

BOARD MEETING
REVISED AGENDA
Cheatham County Board of Education

September 10, 2018

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

Election of School Board Chairperson to serve through September 2019– Board Policy 1.200, Method of Election of Officers

Election of School Board Vice-Chairperson to serve through September 2019 – Board Policy 1.200, Method of Election of Officers

5. Approval of Agenda

Director’s Contract Extension
Director’s Contract Amendment
6. Public Forum – Opportunity for Community to Address Board (Maximum thirty [30] minutes)
Follow-up on Last Month Comments
7. Presentations, Awards, and Recognitions

Nathanael Raymer

Finance/ Operations Specialist and School Bookkeepers-

Angela Patterson
ACES Misty Mayo
ECES Teresa Nuckols
KSES Dana Brown
PES Melissa Riopelle
PVES Tracy Michon

WCES Marissa Binkley
CMS Amy Jones
HMS Cindy Wells
SMS Sherrie Everett
CCCHS Vicki Presson
HHS Pam Bryant
SHS Sherri Shambaugh

Employees of the Month-

ACES Ingrid Matos, Teacher Assistant
ECES LeNaye Pearson, Teacher
KSES Deanna Mealio, Teacher
PES Jessica Ledbetter, Teacher
PVES Rachel Kimbell, Teacher Assistant
WCES Ashley Aaron, Teacher
CMS Beth Howell, Front Desk Receptionist
HMS Todd Bell, School Resource Officer
SMS Lori Hawkins, Front Desk Receptionist
CCCHS Sarah Dugger, Teacher
HHS Andrea Holley, School Counselor
SHS Shelly Greer, Teacher
RA Kerri Putman, Front Desk Assistant
Daycare Gena Batts, Pre-K/ Daycare Administrative Assistant
Nutrition Margie Holland, Assistant Manager
Technology Adam Tinch, Computer Technician
Transportation Jeff Hobbs, Assistant Director

8. Goal Update: ACES- STEAM Certification
9. Executive Committee
10. Five Year Plan: Will Lockert- One to One
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
 - A) Minutes: August 6, 2018; August 28, 2018
 - B) Approve for tenure: None
 - C) Disposal of surplus equipment/materials:

1) Assistant Principal Bringard requests permission to dispose of broken items: 1 file cabinet,

3 blue chairs, 2 corral desks, 1 hutch to a desk, 7 fit desks, 2 pictures, plastic folding table, 16 chairs, 2 old file cabinets, and 2 lateral file cabinets.

2) SMS Principal Miller requests permission to discard the following broken and/or outdated items: table, student desk, computer cart, and two teacher cart stations with large TV.

3) SHS Principal McWhirter requests permission to discard the following: 80 computer power cords, 10 white usb keyboards, 6 black usb keyboards, 5 Office 2013 introductory books, 24 Century 21 computer application books and teacher kit, Brother fax machine, 5 College keyboarding kits, 10 DVI cables, and box of marketing essentials kit.

4) ECES Principal Cox requests permission to dispose of the following: 3 plastic chairs, 2 metal chairs, 24 desks (newer), Round table, Computer cart, Plastic mailbox compartment, Trapezoid table, Square table, 3 desks (stairs), Computer table (Brown), 8 large blue chairs, 23 desks (old), 2 File cabinets (top of stairs), Dell T 1723/ELMO T1745/19544, Trapezoid tables, 2 desks, 6 chairs, Blue metal chairs (upstairs), 6 broken chairs, Dell Printer 1700 s/n 722bron, Dell Printer 1720 dp/n ohk111, Dell Computer bnn3yb1 Large brown computer table (back entra), 2 old brown desks (BE), 14 blue metal chairs (BE), 2 rectangle metal desks (BE), 9 plastic little blue chairs, and 832 books that are either damaged beyond repair or over 20 years old.

5) HMS Principal Philipp requests permission to discard 2 broken classroom tables that can't be repaired, 1 old small teacher desk, 3 old desks, 3 broken office chairs, 1 broken shelf, 2 outdated and unusable printers, collection of outdated ELA and Math supplemental materials.

D) School fees:

E) School/Principal request:

13. Budget and Finance:

14. Old Business:

A) Director's Evaluation

B) Revise on second reading Policy 3.600 Insurance Management

Page 1, line 4 shall read: 2. Liability: *Board members, director of schools and employees resulting from discharging their duties, and students participating in work-based learning¹*; Beginning line 10 shall read: *GROUP HEALTH The Board may provide group health insurance for all full-time employees.² The Director of Schools, after consultation with personnel, shall recommend carriers of insurance for programs in which the Board makes partial or full payments. The Board shall approve all insurance carriers. The Director of Schools/designee shall develop procedures to ensure the privacy of HIPAA protected information.³* Beginning line 17 shall be deleted that reads: *RETIREEES² Payment of individual hospitalization insurance coverage for retirees shall be available*

as specified in VIII., H. of the negotiated contract between the Cheatham County Board of Education and the Cheatham County Education Association. The Cheatham County School System offers a post-retirement benefit to professional personnel to help pay the cost of health insurance at retirement. This section shall only apply to retirees and employees who were employed by an LEA within Tennessee prior to July 1, 2015. Retired employees will be permitted to pay the difference in an individual plan and a family plan on a monthly basis and continue coverage if they so desire. Page 2 beginning line 1 shall be deleted that reads: Group medical accident insurance is available to students on a voluntary basis with no Board contribution on the premium payments. Teachers shall be eligible to participate in the student accident insurance program.

Legal References shall read:

1. *Public Acts of 2018, Chapter No. 991*
2. *TCA 49-2-209*
3. *45 CFR § 164.306, 164.3164, TCA 49-2-208*

Cross References shall read:

Payroll Procedures 2.802
Work-Based Learning 4.211

C) Revise on second reading Policy 4.608 Transcript Alterations (new)

Policy shall read: *Any student transcript alteration shall be supported by documentation.¹ This documentation shall include the reason for the transcript alteration and evidence that the student earned the grade reflected in the altered transcript. Cheatham County School System shall not retaliate against an employee who brings unauthorized transcript alterations to the attention of school officials.¹ The Director of Schools shall develop procedures to implement this policy.*

Legal Reference shall read: *1. Public Acts of 2018, Chapter No. 557*

Cross Reference shall read: *Grading System 4.600*

D) Revise on second reading Policy 4.700 Testing Programs

Page 1, legal reference at end of line 9, shall read: *1*

Legal reference at end of line 12 shall read: *2*

Page 2, beginning line 3 shall read:

- a) Grades 3-5 -15% of the student's final average second semester*
- b) Grades 6-8 – 15% of the student's final average second semester*
- c) Grades 9-12 – 15% of the student's final average second semester*

Line 6 shall read: *The director of schools may exclude these scores from students' final grades if grades are not received by the district at least five (5) instructional days before the end of the course.^{4,5}*

Legal Reference 4 shall include: *Public Acts of 2018, Chapter No. 817*

Legal Reference 5 shall include: *State Board of Education Policy 2.103; Public Acts of 2018, Chapter No. 817*

E) Revise on second reading Policy 5.106 Application and Employment

Beginning page 1, line 6 shall read: *If applying for a teaching position, the Director of Schools shall also check the applicant's license status in the State Board of Educations' database to determine if there is a hold on that applicant's license, and if so, the reasoning behind the hold.²*

September 10, 2018

Revised Agenda
Board Meeting

Legal Reference at end of line 8 shall read: *3*Line 8 shall read: *Any costs incurred to perform these background checks and fingerprinting shall be paid by the applicant. The Board shall reimburse the applicant if a position is offered and accepted.*⁴

Legal reference at end of line 16 shall read: *6*

Beginning line 17 shall read: *2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who pose an immediate threat to the health, safety, or welfare of children;*⁷

*3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;*⁷

Items 2-5 shall be renumbered to 4-7.

