

MEETING  
REVISED AGENDA  
Cheatham County Board of Education

August 5, 2021

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. Presentations, Awards, and Recognitions  
  
Anna Collins, SHS- Middle TN FFA Secretary
7. Public Forum – Opportunity for Community to Address Board (Maximum thirty [30] minutes)  
Follow-up on Last Month Comments
8. School Improvement Plan (SIP) Goal Update: Riverside Academy Principal Dr. Andrea Bringard
9. Executive Committee
10. Five Year Plan: Communications Director Tim Adkins
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
  - A) Minutes: 6/28/21; 7/1/21
  - B) Approve for tenure:
  - C) Disposal of surplus equipment/materials:
    - 1) Nutrition Supervisor Garrison requests permission to dispose of 3 desks in old Nutrition office.

2) RA Principal Dr. Bringard requests permission to dispose of old computer speakers and 10 key calculator with no plug.

3) SHS Principal Wenning requests permission to discard broken furniture and outdated computer parts.

D) School fees:

E) School/Principal request:

13. Budget and Finance:

A) Fund 177 Budget FY 22 - \$5,034,431.32

B) Fund 141 Budget FY 22 - \$48,682,772.45

C) Budgets-

a) Title IA- \$113,163.48

b) Title IA Neglected -\$15,119.24

c) Title IIA - \$81,984.29

d) Title III – \$4,582.88

e) Title IV – \$7,369.43

f) IDEA, Part B - \$310,127.24

g) IDEA Preschool- \$51,446.68

h) 21<sup>st</sup> CCLC Cohort 2019 - \$12,912.63

i) ATSI 2018 Designation - \$1,239.91

j) IDEA Partnership for Systemic Change (Preschool) - \$16,701.45

k) Innovative High Schools - \$828,282.32

l) ESSER - \$19,371.23

m) ESSER 2.0 - \$1,254,561.03

D) Insurance Premiums for FY22

E) ESSER 3.0 - \$6,216,226.47

14. Old Business:

A) Revise on second reading Policy 1.8011 Emergency Closings

Beginning line 6 shall read: If school is not in session or is dismissed early due to snow or inclement weather, the Director of Schools in consultation with the principal(s) of the impacted school(s) shall determine if all scheduled activities in which students are involved will be postponed or cancelled.

Lines 15-18 shall be deleted that read: 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.

B) Revise on second reading Policy 3.211 New Project Planning

Beginning line 14 shall read: BUILDING ACCESSIBILITY<sup>3</sup>

The construction, remodeling, renovation, expansion, or modification of a school building shall comply with state and federal requirements regarding building accessibility.

C) Adopt on second reading new Policy 3.220 Access to Private Facilities

Policy shall read: Students, employees, or teachers may request reasonable accommodations if they desire greater privacy when using multi-occupancy restrooms or changing facilities located in the school building or when using multi-occupancy sleeping quarters while attending a school-sponsored activity.<sup>1</sup>

Such requests shall be submitted in writing to the principal, and any appeals regarding the principal's decision shall be in accordance with state law.<sup>1</sup>

The Director of Schools shall develop an administrative procedure on access to private facilities.

15. New Business:

A) Revise on first reading Policy 3.205 Security

Beginning page 1, line 1 shall read: The Director of Schools shall establish procedures to protect school property which shall include, but not be limited to:

Line 9 shall read: 3. Controlling the issuance of keys;

Line 13 shall read: 5. Ensuring that equipment purchased with federal funds is managed as directed by federal law.<sup>2</sup>

Beginning line 15 shall read: The principal shall call law enforcement officials in cases involving illegal entry, building damage, theft or vandalism. The principal shall notify the Director of Schools as soon as practical, but no longer than twenty-four (24) hours, after a case of vandalism, theft, building damage and/or illegal entry. The Director of Schools/designee, is authorized to sign a criminal complaint and press charges. The Director of Schools shall report all signing of such complaints to the Board.

LAW ENFORCEMENT SERVICES<sup>1</sup>

Beginning page 2 shall read: The Board may enter into collaborative partnerships with appropriate law enforcement agencies. Partnerships may include, but not be limited to, education and recreational programs, delinquency prevention, and mentoring initiatives. The Board may enter into a memorandum of understanding (MOU) with the chief of a law enforcement agency to provide school policing. The MOU shall address, at a minimum, the following issues:

1. Any School Resource Officer (SRO) assigned under the MOU shall be in compliance with all laws, regulations, and rules of the Peace Officer Standards and Training Commission at the time of assignment and remain compliant throughout his or her assignment;

2. As a condition of assignment, any SRO shall participate in forty (40) hours of basic training in school policing within twelve (12) months of assignment.

