7/29/19  
 Tara Canterbury, from CMS counselor to WCES counselor, 7/29/19  
 Carolyn Durham, from CMS CTE/Advanced Math to CMS Math RTI, replaces Title I, 8/1/19  
 Melanie Ulrich, from HHS faculty to HMS faculty, replaces Taylor Hummell, 7/29/19  
 Taylor Hummell, from HMS faculty to KSES faculty, replaces Linda Allen/ Anna Vandervoort, 7/29/19  
 Melissa DuRard, from WCES 4<sup>th</sup> ELA/ SS faculty to focus teacher-RTI, replaces Jessica Church, 7/1/19  
 Jessica Church, from WCES focus teacher-RTI to WCES K faculty, replaces Susan Stewart, 7/1/19  
 Amy Gasser, from WCES 3<sup>rd</sup> faculty to WCES 2<sup>nd</sup> faculty, new position, 7/1/19  
 Lacie Elrod, from PES 2<sup>nd</sup> faculty to PES K faculty, 7/1/19  
 Jessica Ledbetter, from PES 3<sup>rd</sup> faculty to PVES 2<sup>nd</sup> faculty, replaces Kari Byrum, 7/29/19  
 Debra Duncan, from SHS assistant to RA SpEd assistant, replaces Jan Cromer, 7/29/19  
 Courtney Williams, from CCCHS faculty to SHS faculty, replaces Raymond Bass, 5/17/19  
 David Hooper, from CCCHS History faculty to CCCHS Academic Specialist, replaces Kristian Dennison, 5/20/19  
 Joy Kassner, from ACES/RA counselor to ACES counselor, 7/29/19  
 Tiffany House, from ECES Pre-K assistant to ACES Daycare site assistant, replaces Amy Luckett, 5/24/19  
 Katie Balthrop, from HHS Academic Specialist to CMS Academic Specialist, replaces Amber Proffitt, 7/1/19  
 Susanne Thompson, from ACES K faculty to ACES 1<sup>st</sup> faculty, replaces Robyn Adams, 7/29/19  
 Robyn Adams, from ACES 1<sup>st</sup> faculty to ACES K faculty, replaces Susanne Thompson, 7/29/19

H. Elections/Placements approved:

Jessica Huff, RA faculty, replaces interim self, 7/29/19  
 Megan Hunter, CMS head boys' soccer coach, 5/6/19  
 Lisa Willoughby, HMS yearbook coordinator, 5/7/19  
 Paige Smith, SHS faculty, replaces Shelby Tinch, 7/29/19  
 Leo Reed, SMS assistant girls' soccer coach, non-faculty, volunteer, 5/9/19  
 Lathan Turner, HMS head baseball coach, 5/9/19  
 Lathan Turner, HMS faculty, replaces Sharon Banks, 7/29/19  
 Rachel Crotzer, HHS yearbook advisor, 5/9/19  
 Colleen Hines, KSES Daycare, part-time summer, replaces Lynn Allbert, 5/28/19  
 Rhonda Murphy, CMS faculty, replaces Julie McCrary, 7/29/19  
 Elizabeth Demolat, CMS faculty, replaces Julianne Frost, 7/29/19  
 John Warren, HHS co-head softball coach, non-faculty, 5/10/19  
 Steve Neely, HHS co-head softball coach, non-faculty, 5/10/19  
 Matthew Kilgore, CCCHS Ag-CTE faculty, 7/29/19  
 Daniel Trent, SHS faculty, replaces Corey Norton, 7/29/19  
 Audrey Pate, CCCHS SpEd assistant, replaces Rebecca Ortega, 7/29/19  
 Justin Blue, CMS faculty, replaces Jennette Sharratt, 7/29/19  
 Callie Jonet Meadows, PES faculty, replaces Vickie Parman, 7/29/19  
 Joshua Rees, CCCHS faculty, replaces Emely Matthews, 7/29/19  
 Ronald Sparkman, HMS assistant baseball coach, non-faculty, 5/21/19

Rachel Long, central cluster EL teacher, replaces Carmen Claudio, 7/29/19  
Mark Stone, CMS DJ, 5/21/19  
McKenna Pfeffer, PVES Daycare caregiver, replaces Marissa Martinez, 5/23/19  
Preston Carter, PVES Daycare, part-time caregiver, replaces Krista Smith, 5/20/19  
Kristy Raymer, PES faculty, replaces Jessica Ledbetter, 7/29/19  
Julie Halkiades, CCCHS faculty, replaces McDaniel, 7/29/19  
Amzi'lynn Rickert, CMS counselor, replaces Katie Mallett, 7/29/19  
Laura Lipinski, SMS faculty, replaces Molly Gibson, 7/29/19  
Robert Mitchell Brooks, PES Daycare, part-time caregiver, replaces Jessica Zellars, 5/28/19  
Lynn Griffey, SHS faculty, replaces Sarah Brown, 7/29/19  
Rachel Forbert, CMS faculty, replaces Julieta McPherson, 7/29/19