Legal reference at end of line 20 shall read: *8*

Legal reference at end of line 22 shall read: *9*

Legal reference at end of line 24 shall be deleted that reads: *1*

Legal reference at end of line 25 shall read: *10*

Legal reference at end of line 29 shall read: *8*

Beginning page 2 line 1 shall read: *2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect, or who poses an immediate threat to the health, safety, or welfare of children;*⁷

*3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;*⁷

Items 2-4 shall be renumbered to 4-6.

Legal reference at end of item 4 shall read: *11*

Legal reference at end of item 6 shall read: *10*

Line 16 shall be deleted that reads: *The contract of each support employee shall contain a statement regarding the required ninety (90) day probationary period.*

Legal References shall read:

1. TCA 49-5-406

2. TCA State Board of Education Policy 5.501

3. TCA 49-5-406(a)(2)(A)

4. TCA 49-5-413(c)

5. Public Acts of 2018, Chapter No. 938

6. TCA 49-5-403; TCA 49-5-101

7. TCA 49-5-413(e)

8. TCA 49-5-404; TRR/MS 0520-01-03-.08(2)(f)

9. TCA 49-5-405

10. Public Acts of 2018, Chapter No. 1006

11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359

Cross References shall be included that read:

Recommendations and File Transfers 5.203

Qualifications and Duties of the Director of Schools 5.802

F) Revise on second reading Policy 5.118 Background Investigations

Beginning page 1, line 1 shall read: *General*

*Background checks shall be required for applicants, employees, contract workers, and volunteers.*¹

The Director of Schools/designee shall develop any necessary corresponding procedures.

APPLICANTS AND EMPLOYEES

Line 6 shall read: *Further applicants who (1) have been identified by the Department of Children's Services as perpetrators of child abuse, severe child abuse, child sexual abuse, or child neglect, or who pose an immediate threat to the health, safety, or welfare of children; or (2) who are listed on the state's abuse of vulnerable persons registry maintained by the Department of Health shall not be employed.*²

Line 11 shall read: *The Board shall reimburse the applicant if the position is offered and accepted.*³ *Background checks shall be required of these employees at least once every five (5) years after the date of hire.*¹

Line 27 shall read: *The Director of Schools is responsible for ensuring that authorized personnel receive such training within sixty (60) days of employment or job assignment and every three (3) years.*

Legal References shall read:

1. *Public Acts of 2018, Chapter No. 1006*
2. *TCA 49-5-406(a)(1); TCA 49-5-403; TCA 49-5-413(a)(2),(e)*
3. *TCA 49-5-413(c)*
4. *34 USCA § 40316*

Cross Reference shall read: *Application and Employment 5.106*

G) Revise on second reading Policy 5.203 Recommendations and File Transfers

Following line 18 shall read: *Neither the district nor the Board shall enter into, or require a current or former employee to enter into, a non-disclosure agreement during a settlement for any act of sexual misconduct.*¹

Legal Reference 1 shall read: *20 U.S.C. § 7926; Public Acts of 2018, Chapter No. 938*

Cross Reference shall be included that reads: *Application and Employment 5.106*

H) Revise on second reading Policy 5.305 Family and Medical Leave

Beginning page 1, line 1 shall be deleted that reads: *PURPOSE To entitle employees to take reasonable leave for medical reasons, for the birth or adoption of a child, and for the care of a child, spouse or parent who has a serious health condition.*

Beginning line 5 shall read: *Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility¹) during the previous twelve-month period shall be eligible to use FMLA leave.*²

Beginning line 28 shall read: *Teachers Leave- In accordance with state law, any teacher who goes on maternity leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave for maternity leave purposes. In order to be eligible to use sick leave, written request of the teacher accompanied by a statement from the teacher's physician verifying pregnancy shall be submitted. Upon verification by a written statement from an adoption agency or other entity handling an adoption, a teacher may also be allowed to use accumulated sick leave for adoption of a child.*

Page 2, line 23, item shall read: *d.*

Line 24, item shall read: *e.*

Line 26, item shall read: *f.*

Page 3, line 24 shall read: *The director of schools may require that a request for leave be supported by certification issued by a health care provider with the following information:*
Legal Reference 4 shall include: *Public Acts of 2018, Chapter No. 907*

I) Revise on second reading Policy 5.802 Qualifications and Duties of the Director of Schools Beginning page 3, line 2 shall read: *8. Informs the Office of Educator Licensing of licensed educators 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 or revocation or who have been convicted of a felony. The report shall be submitted within thirty (30) days of the suspension, dismissal, or resignation or of receiving knowledge of the felony conviction.*²

Legal Reference 2 shall include: *Public Acts of 2018, Chapter No. 935*

Cross References shall include: *Executive Committee 1.301, Administrative Procedures 1.601, Administrative Committees 1.602, Administrative Reports 1.603, School District Planning 1.701, Application and Employment 5.1063*

J) Revise on second reading Policy 6.300 Code of Behavior and Discipline

Descriptor Term shall be changed to *Code of Conduct*

Beginning line 1 policy shall read: *The Board delegates to the Director of Schools the responsibility of developing specific codes of conduct which are appropriate for each level of school.*

Legal Reference at end of line 3 shall read: *1.*

*The following levels of misbehavior and disciplinary procedures and options are standards designed to protect all members of the educational community in the exercise of their rights and duties and to maintain a safe learning environment where orderly learning is possible and encouraged.*² *These misbehaviors apply to student conduct on school buses, on school property, and while students are on school sponsored outings.*

MISBEHAVIORS: LEVEL I

This level includes minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes with the orderly operation of the school but which can usually be handled by an individual staff member.

Examples (not an exclusive listing)

- *Classroom disturbances*
- *Classroom tardiness*
- *Cheating and lying*
- *Abusive language*
- *Non-defiant failure to do assignments or carry out directions*
- *Wearing, while on the grounds of a public school during the regular school day, clothing that exposes underwear or body parts in an indecent manner that disrupts the learning environment*³
- *Victimization of any student (Harassment [Sexual, Racial, Ethnic, Religious], Bullying, Cyberbullying, and/or Hazing)*

Disciplinary Procedures

- *Staff member intervenes immediately.*

- *Staff member determines what offense was committed and its severity.*
- *Staff member determines who committed the offense and if he/she understands the nature of the offense.*
- *Staff member employs appropriate disciplinary options.*
- *The record of the offense and disciplinary action shall be maintained by the staff member.*

Disciplinary Options

- *Verbal reprimand*
- *Special assignment*
- *Restricting activities*
- *Assigning work details*
- *Counseling*
- *Withdrawal of privileges*
- *Issuance of demerits*
- *Strict supervised study*
- *Detention*
- *Corporal punishment*
- *In-school suspension*

MISBEHAVIORS: LEVEL II

This level includes misbehavior whose frequency or seriousness tends to disrupt the learning climate of the school. These misbehaviors do not represent a direct threat to the health and safety of others but have educational consequences serious enough to require corrective action on the part of administrative personnel.

