

BOARD MEETING  
REVISED AGENDA  
Cheatham County Board of Education

October 7, 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

Employees of the Month

ACESA	Misty Mayo, Bookkeeper
ECES	Karen Beasley, Diverse Learners Assistant
KSES	Renee Miller, Life Skills Assistant
PES	Ashley Adams, Bookkeeper
PVES	Tammy Seeber, Teacher
WCES	Jessica Chambers, Teacher
CMS	Carol Peters, Assistant
HMS	Katie Pacifici, Attendance Registrar, Coach
SMS	Billie McBride, Teacher
CCCHS	Jeremy Boyd, Teacher, Coach, Athletic Director
HHS	Taylor Hummell, Teacher
SHS	Shelly Greer, Teacher
RA	Shannon Roberts, Attendance Registrar
Daycare	Bernadette Boggs, PES Site Director
Nutrition	Amber Friton, CMS Assistant Manager
Technology	Nathanael Raymer, Network Administrator/Computer Technician
Transportation	Lori Reddick, South Cheatham Bus Driver

KSES Reward School 2020-2021

SMS Level 5 School 2020-2021

7. Public Forum – Opportunity for Community to Address Board (Maximum thirty [30] minutes)  
Follow-up on last month comments: Three speakers were emailed as requested.
8. School Improvement Plan (SIP) Goal Update: CMS Principal Linda Owen
9. Executive Committee
10. Five Year Plan: School Health/Safety Coordinator Shelley Duke  
Transportation/Maintenance Director Cal Blacker  
  
ESSER Update: Dr. Cathy Beck
11. Elected Officials – Opportunity for Elected Officials to Address Board
12. Consent Agenda:
  - A) Minutes: 9/2/21
  - B) Approve for tenure:
  - C) Disposal of surplus equipment/materials:
    - 1) SHS Principal Wenning requests permission to discard a TV and TV cart.
    - 2) CCCHS Principal Wenning requests permission to discard broken/obsolete items: teacher desk, brown desk, 37 chairs, 8 desks, 1 magazine rack, 2 wooden desks, 1 rolling cart, old books, various cords and miscellaneous items.
    - 3) KSES Principal Dr. Winstead requests permission to discard an old broken Smart table.
  - D) School fees:
  - E) School/Principal request:
13. Budget and Finance:
  - A) American Rescue Plan (ARP) Homeless 2.0 Grant -\$33,372.17
  - B) ARP IDEA Funds - \$352,819.16
  - C) ESSER Planning Grant - \$175,000.00
  - D) 21<sup>st</sup> Century Grant - \$90,900.00

E) Compensation for Teachers Subbing- during planning

F) HMS Drainage - \$560,320.00

G) Hiring Litigation Counsel – Alan Hall

H) CCCHS Roof

I) Architectural Services for Bathroom/Concession Design

14. Old Business:

A) Revise on second reading Policy 2.806 Bids and Quotations

Beginning line 2 shall read: All purchases of supplies, materials, equipment, and contractual services in excess of twenty-five thousand dollars (\$25,000), including those of individual schools, shall be based on competitive bids.<sup>1</sup>

Beginning line 10 shall read: All purchases of twenty-five thousand dollars (\$25,000) or less including those of individual schools, may be made in the open market without newspaper notice, but shall, whenever possible, be based on at least three (3) competitive bids.<sup>2</sup>

Beginning line 28 shall read: Contracts for legal services, educational consultants, and similar services by professional persons or groups of high ethical standards shall not be based upon competitive bids but shall be awarded on the basis of recognized competence and integrity.<sup>4</sup>

Insurance purchased through a plan authorized and approved by an organization of governmental entities representing cities and counties shall also be exempted.<sup>5</sup>

B) Revise on second reading Policy 4.101 Philosophy

Descriptor term shall read: Instructional Standards

The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or federal law shall be taught.<sup>1</sup>The Director of Schools shall develop administrative procedures to implement this policy.

STATE STANDARDS

Only Tennessee state standards shall be taught within the school district. The following are prohibited:

1. Instructional materials, textbooks, or supplemental materials created to align exclusively with Common Core; or
2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise identified as Common Core textbooks or instructional materials.

CURRICULUM AND INSTRUCTIONAL PROGRAMMING

All curriculum and instructional programming implemented in the school district shall adhere to state and federal laws. District employees shall not include or promote any concepts that would violate state law when providing instruction, using instructional or supplemental materials, or when implementing the instructional program and curriculum.<sup>1</sup>

The Director shall develop procedures to ensure that the district's instructional program complies with state law.

