

BOARD MEETING  
REVISED AGENDA  
Cheatham County Board of Education

October 1, 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, Tim Ray, 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
7. Presentations, Awards, and Recognitions

ACES	Michele Dozier, Academic Specialist
ECES	Susan Collins, Academic Specialist
KSES	Bethany Jenkins, Academic Specialist
PES	Chris Cooper Academic Specialist
PVES	Nicole Galbreth, Academic Specialist
WCES	Kristi Hasse, Academic Specialist
CMS	Katie Arnold, Academic Specialist
HMS	Kristian Dennison, Academic Specialist
SMS	Dana Gywn, Academic Specialist
CCCHS	David Hooper, Academic Specialist
HHS	Ryan Philipp, Academic Specialist
SHS	Jennifer Reist, Academic Specialist
RA	Peggy Casesa, Academic Specialist
Daycare	Keri Messer, Administrative Assistant
Technology	Nathanael Raymer, Computer Technician
Nutrition	Jennifer Bowen, HHS Cook
Transportation	Torrie Thomas, Bus Driver

8. Goal Update: HHS Principal Dr. Lee Rector
9. Executive Committee

10. Five Year Plan: Cal Blacker/ Shelley Duke
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
  - A) Minutes: September 3, 2020
  - B) Approve for tenure:
  - C) Disposal of surplus equipment/materials:
    - 1) CCCHS Principal Wenning requests permission to discard box of cassette tapes/ CDs, a box of various speakers, computer mice, 1 metal teacher desk, 1 wood tall closet/cabinet, 1 wood cart with cabinets, 1 chair stool, bean shaped table, 4 broken desks, old magazine rack, large round heavy table, 3 student chairs, VHS, old books, and broken Title I T184+ Calculator.
    - 2) Nutrition Supervisor Hopkins request permission to dispose 7 HP Deskjet printers, 5 Dell computers, 1 Canon scanner, 8 Dell laptops, 8 Dell computer monitors, 3 keyboards, various ink cartridges, 2 cordless phones, Canon calculator, 1 bookshelf, 4 wide 4 drawer filing cabinets, 3 regular 4 drawer filing cabinets, and 1 short wooden 2 drawer filing cabinet.
    - 3) KSES Principal Dr. Winstead requests permission to dispose of approximately 226 old textbooks.
  - D) School fees:
  - E) School/Principal request:
13. Budget and Finance:
  - A) Nutrition Grant \$50,000 Fund 143 (Breakfast Carts)
  - B) Nutrition Grant \$42,000 Fund 143 (Dishwasher + Installation)
  - C) Nutrition Budget Amendment \$200,000 from Fund 141 to Fund 143
14. Old Business:
  - A) Revise on second reading Policy 4.203 Advanced College Placement  
*Entire policy shall be deleted.*  
Policy reads: *In keeping with the State Board of Education’s endorsement of the Early Admission Program,<sup>1</sup> an academically gifted high school student may complete the twelfth grade at a participating institution of higher learning. The student will earn a year’s credit in college at the same time that he earns credit for his senior year in high school.*

*To be considered for this program, the student shall:*

- 1. Earn a cumulative grade point average of at least 3.50 through three (3) years of high school;*
- 2. Earn an ACT composite of at least 25;*
- 3. Submit a written request to the high school principal at the end of the eleventh year of school, signed by student and parents;*
- 4. With parents, meet with principal and counselor for consultation;*
- 5. Submit a letter stating educational and vocational goals, his plans for attaining them, and ways in which early admission will assist in reaching these goals;*
- 6. Secure the recommendation to the program by the principal, counselor and two classroom teachers;*
- 7. Be accepted into an early admission program by an accredited institution of higher learning; and*
- 8. Not be required to participate in the graduation program.*

B) Revise on second reading (new) Policy 3.402 Threat Assessment Teams

Policy shall read:

General<sup>1</sup>

A threat assessment team shall be created within the school district to develop intervention-based approaches to prevent violence, manage reports of potential threats, and create a system that fosters a safe, supportive, and effective school environment. The Director of Schools shall appoint the members of the threat assessment team.