Examples (not an exclusive listing)

- *Continuation of unmodified Level I behaviors*
- *School or class tardiness*
- *Using forged notes or excuses*
- *Disruptive classroom behavior*

Disciplinary Procedures

- *The student is referred to the principal for appropriate disciplinary action.*
- *The principal meets with the student and teacher.*
- *The principal hears the accusation made by the teacher and allows the student the opportunity to explain his/her conduct.*
- *The principal takes appropriate disciplinary action and notifies the teacher of the action.*
- *The record of offense and disciplinary action shall be maintained by the principal.*

Disciplinary Options

- *Teacher/schedule change*
- *Modified probation*
- *Behavior modification*
- *Social probation*
- *Peer counseling*
- *Referral to outside agency*
- *In-school suspension*
- *Transfer*

- *Detention*
- *Suspension from school-sponsored activities or from riding school bus*
- *Corporal punishment*
- *Out-of-school suspension (not to exceed ten [100] days)*

MISBEHAVIORS: LEVEL III

This level includes acts directly against persons or property but whose consequences do not seriously endanger the health or safety of others in the school.

Examples (not an exclusive listing)

- *Continuation of unmodified Level I and II behaviors*
- *Fighting*
- *Vandalism (minor)*
- *Use, possession, sale distribution, and/or being under the influence of tobacco, drugs, drug paraphernalia, and/or alcohol*
- *Stealing*
- *Threats to others*
- *Victimization of any student (Harassment [Sexual, Racial, Ethnic, Religious], Bullying, Cyberbullying, and/or Hazing)*

Disciplinary Procedures

- *The student is referred to the principal for appropriate disciplinary action.*
- *The principal meets with student and teacher.*
- *The principal hears the accusation and allows the student the opportunity to explain his/her conduct.*
- *The principal takes appropriate disciplinary action.*
- *The principal may refer incident to the Director of Schools and make recommendations for consequences.*
- *If the student's program is to be changed, adequate notice shall be given to the student and his/her parent(s)/guardians(s) of the charges against him, his/her right to appear at a hearing, and his/her right to be represented by a person of his/her choosing.*
- *Any change in school assignment is appealable to the Board.*
- *The record of offense and disciplinary action shall be maintained by the principal.*

Disciplinary Options

- *In-school suspension*
- *Detention*
- *Corporal punishment*
- *Restitution from loss, damage, or stolen property*
- *Out-of-school suspension not to exceed ten (10) days*
- *Social adjustment classes*
- *Transfer*
- *Expulsion*

MISBEHAVIORS: LEVEL IV

This level of misbehavior includes acts which result in violence to another's person or property or which pose a threat to the safety of others in the school. These acts are so serious that they

usually require administrative actions which result in the immediate removal of the student from the school, the intervention of law enforcement authorities, and/or action by the Board. If a student's action poses a threat to the safety of other in the school, a teacher, principal, school employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or death to another person.

Examples (not an exclusive listing)

- Continuation of unmodified Level I, II, and III behaviors
- Death threat (hit list)
- Extortion
- Bomb threat
- Possession/use/transfer of dangerous weapons*
- Assault that results in bodily injury upon any teacher, principal, administrator, or any other employee of the school, or a school resource officer*
- Aggravated assault*
- Vandalism
- Theft/possession/sale of stolen property
- Arson
- Possession of unauthorized substances (i.e. any controlled substance, controlled substance analogue, or legend drug)*
- Use/transfer of unauthorized substances
- Victimization of any student (Harassment [Sexual, Racial, Ethnic, Religious], Bullying, Cyberbullying, and/or Hazing)
- Electronic threat to cause bodily injury or death to another student or school employee*

Disciplinary Procedures

- The principal confers with appropriate staff members and with the student.
- The principal hears the accusations and allows the student the opportunity to explain his/her conduct.
- The parent(s)/guardian(s) are notified.
- Law enforcement officials are contacted.
- The incident is reported, and recommendations are made to the Director of Schools.
- Complete and accurate reports are submitted to the Director of Schools.
- The Student is given a hearing before the disciplinary hearing authority.

Disciplinary Options

- Expulsion
- Alternative schools
- Other hearing authority or Board action which results in appropriate placement

**Zero tolerance offenses*

Legal References

1. TCA 49-6-4005; Public Acts of 2018, Chapter No. 958
2. TCA 49-6-4002 to 4005; 20 USCA § 7114, 7118
3. TCA 49-6-4009

Cross References

Traffic and Parking Controls 3.403, Procedural Due Process 6.302, Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304, Bus Safety and Conduct 6.308, Zero

Tolerance Offenses 6.309, Dress Code 6.310, Detention 6.315, Suspension/Expulsion/Remand 6.316, Safe Relocation of Students 6.4081

K) Revise on second reading Policy 6.309 Zero Tolerance Offenses

Line 2 shall read: *Students shall not possess, handle, transmit, use or attempt to use any dangerous weapon on school buses, on school property, or while on school sponsored outings.*¹

Line 8 shall read: *Firearms*³

Line 9 shall read: *In accordance with state law, any student who brings to school or is in unauthorized possession of a firearm on school property shall be expelled for a period of not less than one (1) calendar year.*

Line 14 shall read: *In accordance with state law, any student who unlawfully possesses any drug, including any controlled substance, controlled substance analogue, or legend drug on school grounds or at a school-sponsored event, shall be expelled for a period of not less than one (1) calendar year.*

Legal reference at end of line 18 shall read: 4.

Line 20 shall read: *In accordance with state law, any student who commits aggravated assault⁵ or commits assault that results in bodily injury⁶ upon any teacher, principal, administrator, any other employee of the school, or school resource officer shall be expelled for a period of not less than one (1) calendar year.*

Legal reference at end of line 24 shall read: 4

Page 2, legal reference at end of line 4 shall read: 4

Line 7 shall read: *When it is determined that a student has violated this policy, the principal of the school shall notify the student's parent(s) or guardian(s) and the criminal justice or juvenile delinquency system as required by law.*⁷

Legal Reference 2 shall read: *TCA 39-11-106(a)(5)*

Legal Reference 3 shall read: *18 USCA § 921; 20 USCA § 7961(b)(3)*

Legal Reference 4 shall read: *TCA 49-6-4216(b); TCA 49-6-3401(g)*

Legal Reference 5 shall read: *TCA 39-13-102*

Legal Reference 6 shall read: *TCA 39-13-101(a)(1); Public Acts 2018, Chapter No. 958*