Beginning line 19 shall read: 3. Any SRO assigned under the MOU remains an employee of the law enforcement agency, and is subject to that agency's direction, control, supervision and discipline.

4. No SRO shall be assigned to a school, or continue in such an assignment, without the consent of the Director of Schools.

5. In the event that more than one (1) SRO is assigned to a school district, the law enforcement agency shall designate one (1) of the SROs as the senior SRO. The duties of the SRO shall include, but not be limited to, the following:

a. Representing and carrying out the policies of the law enforcement agency assigning the SROs.

b. Supervising the SROs in the performance of their duties;

Beginning page 3, line 1 shall read: c. Consulting with the Director of Schools regarding the best use of the available resources for school policing; and

d. Resolving disputes between the SROs and students of staff members.

6. The MOU may be effective for any length of time, including continuing until terminated by the parties, and may contain any reasonable notice requirement for the termination of the MOU.

However, the MOU shall contain a provision allowing the Director of Schools to suspend the active participation of the SROs in the event that the Director of Schools believes that such suspension is best for the health, safety or wellbeing of the students or staff members.

B) Revise on first reading Policy 5.117 Teacher Tenure

Line 2 shall read: To attain tenure status,<sup>1</sup> a teacher shall: (1) meet tenure eligibility requirements; (2) be renewed and recommended by the Director of Schools; and (3) receive a majority vote of the Board.

Beginning line 6 shall read: A teacher that meets the following requirements is eligible for tenure:

1. Has a degree from an approved four-year college or any other career and technical teacher who has the equivalent amount of training established and is licensed by the State Board of Education;

2. Holds a valid teacher license issued by the State Board of Education, based on training covering the subjects or grades taught;

3. Has completed a probationary period of five (5) school years or not less than forty-five (45) months within the last seven-year period, with the last two (2) years being employed in a regular teaching position rather than an interim teaching position; and

4. Has received evaluations demonstrating an overall performance effectiveness level of "above expectations" or "significantly above expectations" as provided in the evaluation guidelines adopted by the State Board of Education, during the last two (2) years of the probationary period.

If a teacher has met all other requirements for tenure eligibility but has not acquired an official evaluation score during the last one (1) or two (2) years of the probationary period due to allowable circumstances outlined in state law, he/she may utilize the most recent two (2) years of available evaluation scores achieved during the probationary period to become eligible for tenure.<sup>3</sup>

Beginning page 2, line 1 shall read: Once a teacher is eligible for tenure, he/she shall be either recommended by the Director of Schools for tenure or nonrenewed. If tenure is denied by the Board, the teacher shall be dismissed.<sup>4</sup>

Beginning line 6 shall read: 1. The Director of Schools will recommend teachers eligible for tenure at a Board meeting in ample time to send notice of non-renewal to each teacher not recommended for tenure within five (5) business days following the last instructional day for the school year.<sup>5</sup>

2. The decision to grant tenure is solely within the discretion of the Board.<sup>6</sup> Only those teachers who receive a majority vote of the membership of the Board will be granted tenure.<sup>7</sup>

3. A teacher who is eligible for tenure, but tenure is denied by the Board, shall not be rehired beyond the current contract year.<sup>4</sup>

Line 19 shall read: A teacher who has acquired tenure status in the school district and later resigns shall serve a two-year probationary period upon reemployment, unless the probationary period is waived by the Board upon request of the Director of Schools. Upon completion of the two-year period, the teacher shall either be recommended by the Director of Schools for tenure or non-renewed. If tenure is denied by the Board, the teacher shall be dismissed.<sup>8</sup>

#### TEACHER TRANSFERRING FROM ANOTHER SCHOOL DISTRICT<sup>9</sup>

A tenured or nontenured teacher with five (5) or more years of prior service that transfers from another school district to begin employment in the Cheatham County School System shall serve the regular probationary period. The Board, upon the recommendation of the Director of Schools, may waive the probationary period and grant tenure status or shorten the probationary period.

If a nontenured teacher with fewer than five (5) years of service transfers from another school district, such teacher shall not be eligible for tenure status until the teacher has served at least five (5) years when service in both school districts is counted.

Page 3, beginning line 5 shall read: Any tenured teacher who receives two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of “below expectations” or “significantly below expectations” shall be returned to probationary status by the Director of Schools until the teacher has received two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of “above expectations” or “significantly above expectations.”

