

BOARD MEETING
AGENDA
Cheatham County Board of Education

July 11, 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: One speaker was emailed as requested.
7. Presentations, Awards, and Recognitions
8. Goal Update: CCCHS Principal Steve Wenning
9. Executive Committee
10. Five Year Plan: Dr. Beth Batson
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
 - A) Minutes: June 6, 2019;
June 21, 2019
 - B) Approve for tenure: None
 - C) Disposal of surplus equipment/materials:
 - 1) WCES Principal Raymer requests permission to discard the following broken, damaged and unusable items: 1 large TV, 1 large TV cart, 1 CD player, 1 DVD player, 1 printer, 1 shredder,

2 computer CPU towers, 2 computer monitors, 1 bookcase, 1 large area rug, 4 broken student desks, 6 broken student chairs, 1 broken adult rolling chair, 6 wooden chairs and 37 student chairs of assorted sizes and colors.

2) PES Principal Emery requests permission to dispose of a broken washing machine and 2 broken dryers, 6 large television, 6 carts, 3 broken student chairs, broken shelf, and 2 broken metal folding chairs.

D) School fees: None

E) School/Principal request: None

13. Budget and Finance:

A) ATSI Grant for \$125,000

B) Capital Outlay Projects from Ed Debt for \$4,200,000

C) 2020 Federal Grants

14. Old Business:

A) Revise Policy 3.206 Community Use of School Facilities on second 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 Policy 6.205 Student Assignment on second reading

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 Policy 5.403 Drug and Alcohol Testing for Employees on second reading

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) Revise Policy 6.310 Dress Code on second reading.

Beginning line 2 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) Enter into Contract with Industrial Electric Services (IES)

16. Brief comments from Board Members

17. Announcements

18. Adjourn

INFORMATION:

1. Personnel Changes:

A. Retirements approved:

Diedra Tiane Tittle, SHS faculty, with twenty two years total, eighteen years in Cheatham County, 5/24/19

B. Administrative Positions approved:

Jason Pierschbacher, PVES Principal, replaces Keith Miller, 7/1/19

C. Leave of Absence approved:

D. Resignations approved:

Jessica Jaegar, ECES SLP, 5/24/19

Julieta McPherson, CMS faculty, 5/24/19

Marissa Martinez, PV Daycare, 4/29/19

Mason Buck, RA faculty/ Transportation bus driver, 5/24/19

Christopher Long, CCCHS faculty, 6/7/19

Tabitha Michael, SHS faculty, 5/24/19

Paige Sigman, ACES faculty, 5/24/19

Amy Castleberry, CMS faculty, 6/14/19

Coreen Havron, SpEd PT/ HHS cross country coach, 6/14/19

Carol Patterson, SHS faculty, 6/14/19

Benjamin Howell, HHS head baseball coach, 5/21/19

Edda Watson, SHS ISS assistant/ Transportation driver, 5/24/19

Jessie Binkley, CMS faculty, 5/24/19

E. Termination of Employment:

F. Transfers approved:

Keri Coffman, from ECES Dean of Students to ECES faculty, replaces Brian Black, 7/29/19

Tamika Carpenter, from PVES Nutrition cook to CCCHS Nutrition cook, replaces Jan Atkinson, 7/29/19
Cody King, from SHS SpEd Life Skills to SHS Personal Finance, replaces Toby Miles, 7/29/19
Audra Fowler, from KSES Academic Specialist to HMS Principal, replaces Ryan Philipp, 7/1/19
David Vanderford, from Transportation full-time driver to Transportation part-time driver, 8/1/19
Molly Gibson, from SMS SpEd 6th faculty to SMS SpEd 7th faculty co-teaching, replaces Aimee Shute, 7/29/19
Penelope Pitts, from SMS interim faculty to SMS faculty, 7/29/19
Jennifer Winters, from SMS 5th Social Studies faculty to SMS 5th ELA faculty, replaces Jesse Buck, 7/29/19
Sarah Smith, from SMS 5th Social Studies faculty to SMS 6th Math faculty, replaces Cory Hesselbacher, 7/29/19
Carlton Odom, from SMS 5th Science faculty to SMS 5th Science/ Social Studies faculty, 7/29/19
Corey Hesselbacher, from SMS 6th Math faculty to SMS 5th Math faculty, replaces Christy Davis, 7/29/19
Brandy Ford, from SMS 6th Social Studies faculty to SMS 6th ELA faculty, replaces Seth Reid, 7/29/19
Christy Davis, from SMS 5th Math faculty to SMS 6th Social Studies faculty, replaces Brandy Ford, 7/29/19
Carolann Adcock, from SMS 5th Science faculty to SMS 5th Science/ Social Studies faculty, 7/29/19
Aime Carter, from SHS Assistant Principal to CCCHS Assistant Principal, replaces Dana Bates, 7/1/19
Dana Bates, from CCCHS Assistant Principal to HMS Assistant Principal, replaces Adrian Baker, 7/1/19
Taylor Newton Gracia from HHS assistant to HHS SpEd assistant, replaces Suzanne Sasse, 7/29/19
Taylor Hummel, from KSES 3rd faculty to KSES 2nd faculty, replaces Rachael Dallas, 6/11/19
Linda Allen, from KSES 4th Science faculty to KSES 3rd Math/Science faculty, replaces self, 6/11/19
Rachael Dallas, from KSES 2nd faculty to KSES 3rd ELA/ Social Studies faculty, replaces Taylor Hummel, 6/11/19
Kayla Fuqua, from ECES Life Skills assistant to CMS Life Skills assistant, replaces Jesse Edgin, 8/1/19
Mike Parsley from SpEd Supervisor to PES faculty, replaces Laura Lipinski, 7/29/19
Kalynn Bearden, from ACES RTI to ACES 3rd faculty, replaces Paige Sigmon, 7/29/19
Holly Powers, from Transportation full-time driver to Transportation part-time driver, 8/1/19

G. Elections/Placements approved:

Andy Primm, CMS assistant football coach, non-faculty, 6/10/19
Jacqueline Balthrop, SMS assistant cheerleading coach, football and basketball, non-faculty, volunteer, 6/10/19
Jenny Meacham, CMS Guidance Counselor, replaces Tara Canterbury, 7/29/19
Tristan Heckert, SHS assistant wrestling coach, non-faculty, 6/7/19
Brianna White, PVES Daycare, replaces Marrisa Martinez, 6/6/19
Bobbi Young, SHS SpEd faculty, replaces Cody King, 7/29/19
Sarah Wildman, CMS faculty, replaces Rachel Schneider, 7/29/19
Angela Kennedy, RA faculty, replaces Mason Buck, 7/29/19

Laura Lipinski, SMS SpEd faculty, replaces Molly Gibson, 7/29/19
Christie Ray, SHS SpEd faculty, replaces Bobbi Young, 7/29/19
Sheila Gaertner, SHS girls' head soccer coach, 6/13/19
Stephen Dodd, SHS faculty/ boys' basketball coach, replaces Rick Amburgey, 7/29/19
Annalisa Lewis, ECES faculty, replaces Keri Coffman, 7/29/19
Charles Thompson, CCCHS faculty, replaces James Harden, 7/29/19
Laura Hellams, CMS faculty, replaces Jesse Binkley, 7/29/19
Tara Fort, ECES faculty, replaces Chris Tabb, 7/29/19
Sarah Pruitt, ACES faculty, new position, 7/29/19
Madison Ledman, SMS dance choreographer, non-faculty, volunteer, 6/20/19