The Director of Schools shall develop administrative procedures regarding the training and operations of the team to comply with state law and State Board of Education rules and regulations.

TEAM MEETINGS

All threat assessment team meetings shall be closed to the public.<sup>2</sup>

RECORDKEEPING<sup>3</sup>

The team shall document all behaviors and incidents deemed to pose a risk to school safety or that resulted in intervention and shall provide the information to the Director of Schools.

A report of the activities of the threat assessment team will be compiled and shared with the Board before each regular meeting.

Documents produced or obtained regarding these assessment activities will not be open for public inspection.

C) Revise on second reading Policy 4.205 Enrollment in College Level Courses

Beginning line 1 shall read: General

Students who successfully complete college level courses aligned to a graduation requirement course shall receive high school credit.<sup>1</sup>

These courses may be offered at the high school,<sup>2</sup> postsecondary institution, or online. If not offered on the high school campus, the Board shall not be responsible for transportation. Any tuition or fees due to enrollment in college level courses are the responsibility of the parent(s)/guardians(s).

Final paragraph shall read:

DUAL ENROLLMENT

Students may earn credit by enrolling in a postsecondary institution and taking college level courses. Students who take and pass dual enrollment courses at a postsecondary institution shall have their postsecondary credits accepted for high school credit as a substitution for an aligned graduation requirement course.<sup>3</sup>

D) Revise on second reading Policy 4.606 Graduation Activities

Beginning line 1 shall read: Students who have met graduation requirements are expected to participate in graduation activities. Students who are within two (2) or fewer credits of meeting all requirements<sup>1</sup> and can complete the requirements during the summer may participate in graduation activities.

Lines 8-15 shall be *deleted* that read: *Students are expected to participate in all graduation activities, and graduation apparel shall be determined by the administration of each school and shall be the personal expense of each student. Any fees required for graduation ceremonies shall be waived for students who are eligible to receive free or reduced price lunches, and in such cases, the school shall assume responsibility for payment of fees.*<sup>2</sup> *Graduation ceremonies shall be physically accessible to all students, their parents and/or guardians, and other interested citizens.*<sup>3</sup>

Beginning line 21 shall read: Graduation apparel shall be determined by the administration of each school and shall be the personal expense of each student. Any fees required for graduation shall be waived for students who are eligible to receive free or reduced-price lunches, and in such cases, the school shall assume responsibility for payment of fees.<sup>2</sup>

Graduation shall be physically accessible to all students, their parent(s)/guardian(s), and other interested citizens.<sup>3</sup>

Graduation activities organized by district employees shall not be religious in nature.<sup>4</sup>

Page 2, line 1 shall read: The Director of Schools shall develop procedures to ensure that students are recognized at graduation for the following achievements:<sup>5</sup>

E) Revise on second reading Policy 6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation

Beginning line 1 shall read: In order to maintain a safe, civil, and supportive environment in school for students to learn and achieve high academic standards, acts of bullying, cyber-bullying, discrimination, harassment, intimidation, hazing or any other victimization of students based on any actual or perceived traits or characteristics, are prohibited.<sup>1</sup>

This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).<sup>2</sup>

Beginning line 11 shall read: If the act takes place off school property or outside of a school-sponsored activity, this policy is in effect if the conduct is directed specifically at a student and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.

The principal/designee is responsible for educating and training respective staff and students as to the definition and recognition of discrimination/harassment.<sup>3</sup>

The Director of Schools shall develop forms and procedures to ensure compliance with the requirements of this policy and state law.

Line 29 shall read: Causing emotional distress to a student; or

Page 2, beginning line 20 shall read: Any individual who has knowledge of behaviors that may constitute a violation of this policy shall promptly report such information to the principal/designee.<sup>6</sup>

While reports may be made anonymously, an individual's needs for confidentiality shall be balanced with obligations to cooperate with police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough investigation or to take necessary actions to resolve a complaint. The identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

Line 35 shall read: Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48) hours of receipt of the report.<sup>4</sup> If an investigation is not initiated within forty-eight (48) hours, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation was not initiated within the required timeframe.<sup>7</sup>

The principal/designee shall immediately notify the parent(s)/guardians(s) when a student is involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying.