When a teacher who has returned to probationary status has received two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of “above expectations” or “significantly above expectations,” the teacher is again eligible for tenure and shall be either recommended by the Director of Schools for tenure or nonrenewed; provided, however, that the teacher shall be dismissed if tenure is denied by the Board.<sup>4</sup>

#### C) Revise on first reading Policy 5.200 Separation Practices for Tenured Teachers

Beginning page 1, line 2 shall read: The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children’s Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a teacher with pay.

Line 10 shall read: The Director of schools or his/her designee may suspend a teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct and insubordination. Before a teacher is suspended he/she shall be: (1) provided with written notice, including the reasons for the suspension along with an explanation of the evidence; (2) given an opportunity to respond to the Director of Schools at a conference, if requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days.

Line 17 shall read: Under no circumstances shall a Director of Schools suspend a tenured teacher with pay.

Beginning line 21 shall read: When a tenured teacher is charged with offenses that may justify dismissal or a suspension greater than three (3) days, the charges shall be made in writing, specifically stating the offenses that are charged, and shall be signed by the party or parties making the charges.

The Board shall maintain a list of qualified individuals who have indicated a willingness to act as impartial hearing officers as defined under Tennessee law.

If, in the opinion of the Board, the charges are of such nature as to warrant the dismissal or a suspension greater than three (3) days of the teacher, the Director of schools shall give the teacher a written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the Commissioner of Education advising the teacher of his/her legal duties, rights, and recourse.

Page 2, beginning line 3 shall read: A tenured teacher who has been given notice of charges against him/her may within thirty (30) days after receipt of notice give written notice to the Director of Schools of his/her request for a hearing.

The Director of Schools shall, within five (5) days after receipt of request, assign a hearing officer from the list maintained by the Board.

Beginning line 14 shall read: Either party may appeal to the Board an adverse ruling by giving written notice of appeal within ten (10) working days of the hearing officer's delivery of the hearing officer's written findings and conclusions. The Director of Schools shall prepare a copy of the proceedings, including all transcripts and evidence, documentary or otherwise, and transmit the same to the Board within twenty (20) days of the receipt of the notice of appeal.

The Board shall hear the appeal on the record, and no new evidence may be submitted by either party. The appealing party may appear before the Board to argue why the adverse ruling should be overturned. In no event should such argument last more than fifteen (15) minutes, unless the Board should vote to extend additional time. At the conclusion of the hearing, any member of the Board may vote to sustain the decision of the hearing officer, send the record back for additional evidence, revise the penalty, or reverse the decisions. The Board shall render its decision within ten (10) working days after the conclusion of the hearing. In the event that the decision of the Board is appealed to the chancery court, the Board shall transmit the entire record prepared by the Director of Schools and reviewed by the Board to the chancery court for its review.

Beginning line 29 shall read: A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation.

Beginning line 31 shall read: The Board may waive the thirty (30) days' notice requirement and permit a teacher to resign in good standing.<sup>5</sup>

The conditions under which it is permissible to break a contract with the Board are as follows:<sup>6</sup>

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; or
2. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.

Page 3, line 2 shall read: Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave.

Line 6 shall read: After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the State Board of Education may suspend the license for no less than thirty (30) days and no more than three hundred sixty-five (365) days.<sup>8</sup>

Line 11 shall read: Retirement is a termination of services under conditions that will allow the teacher to draw benefits from retirement plans and/or Social Security benefits. Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring employee to provide verification of eligibility in writing from Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

Beginning line 20 shall read: Retired teachers may substitute teach for additional days if the Director of Schools certifies in writing to the Division of Retirement that no other qualified personnel are available to substitute teach.<sup>9</sup>

The Director of Schools may employ teachers retired for at least one (1) year for full-time employment as a kindergarten through twelfth grade teacher on a year-to-year basis.

Beginning line 27 shall read: 1. The Director of Schools of the employing district shall certify in writing that no other qualified individuals are available to fill the position;

2. The Commissioner of Education must certify that the employing district serves an area that lacks qualified teachers to serve in the position to be filled;

Line 34 shall read: 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the Board for teachers with no experience filling similar positions, nor more than eighty-five percent (85%) of the rate of compensation set by Board for teachers with comparable training and years of experience filling similar positions.

D) Revise on first reading Policy 5.201 Separation Practices for Non-Tenured Teachers

Beginning page 1, line 2 shall read: The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay.