C) Adopt on second reading new Policy 4.213 Family Life Education

Policy shall read:

General

A family life education program shall be implemented within the school district in compliance with state law.<sup>1</sup>

A parent/guardian who chooses not to have a student participate in the family life education program shall submit such request in writing to the principal. A student who is excused from the program shall be assigned alternative health activities and shall not be penalized academically.

FAMILY LIFE INSTRUCTION

The curriculum for the family life education program shall, in a manner that is age-appropriate and factually and medically accurate, include the following:<sup>2</sup>

1. Teach the skills needed to make healthy decisions in all aspects of marriage and family life;
2. Encourage sexual health by helping students understand how the whole person is affected by sexual activity as well as other risk behaviors;
3. Provide information about human reproduction, including conception, birth, and prenatal care, as well as the process of adoption and its benefits;
4. Provide information on the family unit and the responsibilities and consequences related to sexual activity, including the challenges of single teen parenting;
5. Promote only sexual risk avoidance through abstinence and the positive results of avoiding sexual activity;
6. Provide instruction on the detection, intervention, prevention, and treatment of child sexual abuse, including such abuse that may occur in the home, and human trafficking in which a victim is the child;
7. Provide instruction on the prevention of dating violence;
8. Encourage communication between parent(s)/guardian(s) and students; and
9. Address the legal aspects of sexual activity with emphasis on the rights of the student.

The family life education program shall be reviewed annually to ensure that the prohibited items of instruction, as provided for in state law,<sup>3</sup> are not included in the curriculum.

TRAINING ON INSTRUCTION

Personnel providing family life instruction shall receive training prior to presenting such instruction. Personnel shall conduct such instruction with maturity and discretion.

D) Revise on second reading Policy 4.301 Interscholastic Athletics

Beginning line 3 shall read: Student athletes shall only be allowed to participate in athletic activities or events that align with the student's sex indicated on his/her original birth certificate.<sup>2</sup> The Director of Schools/designee shall require the parent/guardian to provide the student's original birth certificate prior to participation in any interscholastic athletics. If the original birth certificate is not available or does not indicate the student's sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

Line 17 shall read: INSURANCE & PHYSICAL EXAMINATIONS

Line 27 shall read: SCHEDULING CONFLICTS

Page 2, beginning line 3 shall read: SEVERE WEATHER<sup>4</sup>

Severe weather is any type of weather that could impede the safety of any athlete by compromising the playing conditions of the interscholastic sport. Severe weather includes, but is

not limited to, thunder, lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be discussed with all players, coaches, and officials, if applicable.

All coaches who oversee or participate in outdoor training, practice, or competition shall annually complete a heat illness prevention course approved by the Tennessee Department of Health as well as receive training on activity modifications based on environmental conditions.

#### ATTENDANCE & CONDUCT

Line 15 shall read:

#### PROHIBITION AGAINST HAZING

Lines 18 through 27 shall be deleted that read:

#### SPORTSMANSHIP

The Board shall promote and demand good sportsmanship of all participants, coaches, and staff of the Board in interscholastic athletic events sponsored by the Board. It is a privilege, not a right, to participate in interscholastic athletic events, and failure on the part of any student-athlete to conduct himself/herself in a manner consistent with the goals of this policy shall be sanctioned as deemed appropriate by the coach or principal of the respective school, up to and including terminating that student's participation in the athletic event or from the athletic team.

If the Tennessee Secondary School Athletic Association (TSSAA) imposes a fine on any coach under the employ of the Board for unsportsmanlike conduct, the fine shall be paid by the coach against whom the fine was levied.

E) Revise on second reading Policy 5.803 Evaluation of the Director of Schools

Line 23 shall read: Each individual Board Member must meet with the Director of Schools at least ten (10) days prior to the Board, as a whole, discussing the composite evaluation.

F) Revise on second reading Policy 6.202 Home Schools

Page 1, lines 9, 12, 17, and 18 shall read: Director of Schools

Line 23 shall read: 6. Possess a high school diploma, GED, or HiSET<sup>4</sup>

Page 2, lines 1, 3, 10, 22, and 24 shall read: Director of Schools

Beginning line 30 shall read:

#### RECORD ACCESS

The Director of Schools, through the Attendance Supervisor, shall have the attendance records of the home school inspected at least two (2) times each school year in order to provide assistance in implementing the Compulsory Attendance Law.

#### STUDENT PERFORMANCE<sup>6</sup>

Beginning page 3, line 1 shall read: The Director of Schools shall develop administrative procedures regarding necessary consultations with home school parents in regard to student performance.