On page 3, sentences on lines 8, 10, 12, and 14 shall be numbered as 1, 2, 3, 4.

Beginning line 21 shall read: If the investigation is not complete or intervention has not taken place within twenty (20) calendar days, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation has not been completed or the appropriate intervention has not taken place.<sup>7</sup> Within the parameters of the federal Family Educational Rights and Privacy Act<sup>9</sup> (FERPA), a written report on the investigation will be delivered to all involved parties and the Director of Schools.

Beginning line 30 shall read: The principal/designee shall consider the nature and circumstances of the incident, the age of the individual, the degree of harm, previous incidences or patterns of behavior, or any other factors, as appropriate to properly respond to each situation.

Line 35 shall read: The employee may appeal this decision by contacting the Federal Rights Coordinator or the Human Resource Director.

Line 38 shall read: The student may appeal this decision in accordance with disciplinary policies and procedures.

Line 40 shall be *deleted* that reads: *An employee disciplined for violation of this policy may appeal the decision by contacting the Federal Rights Coordinator or the Human Resources Director.*

Page 4, line 1 shall be *deleted* that reads: *Any student disciplined for violation of this policy may appeal the decision in accordance with disciplinary policies and procedures.*

Beginning line 4 shall read: When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of physical harm to a student or a student's property, the principal/designee of each middle school, junior high school, or high school shall report the findings and any disciplinary actions taken to the Director of Schools and the Chair of the Board.<sup>11</sup>

By July 1 of each year, the Director of Schools/designee shall prepare a report of all the bullying cases brought to the attention of school officials during the prior academic year.

Line 13 shall read: This report shall be presented to the Board of Education at its regular July meeting, and it shall be submitted to the state department of education by August 1<sup>st</sup>.<sup>12</sup>

Line 16 shall be *deleted* that reads: *The director of school shall develop forms and procedures to ensure compliance with the requirements of this policy and TCA 49-6-4503.*

*Line 20 shall read: The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the principal/designee after consideration of the nature, severity, and circumstances of the act.*<sup>13</sup>

Line 25 shall read: The consequences and appropriate remedial action for a person found to have falsely accused another may range from positive behavioral interventions up to and including expulsion.<sup>14</sup>

F) Revise on second reading Policy 6.309 Zero Tolerance Offenses

Beginning line 3 policy shall read:

1. Bringing to school or being in unauthorized possession of a firearm on school property;<sup>2</sup>
2. Unlawful possession of any drug, including any controlled substance, controlled substance analogue, or legend drug on school grounds or at a school-sponsored event;
3. Aggravated assault;<sup>4</sup> or
4. Assault that results in bodily injury<sup>5</sup> upon any teacher, principal, administrator, any other employee of the school, or school resource officer.

Committing any of these offenses shall result in a student being expelled from the regular school program for at least one (1) calendar year unless modified by the Director of Schools. Modification of the length of time shall be granted on a case-by-case basis. Students that commit zero tolerance offenses may be assigned to an alternative school or program at the discretion of the Director of Schools.<sup>6</sup>

Page 2, line 31 shall read: When it is determined that a student has violated this policy, the principal shall notify the student's parent(s)/guardian(s) and the criminal justice or juvenile delinquency system as required by law.<sup>7</sup>

G) Revise on second reading Policy 6.316 Suspension/Expulsion/Remand

Title shall be changed to: SUSPENSION

Beginning line 1 shall read: General

A principal may suspend a student from attendance in a specific class or school related activity without suspending the student from attendance at school. Based on the severity of the offense, a principal may suspend a student from attendance at school and all school activities. Students may be suspended for good and sufficient reasons including, but not limited to:<sup>1</sup>

Page 2, beginning line 6 shall read: 5. Inciting, advising or counseling of others to engage in any of the action that would justify suspension.

6. Marking, defacing, or destroying school property;

Line 9, item 6 shall be renumbered to 7.