Beginning line 10 shall read: The Director of Schools or his/her designee may suspend a teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1) provided with written notice, including the

reasons for the suspension along with an explanation of the evidence; (2) given an opportunity to respond to the Director of Schools at a recorded conference, if requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days.

Beginning line 21 shall read: The Director of Schools may dismiss or suspend for more than three days any non-tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing before an impartial hearing officer.

The Board will appoint an impartial hearing officer to conduct such hearings.

Beginning page 2, line 2 shall read: The employee may appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written decision to the employee.

Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty (20) days of receipt of notice, the Director of Schools shall prepare a copy of the proceedings, transcript, documentary, and other evidence presented and provide the Board a copy of the same.

Line 8 shall read: The Board shall hear the appeal.

Line 10 shall read: The Board shall take one of the following actions:

Line 14 shall read: Before any decision to dismiss is made, a majority of the membership of the Board shall concur in sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days after the conclusion of the hearing. The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in the same manner as the non-tenured teacher. Within twenty (20) days after receipt of notice of the decision of the Board, either party may appeal to the chancery court in the county when the school system is located. The Board shall provide the entire record of the hearing to the court.

Beginning line 28 shall read: The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher,<sup>1</sup> the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be sent to the teacher by certified mail or overnight carrier, or by email within five (5) business days following the last instructional day for the school year.<sup>3</sup>

Beginning page 3, line 2 shall read: A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation.<sup>4</sup> The Board may waive the thirty (30) days-notice requirement and permit a teacher to resign in good standing. The conditions under which it is permissible to break a contract with the Board are as follows:<sup>5</sup>

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board;
2. The release by the Board of the teacher from the contract which the teacher has entered into with the Board; and

Line 12 shall read: Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave.



Line 16 shall read: After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the State Board of Education may suspend the license for no less than thirty (30) and no more than three hundred sixty-five (365) days.<sup>7</sup>

Beginning line 29 shall read: Retired teachers may substitute teach for additional days if the Director of Schools certifies in writing to the Board that no other qualified personnel are available to substitute teach.<sup>8</sup>

The Director of Schools may employ teachers retired for at least one year for full-time employment as a kindergarten through twelfth grade teacher on a year-to-year basis.

Line 35 shall read: 1. The Director of Schools of the employing system must certify in writing that no other qualified individuals are available to fill the position;

Page 4, line 6 shall read: 5. The salary paid to the retired member shall not be less than the rate of compensation set by the Board for teachers with no experience filling similar positions, nor more than eighty-five percent (85%) of the rate of compensation set by the Board for teachers with comparable training and years of experience filling similar positions.

E) Revise on first reading Policy 5.302 Sick Leave

Beginning page 1, line 1 shall read: PROFESSIONAL PERSONNEL

Professional personnel shall earn one (1) day of sick leave for each month employed during the school year, and these days shall accumulate for an unlimited number of days.<sup>1</sup>

Sick leave shall be defined as: illness of a teacher from natural causes or accident, quarantine, or illness or death of a member of the immediate family of a teacher, including the teacher's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, and sister-in-law.<sup>2</sup>

A signed statement listing the cause of absence shall be provided by the employee on forms furnished by the Director of Schools and shall promptly be given to the immediate supervisor in support of all claims for sick leave pay. A falsified statement shall be grounds for dismissal.

Documentation from a physician may be required in support of any claim for sick leave pay.

The principal shall notify the Director of Schools' office at once if an employee is sick beyond the limit of his/her sick leave accumulation.

Permanent, cumulative sick leave records for each active professional employee shall be kept in the Director of Schools' office.

Beginning page 2, line 1 shall read: A teacher, upon employment, may transfer his accumulated sick leave from another Tennessee school system provided that the Director of Schools of the system in which the accumulated leave was held provides notarized verification.<sup>3</sup>

SUPPORT PERSONNEL

Support personnel shall earn one (1) day of sick leave for each month an employee is employed. Unused sick leave benefits will be allowed to accumulate indefinitely and reported to TCRS upon retirement.

The immediate supervisor may require documentation from a physician stating the reason for absence.