Cross Reference shall include: *Code of Conduct 6.300, Drug-Free Schools 6.307*

L) Revise on second reading Policy 6.314 Corporal Punishment

Policy shall read: *Corporal punishment shall not be used as a disciplinary measure in any school.¹ The Director of Schools shall be responsible for developing and implementing in-service training programs for teachers and staff in the use of alternative, positive measures of discipline.*

Legal References shall read: *TCA 49-6-4104*

Cross References shall read: *Code of Behavior and Discipline 6.300*

Student Records 6.600

15. New Business:

A) Director's Evaluation

B) Revise on first reading Policy 6.409 Child Abuse and Neglect

Beginning page 1, line 2 shall read: *All personnel shall be alert for any evidence of child abuse,*

sexual abuse, or neglect.¹ If personnel know or have reasonable cause to suspect abuse or neglect, a report shall be filed immediately. Reports shall be made to one of the following: to the judge having juvenile jurisdiction, to the county office of the Department of Children's Services (DCS), to the sheriff of the county where the child resides, or to the office of the chief law-enforcement official where the child resides,² or utilizing State of Tennessee DCS abuse referral processes. The report shall include to the extent known by the reporter:³

1. The name, address, telephone number, and age of the child;

2. The name, telephone number, and address of the parents or persons having custody of the child;

Legal reference at end of line 15 shall read: 4.

Following line 15 shall read: *If the incident occurs on school property, notice that a report was filed, and any other information relevant to the wellbeing of the child, shall be verbally provided to the parent(s)/guardian(s) within twenty-four (24) hours of filing. This notice shall be made in coordination with DCS. Notice shall not be provided if there is reasonable cause to believe that the parent or legal guardian may be the perpetrator or in any way responsible for abuse.*⁵ The director of schools/designee shall develop reporting procedures, including sample indicators of abuse and neglect, and shall disseminate the procedures to all school personnel.⁶

Beginning line 18 shall read: *School administrators and employees have a duty to cooperate, provide assistance and information in child abuse investigations⁷ including permitting child abuse review teams to conduct interviews while the child is at school. The principal may control the time, place and circumstances of the interview, but may not insist that a school employee be present even if the suspected abuser is a school employee or another student.*

Legal Reference 1 shall include: TCA 37-1-403(a)(1); TCA 37-1-602; TCA 37-1-605

Legal Reference 2 shall read: TCA 37-1-403(a)(2)

Legal Reference 3 shall read: TCA 37-1-403(a); TCA 49-6-1601(b)

Legal Reference 4 shall read: TCA 37-1-409(a)(1)

Legal Reference 5 shall read: TCA 37-1-605(d); TCA 49-6-1601

Cross References shall read:

Recommendations and File Transfers 5.203

Staff-Student Relations 5.610

Interrogations and Searches 6.303

Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304

C) Revise on first reading Policy 6.415 Student Suicide Prevention

Line 2 shall read: *Faculty and staff are expected to be proactive in maintaining a safe and supportive learning environment and to immediately report to the building principal any indications that a student may be in danger of harming self or others.*

Line 10 shall read: *The director of schools shall identify a district suicide prevention coordinator responsible for planning, coordinating and monitoring the implementation of this policy.*

Page 2, line 5 shall read: *2. Inform the parent/guardian that emergency medical services were contacted;*

Beginning line 17 shall read: *2. A timeline of the specific actions taken by school officials;*

3. The individual contacted, including attempts;

4. The parent/guardian's response;

5. Time and date of release of student to authorized individual; and

6. Anticipated follow-up and safety plan.

September 10, 2018

Revised Agenda

Board Meeting

Beginning line 24 shall read: *Prior to a student returning to school, the director of schools or designee and/or principal shall meet with the student and his/her parent/guardian, in order to develop a safety plan. The safety plan shall identify actions the student's caregivers and school personnel will take to insure the safety of the student.*

Line 33 shall read: *5. Providing information on the resources available to students, faculty and staff.*

D) Approve on first reading (new) Policy 3.212 District Water Testing

Policy shall read: *General*

All district facilities built before January 1, 1998 shall be tested for lead in drinking water every two (2) years.¹ The Director of Schools shall develop appropriate administrative procedures to facilitate this testing and address any necessary corrective action.

RESPONSE TO TESTING RESULTS¹

If test results show that lead levels exceed fifteen parts per billion (15 bbp) but are below twenty parts per billion (20 bbp), that school shall conduct lead level tests on an annual basis. This shall continue until tests show that the lead levels are under fifteen parts per billion (15 bbp). If test results show that lead levels equal or exceed twenty parts per billion (20 bbp), the school shall immediately remove the drinking water source from service. The drinking water source shall not be available for use until retesting confirms the water lead level does not exceed twenty parts per billion (20 bbp). If corrective action is taken, retesting shall occur within ninety (90) days. The Director of Schools/designee shall notify the appropriate authorities within twenty-four (24) hours of a test result showing that lead levels equal or exceed twenty parts per billion (20 bbp).

Parent(s)/guardian(s) shall be notified within five (5) business days of such test result.

Legal Reference 1 shall read: *Public Acts of 2018, Chapter No. 977*

E) Approve on first reading (new) Policy 1.900 Charter School Authorizing Principles

Policy shall read: *The Cheatham County Board of Education shall ensure that only high-quality charter schools are authorized to operate within the district, and adhere to the State Board of Education's quality charter authorizing standards.¹ To accomplish this, the Board shall adopt the following authorizing principles that require charter schools to maintain high standards, while upholding school autonomy and protecting student and public interests.¹*

MAINTAINING HIGH STANDARDS

Charter schools shall be held accountable for meeting the performance standards and targets set forth in their charter agreement. The Board shall close any charter school that fails to meet the standards and targets established in the charter agreement or set by state law.²

UPHOLDING SCHOOL AUTONOMY *Charter school governing boards shall be independent of the Board and have the authority to make instructional programming, financial, personnel, school culture, and scheduling decisions. The Board shall only impose requirements on charter schools in its portfolio when there is a legal basis or compelling reason to do so.*

PROTECTING STUDENT AND PUBLIC INTERESTS

The Board shall ensure clarity, consistency, and public transparency in authorizing policies, practices, and decisions of any charter school. The Board shall hold charter school governing boards accountable for being fiscally responsible and transparent. Charter schools are part of the public education program³ and shall adhere to non-selective, nondiscriminatory practices and ensure the fair treatment of all students. They shall provide appropriate services to all enrolled

students in accordance with state and federal laws.⁴ Charter school governing boards shall ensure fiscal responsibility and transparency.