Line 10 shall read: 8. Possession of a knife or other weapons, as defined in state law;<sup>4</sup>

Line 12, item 8 shall be renumbered to 9.

Line 16 shall be renumbered to 11.

Line 18 shall be renumbered to 12.

Line 22 shall be renumbered to 13.

Beginning line 25 shall read: 14. Off-campus criminal behavior resulting in felony charges;

15. When behavior poses a danger to persons or property or disrupts the educational process; or  
Line 30 shall be renumbered to 16.

Line 32 shall read: Except in an emergency, a principal shall not suspend any student until that student has been advised of the nature of his/her misconduct, questioned about it, and allowed to give an explanation.

Beginning page 3, line 1 shall read: If as a result of an investigation, a principal/designee finds that a student acted in self-defense under a reasonable belief that the student, or another to whom the student was coming to the defense of, may have been facing the threat of imminent danger of death or serious bodily injury, then the student may not face any disciplinary action.<sup>5</sup> When a student is suspended, the principal shall notify the parent(s)/guardian(s) and the Director of Schools/designee of the following:

1. Student's suspension;
2. Cause for the suspension; and
3. Any conditions for readmission which may include a meeting of the parent(s)/guardian(s), student, and the principal.

If a student is suspended during the last ten (10) days of any term or semester, he/she shall be permitted to take such final examinations or submit such required work as necessary to complete the course of instruction for that semester, subject to conditions prescribed by the principal.<sup>6</sup>

Beginning line 30 shall read: In-school suspension shall be offered to students as an alternative program (if applicable) to complete academic assignments and receive credit for work completed.

Students given an in-school suspension in excess of one (1) day from classes shall attend special classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all times and has textbooks and classwork assignments from his/her regular teachers.

Beginning page 4, remainder of policy beginning with line 33 shall read:

#### SUSPENSIONS LONGER THAN FIVE DAYS<sup>8</sup>

If a suspension is longer than five (5) days, the principal shall develop and implement a plan for improving the student's behavior.

#### SUSPENSIONS LONGER THAN TEN DAYS<sup>9</sup>

If the principal suspends a student for longer than ten (10) days, he/she shall immediately give written notice to the parent(s)/guardian(s) and the student of the right to appeal the decision. All appeals shall be filed within five (5) days of receipt of the notice. These appeals may be filed by the parent(s)/guardian(s), the student, or any person holding a teaching license who is employed by the school district if requested by the student.

The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

#### H) Revise on second reading Policy 6.317 Student Disciplinary Hearing Authority

Beginning line 9 shall read: The Director of Schools shall appoint a Chair of the DHA from the members appointed by the Board. The Chair shall perform the following duties:

Line 25 shall read: 4. Assign the student to alternative school or program; or

Beginning page 2, line 1 shall read: Within five (5) days of the DHA rendering a decision, the student, principal, principal-teacher, or assistant principal may request a review by the Director of Schools prior to a request for review by the Board. Within five (5) days of the Director of Schools rendering disciplinary action, the student, principal, principal-teacher, or assistant principal may request a review by the Board, and the Board shall review the record.

Following the review, the Board may take the following actions.

Grant Request for Hearing<sup>4</sup>

If the Board grants a hearing, it shall provide notice to the student and/or his/her parent(s)/guardian(s). The notice of the hearing shall include a statement that, unless the student or the student's parent(s)/guardian(s) requests an open hearing in writing within five (5) days of receipt of the notice, the hearing shall be closed to the public.

The Board may affirm, overturn, or modify the decision of the DHA.

Deny Request for Hearing<sup>4</sup>

If the Board does not grant a hearing, it may affirm, overturn, or modify the decision of the DHA.

Lines 23-26 shall be *deleted* that read: *The notice of the hearing shall include a statement that, unless the student's parent or guardian requests an open hearing in writing within five (5) days of receipt of the notice, the hearing shall be closed to the public.*<sup>3</sup>

Line 27 shall read: \* Note: Zero-tolerance offenses as set forth in statute require mandatory calendar year expulsion unless modified by the Director of Schools.