Lines 9 through 36 and page 3, lines 1 through 16 shall be deleted that read: Upon written request of the teacher accompanied by a statement from her physician verifying pregnancy, any teacher who goes on maternity leave shall be allowed to use all or a portion of her

accumulated sick leave for maternity purposes during the period of her physical disability only, as determined by a physician. A teacher may use up to thirty (30) days of accumulated sick leave for the adoption of a child. If both adoptive parents are teachers only one parent may request leave. Written verification from the adoption agency or other entity handling the adoption shall be required before the leave is granted.<sup>1</sup>

#### CLASSIFIED PERSONNEL

Regular full-time classified employees (employed thirty (30) hours per week or more) will accrue sick leave benefits at the rate of 6 - 8 hours for each month employed per year, in accordance with the accrual schedule below:

#### SICK LEAVE ACCRUAL SCHEDULE FOR CLASSIFIED PERSONNEL

Regular Hours Worked per Week	Hours of Sick Leave Accrued per Month
30-33	6
34-36	7
37-40	8

Paid sick leave can be used in minimum increments of one (1) hour. Sick leave benefits shall mean a temporary absence due to illness or injury of an employee, including the employee's wife or husband, parents, children, brothers, sisters, grandparents, grandchildren, parent-in-law, children-in-law, brothers-in-law, and sisters-in-law.

Employees who are unable to report to work due to illness or injury should notify their direct supervisor before the scheduled start of their workday, if possible. The direct supervisor must also be contacted on each additional day of absence. If any employee is absent for three or more consecutive days due to illness or injury, a physician's statement must be provided verifying the disability and its beginning and expected ending dates. Such verification may be requested for other sick leave absences as well and may be required as a condition to receiving sick leave benefits.

Beginning page 3, line 1 shall be deleted that reads: Sick leave benefits will be calculated based on the employee's base pay rate at the time of absence and will not include any special forms of compensation, such as incentives, commission, bonuses, or shift differentials. Unused sick leave benefits will be allowed to accumulate indefinitely. Sick leave benefits are intended solely to provide income protection in the event of illness or injury, and may not be used for any other absence. Unused sick benefits will not be paid to employees while they are employed or upon termination of employment.

#### FOOD SERVICE MANAGERS

Regular full time food service managers and assistant managers (employed thirty [30] hours per week or more) will accrue sick leave benefits at the rate of 6-8 hours for each month employed per year, in accordance with the accrual schedule below:

#### SICK LEAVE ACCRUAL SCHEDULE FOR FOOD SERVICE MANAEMENT PERSONNEL

Regular Hours Worked per Week	Hours of Sick Leave Accrued per Month
30-33	6
34-36	7
37-40	8

All other Food Service employees do not earn sick leave; they are eligible for the Bonus Pay (in accordance with policy 2.8021).

F) Revise on first reading Policy 6.200 Attendance

Beginning page 3, line 4 shall read: Tier I of the progressive truancy intervention plan shall apply to all students within the district and include school wide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to, building wide incentive programs.

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before the referral to the juvenile court, and includes the following:

Beginning line 18 shall read: 4. A school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Lines 21-32 shall be deleted that read: Tier II

Tier II interventions will include an individualized assessment of the reasons a student has been absent from school conducted by a school employee. This may result in referral to counseling, community-based services, or other services to address the student's attendance problems.

Tier II

This tier shall be implemented if the truancy interventions under Tier II are unsuccessful. These interventions shall be determined by a team formed at each school and shall address student needs in an age appropriate manner. Finalized plans shall be approved by the Director of Schools/designee. If these interventions are unsuccessful, the student will be referred to the Student Attendance Board.

If the application of the tiered progressive truancy interventions fail to meaningfully address the student's habitual and unlawful absences from school, the director of schools or attendance supervisor shall report the student to the appropriate judge having juvenile jurisdiction.

Beginning page 4, line 1 shall read: Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III shall consist of the following interventions: Referral to Student Attendance Board, which may result in the following interventions: school-based community services; participation in a school-based restorative justice program; referral to a school-based teen court; Saturday or after-school courses designed to improve attendance and behavior. The interventions shall address students' needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

G) Revise on first reading Policy 6.402 Physical Examinations and Immunizations

Page 1, line 23 shall read: 1. His/her religious tenets and practices if in the absence of an epidemic or immediate threat of an epidemic;<sup>6</sup> except in the event of a COVID-109 or any variant outbreak;<sup>5</sup> or