Lines 4-10 shall be deleted that read: If a home school student falls more than one (1) year behind his appropriate grade level in his/her comprehensive test score for two (2) consecutive tests, and if a certified teacher who would have taught the child at his/her grade level determines through appropriate means that the student is not learning disabled, the director of schools shall require the parents to enroll the child in a public private or church-related school.

G) Revise on second reading Policy 6.319 Alternative Education

Beginning line 19 shall read: The Director of Schools/designee is not required to assign a student to the alternative school or program if the student committed one of the following:

1. A zero tolerance offense;<sup>5</sup> or
2. An offense of violence or threatened violence, or an offense that threatened the safety of other students at the school, if the location of the alternative school or program is on the same grounds as the school from which the student was disciplined.<sup>5</sup>

Consideration to assign these students to the alternative school or program will be determined by the Director of Schools/designee on a case-by-case basis.

15. New Business:

A) Revise on first reading 4.204 Summer School

Descriptor Term shall be changed to Summer Instructional Programs

Policy shall read:

General

The following programs will be made available to students:<sup>1,2</sup>

1. Traditional summer school;
2. Learning loss bridge camps;
3. After-school learning mini camps (2021-2023); and
4. Summer learning camps (2021-2023).

These programs shall be organized and operated in accordance with state law as well as guidelines provided by the Tennessee Department of Education. Funding for all programming shall be provided for in the annual budget and take into account any available grants. The Board may adopt tuition rates for those students attending a traditional summer school program.<sup>3</sup>

**SUMMER PROGRAMMING<sup>2</sup>**

The Director of Schools shall present a recommended summer programming plan to the Board each year, no later than April, outlining the following:

1. Courses offered;
2. Transportation;
3. Class size ratios;
4. Budget, including staff compensation;
5. School nutrition needs;
6. Staffing;
7. Enrollment criteria; and
8. Any additional necessary information.

**ATTENDANCE REQUIREMENTS<sup>2</sup>**

Priority students, as defined by state law, shall not be required to attend summer programs.

Attendance is strongly encouraged and will be taken each day.

The Director of Schools shall be responsible for developing administrative procedures regarding the attendance requirements of priority students in each program.

B) Revise on first reading Policy 5.106 Application and Employment

Page 1, line 28 shall read: 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board of Education;<sup>6</sup>

Page 2, line 29 shall be deleted that reads: Professional Employee

Page 2, line 32 shall read: Initial Employment for Professional Employees

Page 2, line 33 shall read: The Director of Schools shall notify such person, in writing, of the offer and conditions of employment.

Page 3, lines 1-4 shall be deleted that read: Support Employees

After checking references and receiving written recommendations from principals and/or supervisors, the Director of Schools shall hire and assign qualified applicants.

C) Revise on first reading Policy 5.802 Qualifications and Duties of the Director of Schools

Page 3, beginning line 20 shall read: 8. Informs the Office of Educator Licensing of licensed educators or educators who have a temporary teaching permit who have been suspended or dismissed, who have resigned, following allegations of conduct, including sexual misconduct, which, if substantiated, would warrant consideration for license suspension, revocation, or formal reprimand, or who have been convicted of a felony.

D) Revise on first reading Policy 5.302 Sick Leave

Line 4 shall read: Sick leave shall be defined as: illness of a full-time employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of an employee, including the employee'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>

E) 2021-22 Student Disciplinary Hearing Authority Panel

Judy Bell

Shelley Duke

Dr. Sarah Green

Dr. Tara Watson

F) Letter of Support for TVA Connected Communities Grant

16. Brief comments from Board Members

17. Announcements

18. Adjourn

INFORMATION:

1. Personnel Changes:

A. Retirements approved:

John Derrick, ACESA faculty, thirty years' experience with twenty-eight in Cheatham County, 12/17/21

B. Administrative Positions approved:

C. Leave of Absence approved:

Jacob Burney, SHS faculty, 9/13/21 – 10/10/21

Ashley Hawkins, PVES faculty, 11/22/21 – 2/14/22

Lanita McClain, ACESA faculty, 8/30/21 – 10/15/21

D. Resignations approved:

Eric Turner, CCCHS head cross country coach, 8/25/21

Stephanie McPherson, RA assistant, 9/8/21

Kelley Hurt, HMS faculty, 9/17/21

Makayla Vandergrift, ACESA SpEd assistant, 9/3/21

Kristin Burns, ECES SpEd assistant, 9/9/21

Tina Fuqua, ECES computer lab assistant, 9/24/21

Destiny Adler, WCES Daycare assistant, 9/13/21

Robert Brooks, KSES Daycare caregiver, 9/28/21

Michelle Dozier, ACESA academic specialist, 9/24/21

Vanessa Paladino, SMS faculty, 10/8/21

Cathy Higgins, SMS Nutrition cook, 10/1/21

E. Termination of Employment:

F. Transfers approved:

Valeriia Connolly, from ECES ESSER funded interventionist to ECES inclusion Pre-K teacher, 8/30/21