I) Revise on second reading Policy 6.319 Alternative School Programs

Title shall be changed to Alternative Education

Beginning page 1 shall read: The Board shall operate an alternative school program and/or program for students in grades K-12 who have been suspended or expelled from the regular school program.<sup>1</sup> An alternative school is a short-term intervention program designed to provide educational services outside the regular school program for students who have been suspended or expelled. The alternative school is located in a separate facility from the regular school program. The alternative school and/or program shall be operated in accordance with state laws and the rules of the State Board of Education, and instruction shall proceed as nearly as practicable in accordance with the instructional program at the student's regular school. The Director of Schools shall develop procedures that provide appropriate educational opportunities for all students assigned to the alternative school or program. These educational opportunities shall adhere to Tennessee's academic standards.<sup>2</sup>

Beginning page 2 shall read: ASSIGNMENT

Students who have been suspended for more than ten (10) days or expelled shall be assigned to the alternative school or program if there is staff and space available.<sup>3</sup> Availability of staff and space shall be determined at the time the disciplinary decision is rendered. The Director of Schools shall make this determination by evaluating factors including, but not limited to, the following:

1. Level of supervision available;
2. Safety considerations; and
3. Type of infraction.

Students who have committed zero tolerance offenses are not required to be assigned to alternative schools or programs.<sup>4</sup>

Prior to the assignment of the student to the alternative school or program, the Director of Schools/designee shall provide written notice to the student's parent/guardian stating the reason for the student's placement.<sup>5</sup>

Placement in an alternative education setting shall be reserved for students who significantly disrupt the educational process. If a student has an active Individualized Education Plan, a 504 plan, or is suspected of having a disability, all state and federal laws and rules and regulations



related to special education shall be followed. The Director of Schools/designee shall develop procedures regarding placement of students in the program, taking into consideration the impact of exclusionary discipline practices.<sup>6</sup> The Director of Schools/designee shall monitor and regularly evaluate the academic progress of each student enrolled in the alternative school.

#### REMOVAL<sup>7</sup>

A student may be removed from the alternative school or program if:

1. He/she violates the rules of the alternative school or program; or
2. He/she is not benefitting from the assignment and all interventions have been exhausted unsuccessfully.

#### ADDITIONAL OFFENSES<sup>8</sup>

Any new disciplinary offense committed during a student's original suspension or expulsion period shall be treated as a new and separate offense. These offenses shall not constitute an extension of the original suspension or expulsion.

#### TRANSITION PLAN<sup>9</sup>

The Director of Schools/designee shall develop procedures regarding the implementation of transition plans for the integration of students assigned to the alternative school.

J) Revise on second reading Policy 6.409 Child Abuse and Neglect

Title shall be changed to Reporting Child Abuse

Beginning line 1, policy shall read:

General

The Director of Schools shall:<sup>1</sup>

1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;
2. Require that the Coordinator and the Alternate receive appropriate training;
3. Supply the Coordinator with all the necessary resources;
4. Ensure that all school personnel annually complete the child abuse training program required by state law.<sup>2</sup>

The Coordinator shall assist any employee with appropriately reporting and responding to instances of child abuse or child sexual abuse.

#### REPORTING

All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.<sup>3</sup> If personnel know or have reasonable cause to suspect abuse or neglect, a report shall be filed immediately with the Coordinator, the Department of Children's Services (DCS) and law enforcement.<sup>4</sup>

Lines 14-18 shall be *deleted* that read: *Reports shall be made 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,<sup>2</sup> or utilizing State of Tennessee DCS abuse referral processes.*

*Beginning page 2, lines 1-7 shall be deleted that read: The identity of the person reporting shall remain confidential except when the juvenile court determines otherwise.<sup>4</sup> 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.<sup>5</sup>*

Beginning page 2, line 10 shall read: CONFIDENTIALITY

District employees shall keep all information regarding any child abuse confidential in accordance with state law.

Line 14 shall read: School administrators and employees have a duty to cooperate, provide assistance, and information in child abuse investigations<sup>6</sup> including permitting DCS teams to conduct interviews while the child is at school.