16. Brief comments from Board Members
17. Announcements
18. Adjourn

## INFORMATION:

### 1. Personnel Changes:

#### A. Retirements approved:

John Marsh, Transportation driver, with forty-four years' experience, 7/14/21

David Cuff, Transportation mechanic, with thirty-six years' experience, 7/30/21

#### B. Administrative Positions approved:

Zachery Douglas, HHS faculty, 8/6/21 – 8/19/21

Christina West, WCES Nutrition cook, 7/2/21 – 8/18/21

#### C. Leave of Absence approved:

#### D. Resignations approved:

Jessica Cannon, Transportation bus aide, 6/28/21

Karen Schmitt, CCCHS Nutrition manager, 5/26/21

Jennifer Lamb, SMS faculty, 7/31/21

Erin Elgass, SMS faculty, 7/6/21

Albert Blake King, KSES Daycare caregiver, 7/9/21

Gloria Jones, CCCHS Nutrition cook, 5/26/21

Tonya Johnson, SMS Nutrition cook/cashier, 5/26/21

Danna Bass, PVES faculty, 7/12/21

Kimberly Hartsell, WCES general ed assistant, 7/12/21

Carolyn Durham, CMS faculty, 7/13/21

Laura Lipinski, SMS SpEd faculty, 8/1/21

Melanee Stone, CCCHS SpEd assistant, 7/22/21

Charlie Thompson, CCCHS faculty, 7/23/21

Sandra McGuigan, Transportation bus aide, 7/15/21

Stephanie Gottschalk, ECES faculty, 7/19/21

Kimberly Hartsell, WCES general assistant, 7/12/21

Brooke Daugherty, KSES faculty, 7/19/21

Chris Louis, HHS faculty, 7/31/21

Candace Holloway, Transportation driver, 5/28/21

Clarissa Maya, ACESA assistant, 7/27/21

Diane Wiater, Transportation driver, 7/27/21

Cynthia Leconte, HHS Nutrition cook, 7/9/21

#### E. Termination of Employment:

#### F. Transfers approved:

Penelope Pitts, from SMS choir teacher to SMS band teacher, replaces Erin Elgass, 7/30/21

Deborah Dison, from PVES Nutrition full-time to PVES Nutrition part-time, 7/30/21

Shannon Martin, from ACESA attendance to BOE administrative assistant to Assistant Director of Schools, replaces Nicole Crowder, 7/29/21  
Jessica Church, from ACESA RTI Interventionist to ACESA school wide tutor (Individualized Intervention Teacher), new position, 7/30/21  
Shelby Cumberledge, from ACESA 4<sup>th</sup> faculty to ACESA school-wide writing teacher, (Title I funded), replaces Jessica Church, 7/30/21  
Tabitha Tomeo, from ACESA K faculty to ACESA Pre-K faculty, replaces Amanda Willoughby, 7/30/21  
Elizabeth Parker, from HMS Nutrition assistant manager to KSES Nutrition manager, replaces Brandy Russ, 7/30/21  
Amanda Hunter Guidry, from ACESA computer lab assistant to ACESA attendance/registrar, replaces Shannon Martin, 7/30/21  
Laura Beth Bumpus, from CCCHS Nutrition assistant manager to CCCHS Nutrition manager, replaces Karen Schmitt, 7/30/21  
Kathy Binkley, from ACESA Life Skills assistant to ACESA extended resource assistant, replaces Whitney Buttrey, 7/30/21  
Doug Loope, from HHS social studies faculty to HHS ELA faculty, replaces Chris Louis, 7/30/21  
Nathanael Raymer, from Technology computer technician to Technology network administrator, replaces Brett Morton, 8/1/21  
Caitlin Mason, from ACESA education assistant to ACESA computer assistant, replaces Amanda Hunter, 7/30/21  
Kim Duke, from RA resource coordinator to ACESA faculty, replaces Shelby Cumberledge, 7/30/21  
Torrie Thomas, from Transportation part-time to Transportation full-time, replaces Diane Wiater, 7/28/21  
Alexis London, from WCES SpEd assistant to WCES general office assistant, replaces Kim Hartsell, 7/30/21  
Shelley Gipson, from county-wide SpEd faculty to county-wide RA/Sped, replaces Brenda Nicholson, 7/30/21

G. Elections/Placements approved:

Logan McCoy, WCES faculty, replaces Kaye Hunter, 7/30/21  
Kimberly Boswell, PES faculty, replaces Tiffanie Winkler, 7/30/21  
Tracy Delano, ECES faculty, replaces Cynthia Vondohlen, 7/30/21  
Callie Meadows, ACESA ECI, replaces Riley Dowdy, 7/30/21  
Olivia McCoy, ECES faculty, replaces Katie Hardin, 7/30/21  
Sarah Coppock, PVES faculty, replaces interim self, 7/30/21  
Matthew Proctor, CMS faculty, replaces Megan Hunter, 7/30/21  
Kortney Nichols, PVES faculty, replaces Danna Bass, 7/30/21  
Emily Rizzo, PES faculty, replaces Darrell Cox, 7/30/21  
Carrie Emerton, PVES SpEd assistant, new position, 7/30/21  
Miranda Huff, county-wide SLP, replaces August Malouf, 7/30/21  
Marsha Sensing, KSES general ed assistant, replaces Heather Murphy, 7/30/21  
Michelle Lewis, HMS SpEd resource assistant, new position, 7/30/21