Legal References shall read: 1. TCA 49-13-108(f); State Board of Education Policy 6.111; TRR/MS 0520-14-01-.01

2. TCA 49-13-111, TCA 49-13-120, TCA 49-13-122

3. TCA 49-13-105(a)

4. TCA 49-13-111

F) Approve on first reading (new) Policy 1.902 Charter School Agreements

Policy shall read: *Charter agreements shall articulate the rights and responsibilities of each party regarding school autonomy, funding, administration and oversight, outcomes, measures for evaluating success or failure, performance consequences, and other material terms. These agreements shall be separate from the application and contain terms and performance standards under which the school shall operate.*¹

*All Charter agreements shall:*¹

1. *Clearly state the rights and responsibilities of the school and the authorizer;*

2. *State and respect the autonomies to which schools are entitled (e.g. programming, staffing, budgeting, and scheduling);*

3. *Define performance standards, criteria, and conditions for renewal, intervention, revocation, and non-renewal;*

4. *State when the authorizer fee will be collected;*

5. *Establish the consequences for meeting or not meeting standards;*

6. *State the statutory, regulatory, and procedural terms and conditions for the school's operation;*

7. *State reasonable pre-opening requirements or conditions for new schools to ensure that they meet all health, safety, and other legal requirements prior to opening;*

8. *State the responsibility and commitment of the school to adhere to essential public education obligations, including admitting and serving all eligible students so long as space is available, and not expelling or counseling out students except pursuant to a legal discipline policy approved by the Board; and*

9. *State the responsibilities of the school and the authorizer in the event of school closures.*

Legal Reference shall read: 1. *State Board of Education Policy 6.111*

G) Approve on first reading (new) Policy 1.903 Charter School Oversight

Policy shall read: *General*

*The Board shall oversee and annually evaluate charter schools to ensure they meet the performance standards and targets set forth in the charter agreement.*¹ *The Board shall create a comprehensive performance, accountability, and compliance monitoring system based on the charter agreement and communicate the results to each charter school. At a minimum, the monitoring system shall address academic, financial, and organizational performance standards as outlined in the charter agreement and required by the State Board of Education.*¹ *The Board shall utilize the results when making renewal, revocation, and intervention decisions.*

The Board shall communicate with the charter schools in its portfolio as needed, including both the school leader and governing board, and provide timely notice of any material charter agreement violations and performance deficiencies.

The Board shall articulate and enforce stated consequences for failing to meet performance expectations or compliance requirements.

SITE VISITS

A site visit to each charter school shall be conducted annually. The purpose shall be to collect data and other qualitative information that cannot be obtained otherwise. The Director of Schools shall develop a site visit procedure that outlines the expectations of charter schools prior to, during, and after the site visit, including review of the documents and data, classroom observations, and interviews. These visits shall minimize operational interference. The Board shall provide the charter school with a report that summarizes the school's performance. The report shall provide an analysis of relevant data and shall not include recommendations or prescriptions to the school.

CHARTER SCHOOL REPORTING

Charter schools shall provide the information required by the charter agreement and state law to the Board. The Director of Schools shall develop a reporting calendar that defines and communicates the process, methods, and timing of gathering and reporting data to the Board. By September 1, the governing body of an approved charter school shall make a written report to the Board.² The annual report shall include: a report on the progress of the school in achieving its goals, objectives, pupil performance standards, content standards, all other terms of the charter agreement, and a financial statement disclosing the financial health of the school, including the costs of the administration, instruction, and other spending categories of the school. This reporting requirement shall begin in the year after the year in which the charter school begins operation.

Multiple charter schools overseen by a single governing board shall report their performance as separate, individual charter schools. Each school shall be independently accountable for its performance.

Each charter school governing body shall submit an annual audit of all accounts and records, to include internal school activity and cafeteria funds, to the Board as soon as practical after June 30.³

AUTHORIZER REPORTING AND REVIEW

By December 1, the Board shall report to the Department of Education detailing the authorizer fees collected in the previous school year and the authorizing obligations fulfilled using the fee.⁴

By January 1, the Board shall submit an annual authorizer report to the Department of Education.⁵ The Director of Schools shall prepare the reports and provide the information to the Board prior to submission. Following the fifth year of a charter school's initial period of operation or the fifth year of any renewal of a charter school agreement, the Board shall conduct an interim review of the charter school according to the guidelines developed by the Department of Education.⁶

Legal References shall read:

1. TCA 49-13-111(d); State Board of Education Policy 6.111
2. TCA 49-13-120(a)-(c)
3. TCA 49-13-127
4. TCA 49-13-128(c)
5. TCA 49-13-120(d)
6. TCA 49-13-121(d)

H) Approve on first reading (new) Policy 1.904 Charter School Intervention

Policy shall read: *General*

The Board shall develop a clear plan for monitoring charter schools that shall be set forth in the charter agreement. If the Board identifies a deficiency in charter school operations, the Director of Schools/designee shall communicate the problem to the charter school. Any intervention shall be proportionate to the identified problem and adhere to the provisions of the charter agreement.

INTERVENTION¹

The Director of Schools/designee shall give the charter school timely notice of any charter agreement violations or performance deficiencies requiring intervention. Notices shall state the:

- 1. Deficiency;*
- 2. Applicable regulatory, performance, or contractual provision(s) not achieved;*
- 3. Expected remedy; and*
- 4. Timeframe by which the Board expects the deficiency to be remedied or a corrective action plan to be submitted.*

The Director of Schools shall provide charter schools with reasonable time and opportunity to remedy the deficiency or to submit a corrective action plan.

REMEDIES¹

Charter schools shall be responsible for notifying the Board:

- 1. When a deficiency has been remedied;*
- 2. If the charter school requires an extension of time to remedy a deficiency; or*
- 3. If the charter school requests a modification to its corrective action plan.*

Legal Reference shall read: 1. State Board of Education Policy 6.111

I) Approve on first reading (new) Policy 1.905 Charter School Renewal

Policy shall read: *CUMULATIVE PERFORMANCE REPORT*

One year prior to the date on which a charter school is required to submit a renewal application, the Director of Schools/designee shall submit a performance report to the charter school.¹

APPLICATION AND EVALUATION

No later than April 1 of the year prior to the year in which the charter agreement expires, the governing body of a charter school shall submit a renewal application to the Board.¹

The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school that submits a charter renewal application.¹

RENEWAL CRITERIA

The Board shall make its renewal decision based on whether the charter school:¹

- 1. Met the Board's standards;*
- 2. Achieved the targets stated in the charter agreement;*
- 3. Is organizationally and fiscally viable;*
- 4. Has been faithful to their charter agreement and applicable law; and*
- 5. Presents sound academic, financial and organizational plans for the next charter term.*

Legal Reference shall read: TCA 49-13-120; State Board of Education Policy 6.111; TCA 49-13-121

J) Approve on first reading (new) Policy 1.906 Charter School Revocation

Policy shall read: *General*

*The Board shall revoke a charter agreement if the charter school is identified as a priority school under state law. Revocation shall take effect immediately following the school year in which the charter school is identified as a priority school.*¹

*The Board shall also revoke a charter agreement if the charter school:*²

- 1. Failed to meet the minimum performance requirements set forth in the charter agreement;*
- 2. Committed a material violation of any of the conditions, standards, or procedures set forth in the charter agreement;*
- 3. Failed to meet generally accepted standards of fiscal management; or*
- 4. Performed any of the acts that are conditions for non-approval of charter schools under state law.*

NOTICE

*The Director of Schools/designee shall notify the charter school of the Board's intent to revoke the charter agreement in writing at least thirty (30) days prior to the revocation.*³

Within ten (10) days of the Board voting to renew, not renew, or revoke a charter agreement, the Director of Schools/designee shall report the Board's decision to the Department of Education.