Line 18 shall read: The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the child is to be interviewed even if the suspected abuser is not a member of the child's household.<sup>7</sup>

15. New Business:

A) Revise on first reading Policy 1.407 School District Records

Page 1, beginning line 1 shall read: All requests to inspect or receive copies of records shall be submitted to the district's public records request coordinator, central office administrative assistant.<sup>6</sup> The public records request coordinator shall forward request for inspection or copies of records to the appropriate records custodian, Director of Schools' designee.

Line 18 shall read: Requests may be made in person or by telephone, fax, mail, or email.

Page 3, line 21 shall read: Central Office Administrative Assistant

B) Revise on first reading Policy 6.3041 Title IX & Sexual Harassment

Page 5, line 19 shall read: The Assistant Director of Schools and/or designee shall act as the decision-maker.

C) Revise on first reading Policy 3.202 Emergency Preparedness Plan

Lie 7 shall be **deleted** that reads: Those procedures shall be in written form and distributed to all staff, students, and parents.

D) Revise on first reading Policy 4.406 Use of the Internet

Beginning line 6 shall read: Before any employee is allowed use of the district's internet or network access, the employee shall sign a written agreement, developed by the Director/designee that sets out the terms and conditions of such use. Any employee who accesses the district's network for any purpose agrees to be bound by the terms of that agreement, even if no signed written agreement is on file.

Line 24 shall be **deleted** that reads: Damaging computers, computer systems, or computer networks;

Page 2, line 11 shall be **deleted** that reads: Damaging computers, computer systems or computer networks;

Line 20 shall read: Use of the network that requires excessive bandwidth or causes a slowdown of the network such as streaming sites like Netflix, Hulu, Disney+, etc.

Page 3, line 1 shall read: Utilizing Child Internet Protection Act (CIPA) – complaint content filler that blocks or filters Internet access (for both students and adults) to material that is obscene, child pornography or harmful to students, or non-educations in nature;

E) Revise on first reading Policy 4.407 School and System Websites

Page 2, line 4 shall read: Individual student pictures may be published on the website only if the student's parent/guardian gives consent via the public recognition question on the district registration form.

Line 11 shall read: In such cases, the student's parent/guardian or eligible student must give consent via the public recognition question on the district registration form or give written consent.

Line 15 shall read: Any use of advertising or sponsorships that appears on a school website must be approved by the principal or the Director of Schools/designee.

Line 22, web page may read: website

16. Brief comments from Board Members

17. Announcements

18. Adjourn

#### INFORMATION:

1. Personnel Changes:

A. Retirements approved:

Cindy Williams, Central Office Administrative Assistant, thirteen years' experience in Cheatham County, 9/5/20

B. Administrative Positions approved:

C. Leave of Absence approved:

Sharon Gilliam, Nutrition cook, 8/31/20 – 10/23/20

Marsha Jamie Wilson, CMS bookkeeper, 8/24/20 – 9/16/20

Marsha Jamie Wilson, Transportation driver, 8/24/20 – 10/19/20

Gary Morrison, HMS faculty, 8/24/20 – 9/11/20

Dana Bates, HMS assistant principal, 10/21/20 – 5/28/21

Rachael Quillen, PVES faculty, 11/10/20 – 1/4/21

D. Resignations approved:

Angela Salamy, HHS faculty, 9/24/20

Kelly Phillips, ECES faculty, 9/24/20

Ashley Sitze, HMS Life Skills assistant, 9/4/20

Gabriel Fancher, SMS faculty, 9/21/20

Rheanna Sullivan, WCES Nutrition cook, 9/11/20

McKenzie Binkley, WCES Daycare part-time teacher, 9/30/20

Tracy Warren, SMS assistant, 10/2/20

Samantha Cruse, CCCHS Nutrition cook, 8/11/20

Holli Granata, CMS faculty, 9/7/20

E. Termination of Employment:

F. Transfers approved:

Whitney Buttrey, from ACES Life Skills assistant to ACES Pride assistant, replaces Janine Belote, 8/27/20

Nicole Crowder, from ACES attendance to Central Office administrative assistant to Assistant Director of Schools, replaces Cindy Williams, 10/5/20