Keri Cross, KSES general ed assistant, replaces Ashley Say, 7/30/21  
Kelsey Horton, ECES faculty, replaces Samantha Foster, 7/30/21  
Matt Galbreth, SHS faculty, replaces Mark Hall, 7/30/21  
Allyson Greenwood, ECES faculty, replaces Karla Stewart, 7/30/21  
Daniel Clark, HHS assistant wrestling coach, non-faculty, 7/23/21  
Kaylee Heggie, HHS head volleyball coach, non-faculty, 7/23/21  
Carolyn Stuart, HHS assistant volleyball coach, 7/23/21  
Johnny Neely, HHS assistant girls' basketball coach, non-faculty, 7/23/21  
Lacey Turner Carter, HHS assistant cheer coach, 7/23/21  
Thomas Barbeauld, CMS assistant football coach, 7/23/21  
Abby Cline, SHS band camp instructor, non-faculty, 7/23/21  
Anita Defrancesca, HHS drama director, 7/23/21  
Candy Turner, HHS head cheer coach, 7/23/21  
Ricky Woods, HHS head wrestling coach, 7/23/21  
Louis Jenkins, HHS head girls' soccer coach, non-faculty, 7/23/21  
Steve Wilson, HHS head golf coach, 7/23/21  
Taylor Hummell, HHS cross country coach, 7/23/21  
Katie Pacifici, HHS head softball coach, 7/23/21  
Bryan Wall, CMS assistant football coach, 7/23/21  
Blaise Roberts, HHS assistant baseball coach, non-faculty, 7/23/21  
Zac Mitchell, HHS head baseball coach, non-faculty, 7/23/21  
Katie Pacifici, HHS head girls' basketball coach, 7/23/21  
Barry Williams, HHS assistant boys' basketball coach, non-faculty, 7/23/21  
Daniel Moman, HHS head boys' basketball coach, 7/23/21  
Zach Douglas, HHS weight trainer, 7/23/21  
Kevin Downs, HHS assistant football coach, non-faculty, 7/23/21  
Doug Loope, HHS head football coach, 7/23/21  
Rebecca Wilson, CMS head cheer coach, basketball & football, 7/23/21  
Brett Waller, CMS head golf coach, 7/23/21  
Davis Holland, CMS assistant girls' soccer coach, 7/23/21  
Megan Hunter, CMS head girls' soccer coach, 7/23/21  
Megan Hunter, CMS assistant boys' soccer coach, 7/23/21  
Davis Holland, CMS head boys' soccer coach, 7/23/21  
Sarah Kilgore, CMS assistant volleyball coach, 7/23/21  
Kristyn Stone, CMS head volleyball coach, 7/23/21  
Curtis Garrett Copeland, CMS head softball coach, 7/23/21  
Charlie Waller, CMS assistant baseball coach, non-faculty, volunteer, 7/23/21  
Brett Waller, CMS head baseball coach, 7/23/21  
Preston Carter, CMS assistant girls' basketball coach, 7/23/21  
Michael Carter, CMS head girls' basketball coach, 7/23/21  
Brett Waller, CMS assistant boys' basketball coach, 7/23/21  
Jacob Stone, CMS head boys' basketball coach, 7/23/21  
George J. Steele, CMS assistant football coach, non-faculty, 7/23/21  
Michael Carter, CMS assistant football coach, 7/23/21