*The Director of Schools/designee shall also provide a copy of the Board's resolution setting forth the decision and the reasons for the decisions.*⁴

PROCEDURES FOR CLOSURE

*The Director of Schools shall develop administrative procedures regarding charter school closures prior to the Board denying renewal or revoking a charter agreement.*⁵

Legal References shall read:

- 1. TCA 49-13-122(a); State Board of Education Policy 6.111*
- 2. TCA 49-13-122(b); State Board of Education Policy 6.111*
- 3. TCA 49-13-122(c)*
- 4. TCA 49-13-122(e)*
- 5. TCA 49-13-130*

K) Retain current CCSD Policy or revise Policy 1.901 Charter School Applications on first reading If TSBA version adopted, policy shall read:

Beginning page 1, policy shall read: *General*

*This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to charter schools converting from existing public schools. Proposals from existing charter school operators or replicators and applicants proposing to contract with educational service providers shall include the additional information required by state law.*¹

Lines 5-19 shall be **deleted** that read: *DEFINITION A charter school shall be a public, nonsectarian, non-religious, non-home based school which operates within a public school district. It shall be subject to all state and federal laws and constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color, gender, national origin, religion, ancestry or need for special educational services.*¹ *The purposes of charter schools are to:*² *(1) Improve learning for all students and close the achievement gap between high and low students; (2) Provide options for parents to meet educational needs of students in high priority schools; (3) Encourage the use of different and innovative teaching methods, and provide greater decision making authority to schools and teachers in exchange for greater responsibility for student performance; (4) Measure performance of pupils and faculty, and ensure that children have the opportunity to reach proficiency on state*

academic assessments; (5) Create new professional opportunities for teachers; and (6) Afford parents substantial meaningful opportunities to participate in the education of their children.

Beginning line 21 shall read: *A prospective charter school sponsor shall send the director notice of its intent sixty (60) days prior to April 1 of the year preceding the year in which the proposed charter school plans to begin operation as a charter school. A sponsor seeking Board approval of an initial charter school application shall complete the forms provided by the Tennessee Department of Education.*

Page 2, Legal Reference at end of line 2 shall read 3.

Line 4 shall read: *Applications shall be submitted to Board on or before 4:30 p.m. on April 1 of the year preceding the year in which the proposed charter school plans to begin operation as a charter school.*

Legal Reference at end of line 9 shall be changed to 2

Beginning line 13 shall read: *The team shall be composed of members of the administrative staff for the district, community members, and a member of the Board with relevant educational, organizational, financial, and legal experience. At the Board meeting in February each year, the Director of Schools shall make a recommendation to the Board of which members of his/her administrative staff should be appointed to the team. The Board shall name the members of the team at its meeting in March of each year. The Board shall designate a Chair of the review team as the contact person for answering questions about the application process and receiving applications. The Director of Schools shall develop an orientation for the team to ensure consistent evaluation standards and the elimination of real or perceived conflicts of interest. The Board shall require the Director of Schools to develop a procedure for receiving, reviewing and ruling on applications for the establishment of charter schools by the review team. The procedure shall include a timeline for the application and review process.*

Line 26 shall read: *The sponsor of a charter school that is approved by the Board shall enter into a written agreement with the Board, which shall be binding on the charter school's governing body.*

Beginning line 29 through line 2 on page 3 shall be **deleted** that reads: *In the application, the sponsor must demonstrate that the proposed charter school meets the purpose prescribed by law for the formation of a charter school and the proposed charter school will be and shall include all aspects of the sponsor's approved application as well as any reporting requirements prescribed under state or federal laws.*⁵

Legal Reference at end of line 5 shall read 5.

Beginning page 3, line 13 shall read: *New charter school agreements are approved for a ten (10) year period.*⁶ The Board may revoke or deny renewal of a public charter school agreement for any of the reasons enumerated in state law.⁷

Beginning line 16 shall read: *The Board shall have sixty (60) days either to deny or to approve the amended application or the application shall be deemed approved by law.*⁴

Within ten (10) days of the final denial, an appeal may be filed with the State Board of Education.

Legal References 1-5 shall read:

1. TCA 49-13-106(b)(1); State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108(a)(5); TRR/MS 0520-14-01
3. TCA 49-13-110

4. TCA 49-13-108; TRR/MS 0520-14-1-01; Public Acts of 2018; Chapter No. 698

5. TCA 49-13-128

Legal Reference 7 shall read: TCA 49-13-122

L) Retain current CCSD Policy or Revise Policy 1.701 School District Planning on first reading
If TSBA version adopted, policy shall read beginning line 1: *General*

*The Board shall develop and implement a written five (5) year strategic plan that addresses identified priority needs and provides for continuous student growth and improvement. The plan shall be updated every two (2) years and shall align with requirements of the State Board of Education.*¹

The Director of Schools shall develop necessary procedures, forms, or other measures to implement this policy.

BOARD IMPROVEMENT PLAN FOR THE DISTRICT¹

The Board shall develop annual plans with specific goals for improving student performance and that operationalize the district's five (5) year strategic plan.

Lines 5 through 16 shall be **deleted** that read: *The Board shall develop comprehensive, long-range plans based on the following: 1. Identifying and analyzing the major factors that affect what and how students learn; 2. Developing and implementing a written five year plan to include a mission statement, goals, objectives, strategies, and address the State Board of Education Master Plan and such plan shall be updated every two years;*¹

*3. Establishing annual program improvement objectives, including major activities, expected outcomes, time lines, responsible persons and required resources; and 4. Basing major budget decisions on long range plans. Each principal of each school shall work with the director of schools to develop and implement a school improvement plan. The plan shall be updated every two years and include areas such as curriculum, instruction, professional development, and community partnerships, and address the long range strategic plan of the school system.*¹

Beginning end of line 17 shall read: *The purpose of the retreat shall be to:*

- 1. Review progress on the implementation of priorities, initiatives, and long-range plans;*
- 2. Determine which goals have been achieved and whether any new efforts are needed;*
- 3. Review major issues that may affect the school system in the future; and*
- 4. Create an annual plan for district improvement.*

SCHOOL IMPROVEMENT PLAN¹

*The principal of each school shall work with the Director of Schools to develop and implement a school improvement plan that is student focused, and in support of the board improvement plan. The plan shall be updated annually and address the long range-strategic plan of the school district.*¹

Page 3, lines 25-28 shall be **deleted** that read: *The director of schools shall develop necessary procedures, forms or other measures to implement the goals of this policy. A planning coordinator may be designated by the director of schools to help coordinate system-wide planning efforts, establish and coordinate an issues management process, aid district staff in developing specific plans, and monitor implementation schedules.*

Legal Reference shall read: *TRR/MS 0520-01-03-.03; State Board of Education Policy 2.101; TCA 49-1-613*

M) Retain CCSD version or revise Policy 4.206 Special Programs on first reading
If TSBA version adopted, Descriptor Term shall be changed to *Homebound Instruction*

Lines 1-7 shall be **deleted** that read: *REMEDIAL INSTRUCTION*

The remedial program shall concentrate mainly on improvement of reading and math skills for the most educationally needy students. Various materials shall be used to supplement the work being done in the classroom. Instructional assistants shall assist students in reading and math and work under the direction of the classroom teacher.