Miranda Huff, from WCES/CCCHS/PVES SLP to WCES/CCCHS SLP, 8/9/21

Taylor Newton, from HHS SpEd Life Skills assistant to HHS SpEd 1:1 assistant, new position, 9/9/21

Keri Cross, from KSES general assistant to KSES SpEd assistant, new position, 9/20/21

Amanda Blakeney, from WCES individual intervention teacher to WCES K teacher, replaces Angela Klosterman, 9/20/21

Mary Staggs, from ECES SpEd assistant to ECES general assistant- Computer Lab, replaces Tina Fuqua, 9/27/21

G. Elections/Placements approved:

Michael Wilson, HMS assistant football coach, non-faculty, 8/31/21

Kristin Burns, ECES SpEd Life Skills assistant, new position, 9/7/21

Dr. Lindsey Vincent, HHS interim band director, replaces Noah Taggart, 8/24/21 - 5/27/22

Dave Samler, CCCHS head cross country coach, non-faculty, 9/1/21

Helen Demestihias, HMS tutor, new position, 9/13/21

Treesa Law, KSES Nutrition cook, replaces Ashley Nicholson, 9/8/21



Ieini Navarro, CCCHS Nutrition part-time cook, replaces Gloria Jones, 9/7/21  
Katie Pacifici, HHS softball field maintenance, 9/8/21  
Daniel Waltman, SHS football announcer, 9/9/21  
Adrian Baker, CCCHS band music arranger, 9/9/21  
Jamie Morse, HHS faculty, replaces Doug Loope, 8/2/21  
Amanda Blakeney, WCES tutor, new position 9/3/21  
Jeffery Goad, HHS SpEd Life skills interim assistant for Taylor Newton, 9/9/21 - 5/27/22  
Ricky Woods, HHS head wrestling coach, 9/9/21  
Nikita Claflin, PVES Nutrition cook, replaces Courtney Haines, 9/13/21  
Nathan Loxley, SHS assistant football coach, non-faculty, 9/14/21  
Lindsey Vincent, HHS head band director, 9/14/21  
Amy Gibbs, CCCHS Life Skills SpEd assistant, replaces Melanie Stone, 9/9/21  
Kris Johnstone, CCCHS assistant baseball coach, non-faculty, 9/16/21  
Brendon Ambrose, HHS Band front ensemble instructor, non-faculty, 9/16/21  
Matt Proctor, CMS assistant wrestling coach, volunteer, 9/16/21  
Jackson Whitlow, HHS assistant wrestling coach, 9/16/21  
Jackson Whitlow, HMS assistant wrestling coach, non-faculty, 9/16/21  
Scott Marlow, HHS assistant boys' basketball coach, non-faculty, volunteer, 9/16/21  
Derek Wright, CCCHS assistant golf coach, non-faculty, 9/17/21  
Baley Miles, SHS assistant football/basketball cheerleading coach, non-faculty, volunteer, 9/17/21  
Baley Miles, SHS assistant football/basketball dance coach, non-faculty, 9/17/21  
Zach Cheever, HHS band visual/music instructor, non-faculty, 9/17/21  
Elizabeth Lynn Smith, ACES SpEd assistant, replaces Makayla Vandergrift, 9/20/21  
Jennifer Shelton, SMS interim faculty, replaces Laura Lipinski, 9/27/21  
Trey Johnston, HHS assistant boys' basketball coach, non-faculty, volunteer, 9/23/21  
Amanda Patterson, PES SpEd assistant, 9/27/21  
Samantha Cook, PVES Daycare, part-time caregiver, replaces McKenna Pfeffer, 10/1/21  
Adam Krause, CMS interim faculty, replaces Alyssa Gooch, 9/28/21  
Macy Coffman, SHS Band color guard dance equipment, non-faculty, 10/1/21  
Macy Coffman, SHS Band color guard instructor, non-faculty, 10/1/21  
Jess Edens, HMS assistant soccer coach, non-faculty, 10/1/21