Bill Parsley, CMS head football coach, 7/23/21  
Michael Carter, CMS athletic director, 7/23/21  
Josh Hermantin, SHS band camp instructor, non-faculty, 7/23/21  
Josh Graham, SHS band camp instructor, non-faculty, 7/23/21  
Cindy Wells, HMS golf coach, 7/23/21  
Alexandria Moffatt, HMS head girls' soccer coach, non-faculty, 7/23/21  
Jordan Reed, RA faculty, replaces Keri Avaritt, 7/30/21  
Tyler Turpin, SMS faculty, replaces Jennifer Lamb, 7/30/21  
Caitlyn Mason, ACESA assistant, replaces Jessica Cannon, 8/1/21  
Spencer Seaton, SHS faculty, replaces Cathy Wysocki, 7/30/21  
Deborah Williams, HMS front desk assistant, replaces Katie Pacifici, 7/30/21  
Cheyanne Groves, SHS faculty, replaces Brandy Schnettler, 7/30/21  
Brandi Moran, PVES faculty, replaces Alexandria Zynda, 7/30/21  
Kimberly Boswell, PES faculty, replaces Tiffanie Winkler, 7/30/21  
Ashley Nicholson, KSES Nutrition cook, replaces Barbara Allgood, 8/2/21  
Kimberly Rader Howell, WCES faculty, replaces Lindsey McClellan, 7/30/21  
James Mitchell, HHS athletic director, 7/23/21  
Shelly Greer, SHS yearbook advisor, 7/26/21  
Josh Hermantin, SHS Band front ensemble instructor, non-faculty, 7/26/21  
Josh Graham, SHS Band battery assistant director, non-faculty, 7/26/21  
Josh Graham, SHS Band percussion assistant director, non-faculty, 7/26/21  
Malik Sylvester, SHS head band director, 7/26/21  
Taylor McCullough, SHS assistant girls' soccer coach, 7/26/21  
Mat Simon, SHS head girls' soccer coach, 7/26/21  
Tim Terry, SHS head boys/girls' golf coach, 7/26/21  
Devin Roberts, SHS head cross country coach, 7/26/21  
Abby Hager, SHS assistant volleyball coach, 7/26/21  
Lea Hunter, SHS head volleyball coach, non-faculty, 7/26/21  
Shelby Tinch, SHS assistant girls' basketball coach, non-faculty, 7/26/21  
Cody King, SHS head girls' basketball coach, 7/26/21  
Matt Galbreath, SHS assistant boys' basketball coach, 7/26/21  
Fisher Bailey, SHS head boys' basketball coach, 7/26/21  
Christopher Anzaldua, SHS assistant football coach, non-faculty, volunteer, 7/26/21  
Dustin West, SHS assistant football coach, non-faculty, 7/26/21  
K. C. Littlejohn, SHS assistant football coach, non-faculty, 7/26/21  
Wyatt Page, SHS assistant football coach, 7/26/21  
John Harrison, SHS head football coach, 7/26/21  
Taylor McCullough, SHS athletic director, 7/26/21  
Noah Taggart, HHS band director, 7/29/21  
Leann Ferguson, HHS assistant football cheer coach, 7/29/21  
Lacee Turner Carter, HHS assistant basketball cheer coach, 7/29/21  
Chris Huffines, HHS assistant football coach, non-faculty, 7/29/21  
Walker Weatherly, HHS assistant football coach, 7/29/21  
Chris Vaughn, HHS assistant band director, 7/29/21

Kevin Downs, HHS co-head track coach, non-faculty, 7/29/21  
Zachery Douglas, HHS co-head track coach, 7/29/21  
Doug Loope, HHS football field maintenance, 7/29/21  
Rachel Crotzer, HHS yearbook sponsor, 7/29/21  
Anthony Weishaup, Transportation bus shop mechanic, replaces Justin Smith, 7/26/21  
Eugenia Orrego Roca, CCCHS Nutrition cook 8/2/21  
Andrea Knowles, SMS Nutrition cook, 8/2/21  
Jessica Conner, HHS Nutrition cook, 8/2/21  
Celia Towne, ECES Nutrition cook, 8/2/21  
Angela Hartigan, ACESA Nutrition cook, 8/2/21  
Dezaraye Dowlen, PVES Nutrition cook, 8/2/21  
Mary Ashton Gupton, CMS faculty, replaces Alisia Richardson, 7/30/21  
Jennifer Arsenault, SMS Nutrition cook, 8/5/21  
Michelle Morrow, HMS academic specialist, replaces Kristian Dennison, 7/30/21  
Debbie Burnett, SHS head dance coach, football/basketball, non-faculty, 7/29/21  
Debbie Burnett, SHS head cheerleading coach, football/basketball, non-faculty, 7/29/21  
Cyndi Glenn, SHS assistant cheerleading coach, basketball, non-faculty, 7/29/21  
Cyndi Glenn, SHS assistant cheerleading coach, football, non-faculty, volunteer, 7/29/21  
Daniel Waltman, SHS assistant wrestling coach, 7/29/21