HOMEBOUND INSTRUCTION

Beginning line 10 shall read: *The homebound instruction program shall consist of three (3) hours of instruction per week for a period of time determined, on a case-by-case basis, by the district.*

To qualify for this program, a student must have a medical condition that will require the student to be absent for a minimum of ten (10) consecutive school days or for an aggregate of at least ten (10) instructional days for a student who has a chronic medical condition. The student shall be certified by a physician as having a medical condition that prevents him/her from attending the regular instructional program. The services provided to the homebound student should reflect the student's capabilities and be determined by the homebound instructor, after consultation with appropriate professional staff of the student's assigned school.

Recertification shall be obtained after the expiration of each period of homebound instruction if the student's physician certifies, in writing, that the student has a medical condition that prevents him/her from returning to the regular instructional program.

Lines 13-20 shall be **deleted** that read: *HOMEBOUND PROGRAM FOR PREGNANT STUDENTS¹*

The homebound instruction program for pregnant students shall consist of three (3) hours of instruction per week for a period of six (6) weeks.² The student's physician shall recommend, in writing, the six (6) week period for which the student shall be eligible for homebound instruction. A homebound instruction program for longer than the six (6) week period shall only be provided to a student who is certified in writing by her physician as having health complications arising from the pregnancy that prevent her from returning to regular classes.

Legal Reference 1 shall include: *Public Acts of 2018, Chapter No. 625*

N) Property

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:

Gwendolyn Bruce, Transportation driver, 8/6/18 – 10/29/18

Christine Henderson, Transportation driver, 8/6/18 – 10/1/18

Abby Hager, PVES faculty, 11/7/18 – 12/21/18

Velma Thompson, CMS assistant, 8/2/18 – 9/7/18

Christy Seibert, SMS Nutrition assistant manager, 9/5/18 – 10/19/18

April Woods, PVES faculty, 11/5/18 – 2/4/19

Stokely Jenkins, WCES school counselor, 1/17/19 – 5/24/19

Sherry Davidson, Transportation bus assistant, 8/27/18 – 9/14/18

Tabitha Tomeo, ACES faculty, 12/3/18 – 3/1/19

D. Resignations approved:

Taylor Kile, CCCHS assistant band director, 8/1/18

Sarah Katherine Jarrett, PVES Daycare, 8/10/18

Amanda Rasch, ACES faculty, 8/3/18

Autumn Yant, ECES assistant, 5/14/18

Nathaniel Walker, RA faculty, 7/30/18

Peggy Roberts, CCCHS Nutrition cook, 7/30/18

MaKayla Cummings, PVES Daycare, 8/2/18

James Hastings, HMS Nutrition, 5/23/18

Catherine Ericson, SHS faculty, 8/17/18

Sinead Lawless-Whitlow, HMS Daycare, 8/22/18

E. Termination of Employment:

Kandi Pajer, HMS Nutrition, 5/23/18

F. Transfers approved:

Keri Avaritt, from RA elementary faculty to RA high school faculty, replaces Nathaniel Walker, 7/30/18

Nadine Gibbs, from WCES Nutrition cook to WCES Nutrition assistant manager, replaces Sharlene Crone, 7/24/18

Lindsey Cook, from HMS Nutrition cook to PES Nutrition manager, replaces Sally Ringenberg, 7/1/18

Gina Daniels, from CCCHS Nutrition cook to CCCHS Nutrition assistant manager, replaces Candi Stoeber, 7/23/18

Kristi Hasse, from ACES faculty to WCES Academic Specialist, replaces Michele Dozier, 7/30/18

Beth Howell, from CMS computer lab assistant to CMS front desk receptionist, replaces Penny Casteel, 7/30/18

Diane Paterson, from ECES ECI assistant to ECES Life Skills assistant, replaces Rachel Cunningham, 8/1/18
Bryant Kilgore, from CMS SpEd assistant to CCCHS/SHS interim CTE Ag split, replaces CTE Criminal Justice split, 7/30/18
Kim Binkley, from PVES front desk receptionist to PVES attendance, 8/6/18
Kathy Green, from PVES SpEd assistant to PVES front office receptionist, 7/30/18
Angie Duncan, from HMS language facilitator to HHS language facilitator, 7/30/18
Mary Craver, from PES Nutrition full-time assistant manager to PES Nutrition part-time cook, 7/30/18
Ashley Aaron, from WCES 2nd faculty to WCES K faculty, 8/13/18
Rachel Burns, from PES faculty to ACES faculty, new position, 8/23/18
Lacee Carter, from ECES 2nd faculty to ECES K faculty, new position, 8/10/18
Brittney Altom, from ECES attendance/receptionist to ECES bookkeeper, replaces Teresa Nuckols, 8/27/18
Tonya Morris, from ECES 1st faculty to ECES K faculty, replaces Elizabeth Smith, 7/9/18
Chris Tabb, from ECES 2nd faculty to ECES 1st faculty, replaces Lacee Turner, 7/9/18
Teresa Nuckols, from ECES bookkeeper to Transportation administrative assistant, replaces Dustin West, 8/27/18
Traci Kurilich, from ECES SpEd assistant to ECES general assistant, replaces Jamie Killebrew, 8/24/18
Jamie Killebrew, from ECES general assistant to ECES attendance/receptionist, replaces Brittney Altom, 8/27/18
Nicole Crowder Stewart, from ACES office assistant to ACES attendance secretary, replaces Misty Mayo attendance position, 7/30/18

G. Elections/Placements approved:

Catherine Ericson, SHS faculty, replaces Katherine Kalmes, 7/30/18
Erin Elgass, SMS faculty, replaces Alex Mink, 7/30/18
Barbara Warren-Bobo, KSES Daycare caregiver, replaces Lynn Albert, 8/6/18
Wayne Camper, SMS assistant wrestling coach, non-faculty, 8/3/18
Nick Dugan, HMS assistant football coach, non-faculty, volunteer, 8/3/18
Jerry Penrod, HMS assistant football coach, non-faculty, 8/3/18
Charles Morehead, HMS head football coach, non-faculty, 8/3/18
Devin Allen, HMS Athletic Director, 8/3/18
Jahcenda Garrett, CCCHS softball coach, 8/2/18
Zach Douglas, HHS weight trainer, 8/3/18
Zach Douglas, HHS co-head track coach, 8/3/18
Zach Douglas, HHS assistant football coach, volunteer, 8/3/18
Jeremy Ivey, SMS trainer/paramedic at 2018 football jamboree, non-faculty, 8/3/18
Darrin Denney, SMS football announcer, non-faculty, 8/3/18
Aaron Merritt, HMS assistant baseball coach, non-faculty, volunteer, 8/3/18
Aaron Merritt, HMS assistant football coach, non-faculty, volunteer, 8/3/18
Willow Moore, SHS assistant cross country coach, non-faculty, volunteer, 8/3/18
Wes Proctor, CCCHS assistant football coach, non-faculty, volunteer, 8/3/18
Rachel Balthrop, CCCHS assistant girls' basketball coach, 8/3/18