Shannon Martin, from ACES office assistant to ACES attendance secretary/registrar, replaces Nicole Crowder, 10/5/20

Misty Stehle, from ECES 2<sup>nd</sup> grade faculty to ECES RTI Interventionist/ Focus Teacher, replaces Kelly Phillips, 10/1/20

Michelle Maggart, from CCCHS Nutrition cook to WCES Nutrition cook, replaces Rheanna Sullivan, 9/17/20

Tracy Stout, from SMS general assistant to SMS SpEd assistant, replaces Tracy Warren, 10/5/20

Karley Miller, from HMS faculty to HMS assistant principal, replaces Dana Bates, 10/19/20

G. Elections/Placements approved:

Mike Burke, CCCHS head boys' soccer coach, non-faculty, 8/31/20

Kevin Downs, HHS assistant football coach, non-faculty, 8/31/20

Kevin Downs, HHS co-head track coach, non-faculty, 8/31/20

Kyleigh Ivey, HMS assistant volleyball coach, non-faculty, 8/31/20

Nicolette Woodall, CCCHS head basketball cheerleading coach, non-faculty, 8/31/20

Alexis London, WCES SpEd Life Skills assistant, replaces Destiny Adler, 9/2/20

Mary Staggs, ECES site assistant, replaces Courtney Garrett, 8/31/20

Gabriel Fancher, SMS interim faculty, replaces Paige Towle, 8/31/20

Ricky Woods, HMS head wrestling coach, 8/31/20

Leann Fergusson, HHS assistant football/basketball cheerleading coach, 8/31/20

Barry Williams, HHS assistant basketball coach, non-faculty, 8/31/20

Jacqueline Balthrop, SMS assistant football/basketball cheerleading coach, non-faculty, volunteer, 8/31/20

Cyndi Glenn, SHS assistant football/basketball cheerleading coach, non-faculty, volunteer, 8/31/20

Debbie Burnett, SHS head football/basketball cheerleading coach, non-faculty, 8/31/20

Debbie Burnett, SHS head dance coach, non-faculty, volunteer, 8/31/20

Alexandria Zettler, WCES interim faculty, replaces Melissa DuRard position, 9/23/20

Justin Hood, HMS Daycare part-time caregiver, replaces Kimberly Brown, 9/8/20

Randy Balthrop, Transportation full-time driver, new position, 9/8/20

William Cain Jr, KSES Daycare part-time caregiver, replaces Evan Petty, 8/20/20

Charlie Martin, CCCHS head girls' soccer coach, non-faculty, 9/4/20

Ashley Say, KSES general assistant, replaces Rhonda Barber, 9/7/20

Kaylee Sparks, KSES Daycare, replaces Leona Ervin, 9/8/20

Martin Neilan, CCCHS interim faculty, replaces Joe Crossan, 9/14/20

Mike Pryor, CCCHS assistant softball coach, non-faculty, 9/15/20

Jacob Stone, CMS head boys' basketball coach, non-faculty, 9/16/20

Allison Pogue, CCCHS interim RTI faculty, replaces Michael Rochelle, 9/11/20

Rebecca McCullough, SHS event ticket seller, 9/18/20  
Ashley Simon, SHS event ticket seller, 9/18/20  
Caitlin Page, SHS drama teacher, 9/18/20  
Maggie Mason, SHS head choir director, 9/18/20  
Candace Holloway, Transportation driver, replaces Keith Wilson, 9/21/20  
Jessica Ahmed, PVES Nutrition cook, replaces Deborah Winters, 9/24/20  
Brian Scruggs, SMS assistant boys'/ girls' basketball coach, non-faculty, 9/21/20  
Josh Biggs, SMS assistant football coach, non-faculty, volunteer, 9/21/20  
Michael Pauley, CCCHS head baseball coach, non-faculty, 9/21/20  
Katey Bracey, KSES SpEd assistant, new position, 9/21/20  
Gary Weeks, Assistant boys'/girls' basketball coach, non-faculty, 9/22/20  
Stephanie Bodine, KSES SpEd assistant, new position, 9/28/20