

BOARD MEETING
REVISED AGENDA
Cheatham County Board of Education

May 7, 2020

Place: Educational Annex Building – Board Room

Time: 7:00 p.m.

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Roll Call: Christina Gilliam, John Patrick, 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: There were no speakers.
7. Presentations, Awards, and Recognitions
8. Goal Update: KSES Principal Lucas Winstead
9. Executive Committee
10. Five Year Plan: Technology Supervisor Will Lockert
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
 - A) Minutes: April 9, 2020
 - B) Approve for tenure:

Carla Wall, District-Wide
Carlee Darnell, ACES
Lanita McClain, ACES
Kristin McQueen, ACES
Amanda Willoughby, ACES
Rachel Balthrop Stuart, CCCHS

David Cook, CCCHS
Kelly Lewis, CCCHS
Aaron Nicholson, CCCHS
Scott Padgett, CCCHS
Lauren Street, CCCHS
Kathryn Van Mater, CCCHS
Sarah Kilgore, CMS
Jodi Miller, CMS
Olivia Hartley, ECES
Allison Mueller, HMS
Catherine West, HMS
Amanda Casteel, HHS
Kelly Fields, HHS
Karen Hall, HHS
Benjamin Howell, HHS
Christopher Louis, HHS
Adam Sandor, HHS
Amy Brown, KSES
Laura Deer, KSES
Jill Hutchison, KSES
Anna Vandervoort, KSES
William Walsh, KSES
Richard Cooper, PES
Lacie Elrod, PES
Payton Grubbs, PES
Wendy Nash Remick, PES
Jessica Ledbetter, PVES
Reka Ashley-Tabb, PVES
Nicole Galbreth, PVES
Amber Pennington, PVES
Lindsey Plewa, SMS
Jennifer Winters, SMS
Melissa Looney, WCES
Lindsey McClellan, WCES
Sarah Roberts, WCES
Stephanie Stevens, WCES

C) Disposal of surplus equipment/materials: None

D) School fees: None

E) School/Principal request: None

13. Budget and Finance:

A) Budgets-

141- General Purpose

a) Option 1

b) Option 2

143- Nutrition

146- Extended Care

177- Capital Projects

B) Budget Amendment- \$500,000 for Middle/ High School ELA Textbooks for FY 2020/2021

C) Out of County Tuition – Charge or No Charge

D) Facilities Policy Fee Schedule

E) Employee Compensation (continued payment of salaries)

14. Old Business:

A) Pleasant View Utility Easement

15. New Business:

A) Suspend Policy 5.310 -Vacation and Holidays

B) Resolution – Emergency Suspension of Board Policies:

4.600 Grading System

4.605 Graduation Requirements

4.700 Testing Programs

5.109 Evaluation

5.802 Qualifications and Duties of the Director of Schools

6.200 Attendance

C) Review on first reading Policy 1.8011 Emergency Closings

Policy shall read: General

Teleworking is a work arrangement where designated employees are allowed to perform their normal duties and responsibilities through the use of hardware and software at an alternate location from their normal work site.

The Director of Schools may require an employee to telework if the duties and responsibilities of the position are required during times of emergency. An employee's participation in the program will be determined by the length and duration of the emergency and will be both initiated and ended at the discretion of the supervisor and/or the Director of Schools.

WORK ENVIRONMENT

Employees approved for telework shall maintain a dedicated and safe work environment.

An employee who teleworks shall not allow anyone other than district employees to utilize district provided services or equipment. Employees shall keep remote work and information confidential, in accordance with district policies, procedures, and applicable privacy laws.

D) Review on first reading Policy 5.1151 Telework During Emergencies (new)

Line 1 shall read: The Board authorizes the Director of Schools to close schools in the event of hazardous weather, a public health emergency, or any other emergency which presents a threat to the safety of students, staff members or school property.¹

Beginning line 9 shall read:

EMPLOYEE RESPONSIBILITIES

In the event of an emergency that requires closure of a school building, group of schools, or the entire district, the Director of Schools is authorized to continue to pay employees who are not able to physically report for duty as a result. These employees shall receive their regular wages. Such payments shall not exceed the number of days budgeted for each employee.

During such emergencies, the Director of Schools may designate certain employees as essential. Such employees shall work as directed by the Director of Schools, whether that is by physical appearance at work or teleworking under Policy 5.1151. Essential employees must use leave to be excused from work absent special permission as determined by the Director of Schools/designee.

E) Revise on first reading Policy 5.3051 FFCRA Leave (new)

Policy shall read: General¹

Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect from April 1, 2020 until December 31, 2020.

The Director of Schools/designee shall post notice of FFCRA requirements and create any necessary administrative procedures. Employees should seek clarification from Director of Schools/ designee if they have questions regarding the total amount of leave and pay available to them.

PAID SICK LEAVE

Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework because the employee:²

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The individual must be someone with a personal relationship to the employee;
5. is caring for his/her son or daughter whose school or place of care is closed, or person who regularly provides child care is unavailable, for reasons related to COVID-19 and no other suitable person is available to care for the child during the requested period of leave. Son or daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care because of a mental or physical disability; or
6. is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

7. This paid leave may be taken if there is work available for the employee to complete and the employee is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

EXPANDED FMLA LEAVE

Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30) of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the district.³

Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or telework due the need to care for his/her son or daughter because of a school or child care facility closure or because the person who regularly provides child care (i.e. this could include a family member or a neighbor) is unavailable for reasons related to COVID-19.⁴ In these circumstances, a son or daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care because of a mental or physical disability.

Qualifying employees may take twelve (12) weeks of EFMLEA leave.⁵ The amount of leave available may be impacted by any prior use of FMLA.⁶

The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave or annual leave to cover those days or the amount is capped per federal law.⁷

F) Teacher Termination

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:
Melinda Taylor, SMS faculty, 2/2/4/20 – 5/22/20
 - D. Resignations approved:

Justin Robison, SHS faculty/ head football coach, 5/22/20

Lee Zebert, CMS faculty, 5/22/20

Amber Law, ACES faculty, 5/22/20

Elisa Lethcoe, CMS faculty, 5/22/20

Josh Stuart, CCCHS boys' head basketball coach, 6/30/20

Kelly Hernandez, SHS faculty, 6/30/20

Elizabeth Demolat, CMS faculty, 5/22/20

Holly Petty, HMS faculty, 5/22/20

E. Termination of Employment:

F. Transfers approved:

Keri Messer, from PES Daycare director to PES bookkeeper, replaces Sherry Stuart, 20/21 SY

G. Elections/Placements approved:

Samantha Avery, SHS interim faculty, replaces Melanie Perry, 4/6/20

Jon Offutt, CCCHS assistant football coach, non-faculty, volunteer, 3/27/20