Easlin Robinson, CCCHS assistant baseball coach, 8/3/18
 Bradley Lockert, CCCHS head cross country coach, 8/3/18
 Rachel Collins, CCCHS assistant band director, 8/3/18
 Lauren Street, CCCHS head drama teacher, 8/3/18
 Taylor Hummell, HMS head cheer football/ basketball coach, 8/3/18
 Deidrah Edwards, HMS assistant football/ basketball cheer coach, 8/3/18
 Melanie Buchanan, HMS assistant cheer basketball coach, 8/3/18
 Becky Patenaude, HMS head girls' soccer coach, 8/3/18
 Andrea Holley, HMS head volleyball coach, 8/3/18
 Johnny Neely, HMS assistant softball coach, non-faculty, volunteer, 8/3/18
 Rob Greer, HMS head softball coach, non-faculty, 8/3/18
 Jerry Penrod, HMS head baseball coach, non-faculty, volunteer, 8/3/18
 Steve Neely, HMS assistant girls' basketball coach, non-faculty, 8/3/18
 Devin Allen, HMS head girls' basketball coach, 8/3/18
 Scott Marlow, HMS assistant boys' basketball coach, non-faculty, 8/3/18
 Michael Wallace, HMS head boys' basketball coach, 8/3/18
 Clark Sewell, HMS assistant football coach, non-faculty, volunteer, 8/3/18
 Kevin Downs, HHS co-head track coach, non-faculty, 8/3/18
 Kevin Downs, HHS assistant football coach, non-faculty, 8/3/18
 Colleen Hines, KSES Nutrition cook, replaces Demetria Victory, 7/23/18 – 5/30/19
 Bethanie DuBois, HHS Nutrition cook, replaces Candace Crutcher, 7/23/18 – 5/30/19
 Desire Hopwood, ECES Nutrition cook, replaces Mindy Madden, 7/23/18 – 5/30/19
 Lisa Chillelli, PVES Nutrition cook, replaces Nikki Myatt, 7/23/18 – 5/30/19
 Shuzzette Tomorrow Peden, ACES Nutrition cook, replaces Susan Johnson, 7/23/18 – 5/30/19
 Patricia Burton, HMS Nutrition cook, replaces Kandi Pajer, 7/23/18 – 5/30/19
 Carrissa Keeler, WCES Nutrition cook, replaces Darlene Henson, 7/23/18 – 5/30/19
 Joy King, SHS Nutrition cook, replaces Sherrilan Sisk, 7/23/18 – 5/30/19
 Loretta Peace, CMS Nutrition cook, replaces Stephanie Lovell, 7/23/18 – 5/30/19
 Michelle Maggart, CMS Nutrition cook, replaces Stephanie Bishop, 7/23/18 – 5/30/19
 Karlie McPherson, HHS Nutrition cook, replaces Yoda Kay Parker, 7/23/18 – 5/30/19
 Peggy Roberts, CCCHS Nutrition cook, replaces Wanda Gilman, 7/23/18 – 5/30/19
 Wanda Kelley, HMS Nutrition cook, replaces Jenny Kelly, 7/23/18 – 5/30/19
 Tonya Johnson, SMS Nutrition cook, replaces Beverly White, 7/23/18 – 5/30/19
 Jessica Riley, ACES Nutrition cook, replaces Gina Harris, 7/23/18 -5/30/19
 Alex Galistel, HMS head boys' soccer coach, 8/8/18
 Ron Sparkman, HMS co-head baseball coach, non-faculty, 8/8/18
 Mary Meadows, HMS head golf coach, 8/8/18
 Karen Albritton, ACES faculty, replaces Kristi Hasse, 8/6/18
 Luke Miller, CCCHS assistant wrestling coach, 8/10/18
 Andrea Hatfield, CCCHS head dance coach, non-faculty, 8/10/18
 Lindsey Vincent, CCCHS band camp instructor, non-faculty, 8/10/18
 Louis Jenkins, HHS assistant boys/girls' soccer coach, nonfaculty, volunteer, 8/10/18
 Kaitlyn Williquette, CMS Special Ed assistant, replaces Beth Howell, 7/30/18
 Deborah Rush Grigg, ECES interim faculty, replaces Victoria Roney, 8/13/18
 Erin Brantley, ECES interim school counselor, replaces Tara Smith, 8/13/18

Jessie Edgin, CMS assistant, replaces Caleb Patterson, 8/1/18
Kandi Pajer, HMS Nutrition cook, replaces Kandi Pajer, 8/8/18
Michelle Kilgore, Transportation bus assistant, replaces Deanne Troxel, 8/6/18
Cordero Green, Transportation mechanic, replaces Jody Bess, 8/8/18
Matt Wilson, HMS assistant football coach, 8/10/18
Ricky Woods, HMS head wrestling coach, 8/10/18
Dylan Demonbreun, HMS assistant wrestling coach, non-faculty, volunteer, 8/10/18
Daelyn Rose, HMS assistant wrestling coach, non-faculty, volunteer, 8/10/18
Cody King, SHS head girls' basketball coach, 8/10/18
Andrew Gaskill, SHS head band director, 8/10/18
Andrea Anderson, ECES assistant, replaces Autumn Yant Bowman, 8/13/18
Brandon Piper, SHS assistant football coach, non-faculty, 8/13/18
Katie Batts Turner, CCCHS football videographer, non-faculty, 8/14/18
Kristen Jefferson, SHS band color guard, non-faculty, 8/14/18
Amy Minton, CCCHS volleyball line judge, 8/13/18
Eric Turner, CCCHS volleyball line judge, 8/13/18
Maitlyn Gray, HMS assistant volleyball coach, non-faculty, 8/13/18
Julie Dozier-McCrary, CMS faculty, replaces Amy Pemberton, 8/13/18
Torri Thomas, WCES Transportation driver, replaces Mark Stone, 8/16/18
James Barnes, HMS assistant softball coach, non-faculty, volunteer, 8/15/18
Christina Marshall, KSES Nutrition cook, replaces Mary Craver, 8/6/18
Megan DuCharme, SMS Nutrition cook, replaces Linda McGlothorn, 8/6/18
Elizabeth Turrill, countywide OT, replaces Michelle Akins, 8/13/18
Naomi Steffanson, CMS Pride assistant, replaces Matt Kilgore, 8/22/18
Katlyn Frazier, SHS Band color guard, non-faculty, 8/23/18
Lorena Navarro, CCCHS Nutrition cook, replaces Gina Daniels, 8/16/18
Tricsta Adams, SMS Nutrition cook, replaces jenny Kelly, 8/14/18
Andrew Fish, CCCHS interim RTI, replaces William Sturdivant, 8/27/18
Fay Haines, SHS interim faculty, replaces Sarah Brown, 9/4/18
Candace Monk, SMS Nutrition cook, replaces Lavergne Diviney, 8/16/18 – 5/31/18
Rebecca Schrader, WCES Nutrition cook, replaces Deanna Heine, 8/16/18 – 5/31/18
Courtney Hines, PVES Nutrition cook, replaces Rebecca Horne, 8/21/18 – 5/31/18
Beth Nicholson, ACES interim faculty, new position, 8/30/18